



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Third Membership Meeting
Minutes
October 21 – November 21, 2019**

Atlanta
October 21, 2019

TWU Local 556 President Lyn Montgomery called the Third Membership Meeting of 2019 to order at 1010 local.

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

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

The **TWU Membership Pledge** was read aloud.

Lyn Montgomery introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as presented by general consent.

Financial Report

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

General Union Business:

- Negotiations Update

Negotiations Committee Members Lyn Montgomery, LaShaye Hutchinson and Denny Sebesta were present. Members were provided with a one-year negotiations overview and had their

questions answered. Members also learned of the new negotiations campaign that would be launching this November.

- Max 8 Update

Lyn provided an update on the Unions Return to Service Plan for the Boeing Max 8. She also discussed SWA plan as well. Members discussed the lawsuit filed against Boeing by SWAPA. Lyn shared that the Union is investigating whether to file suit or not. Members did share some concerns regarding trip and line values as well as MDRT. Safety concerns regarding the Max 8 were discussed. Lyn took a poll to see how Flight Attendants present felt regarding their safety and flying the Max 8.

- Group Grievances Update

FMLA: The Union filed a Group Grievance after Management announced Intermittent FMLA would prevent record improvement. The Union sees this is a violation of the Contract. Management has stated they feel they are not in compliance with the law if they allow record improvement for Intermittent FMLA, but not for Continuous FMLA.

Work and Conduct Rules: The Union filed a Group Grievance on behalf of all Members when Management changed the Work and Conduct Rules which became effective in January 2018. The Union's position is the new rules are excessively punitive in nature.

- General Membership Discussion Items
 - Company surveys to customers

New Business:

- Voting on Proposed Bylaw Amendments
 - Lyn provided an overview of the history regarding the bylaws and read a letter from the International attorney.

Break 1148-1214

- The Members present were only permitted to vote on proposed bylaw amendment 1.

Proposal #
1

Title:
Amendments to the
Bylaws

Article:
XIII

Section:
a

Current Language:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership

Proposed Changes:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd even- numbered calendar year and must be voted upon at the Third Membership

If Adopted will read:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership

Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 26

YES: 1

NO: 25

LaShaye Hutchinson made a **motion (1)** to add Members from the general membership in good standing to the standing bylaws committee to update our bylaws to be in compliance with the International Constitution of TWU. Robin Archibald **seconded** the motion.

Lyn Montgomery **recessed** the Atlanta session of the Meeting at 1328 local.

Baltimore **October 22, 2019**

TWU Local 556 President Lyn Montgomery called the Baltimore session of the Meeting to order at 1004 Local.

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

Lyn Montgomery introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

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

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as presented.

Financial Report

John Parrott submitted the **TWU Local 556 Financial Report** for review and answered questions.

General Union Business:

- Negotiations Update

Negotiations Committee Members Lyn Montgomery and LaShaye Hutchinson were present. Members were provided with a one-year negotiations overview and had their questions answered. Members also learned of the new negotiations campaign that would be launching this November.

- Max 8 Update

Lyn provided an update on the Unions Return to Service Plan for the Boeing Max 8. She also discussed SWA plan as well. Members discussed the lawsuit filed against Boeing by SWAPA. Lyn shared that the Union is investigating whether to file suit or not. Group Grievances Update

FMLA: The Union filed a Group Grievance after Management announced Intermittent FMLA would prevent record improvement. The Union sees this is a violation of the Contract. Management has stated they feel they are not in compliance with the law if they allow record improvement for Intermittent FMLA, but not for Continuous FMLA.

- General Membership Discussion Items
 - o Missing trips from schedules

New Business:

- Voting on Proposed Bylaw Amendments
 - o Lyn provided an overview of the history regarding the bylaws and read a letter from the International attorney.

Parliamentary Inquiry 1214-1253

- o Lyn advised the Members that there will be a special meeting called for Atlanta and Baltimore to vote on the in-order proposed amendments. The following sessions will have the opportunity to vote starting tomorrow in Orlando.

Lyn Montgomery **recessed** the Baltimore session of the Meeting at 1322 local.

Orlando **October 23, 2019**

TWU Local 556 President Lyn Montgomery called the Orlando session of the Meeting to order at 1016 Local.

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

Lyn Montgomery introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

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

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as presented.

Financial Report

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General Union Business:

- Negotiations Update

Negotiations Committee Members Lyn Montgomery and LaShaye Hutchinson were present. Members were provided with a one-year negotiations overview and had their questions answered. Members also learned of the new negotiations campaign that would be launching this November.

- Max 8 Update

Lyn provided an update on the Unions Return to Service Plan for the Boeing Max 8. She also discussed SWA plan as well. Members discussed the lawsuit filed against Boeing by SWAPA. Lyn shared that the Union is investigating whether to file suit or not.

- General Membership Discussion
 - Fatigue Policy and Education
 - KCM Changes Concerns
 - Procedural Change regarding the A Flight Attendant
 - Employee parking

New Business:

- Voting on Proposed Bylaw Amendments
 - Lyn read a statement regarding the bylaw submissions that will not be voted on during the Meeting.
 - Members began voting on the proposed bylaw amendments from the floor:

Proposal 35:

Amend Article III, Section b to reduce the initiation fee from \$100 to \$10, effective January 1, 2020.

Proposal #
35

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

\$100.00 is unnecessary. TWU 556 should encourage membership, not discourage members from returning after opting out with a punitive fee. \$10.00 is enough to help offset costs associated with someone choosing to opt out, while discouraging someone from going back and forth.

TOTAL VOTES CAST: 31

YES: 14

NO: 17

Proposal 25:

Amend Article III, Section b to increase the initiation fee from \$100 to \$150.

Proposal #
25

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

Increase the initiation fee from \$100 to \$150. Initiation fee has not been raised since January 1, 2012 at the time pay rates were lower. Flight Attendants are making more money with multiple CBA pay rate increases since the Contract ratified. Monthly dues have seen an increase, but we have not raised this fee in 7 years.

TOTAL VOTES CAST: 33

YES: 0

NO: 33

Proposal 74:

Amend Article VI, Section k by striking the language “and Financial Secretary-Treasurer.”

Proposal #
74

Title:
Officers

Article:
VI

Section:
s

Current Language:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

Proposed Changes:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

If Adopted will read:

The President must perform their duties at the Local Union Headquarters Office during normal operating hours.

Rationale

With the advancement in technology and remote access affording the Treasurer the ability to work outside of the office, the requirement to work out of the Union office during normal operating hours is no longer needed. In addition, employees of TWU

Local 556 and the utilization of Salesforce no longer requires the job of Treasurer to be in the office to conduct business. This will also open up the elected position of Financial Secretary-Treasurer to the entire Membership instead of the limitations the language currently puts on the position.

TOTAL VOTES CAST: 31

YES: 6

NO: 25

Proposal 68:

Amend Article VII, Section i to replace “printed” copy of Unity Magazine with “electronic” copy.

**Proposal #
68**

**Title:
Executive Board**

**Article:
VII**

**Section:
i**

Current Language:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed newsletters during a 12-month period.

Proposed Changes:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed electronic newsletters during a 12-month period

If Adopted will read:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) electronic newsletters during a 12-month period.

Rationale

We receive information via electronic means from our union (556)

TOTAL VOTES CAST: 32

YES: 20

NO: 12

Proposal 28:

Amend Article VIII, Section f, by changing the training allowance from 45 days to 90 days.

**Proposal #
28**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
f**

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Rationale

To allow more time for Shop Stewards to be trained. 45 days may not be enough time to alert all newly elected Shop Stewards and prepare and create training for Shop Stewards.

TOTAL VOTES CAST: 33

YES: 33

NO: 0

Proposal 50:

Amend Article VIII, Section f, to only require training for newly elected Shop Stewards.

**Proposal #
50**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
f**

Current Language:

Proposed Changes:

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Rationale

Only newly elected Shop Stewards need to be trained. Costs associated with training.

TOTAL VOTES CAST: 31

YES: 0

NO: 31

Proposal 71:

Amend Article XII, Section a to add “FADAP, Technical Services, Veterans”, to the Standing Committees.

**Proposal #
71**

**Title:
Committees**

**Article:
XII**

**Section:
a**

Current Language:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Proposed Changes:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

If Adopted will read:

Within the first 60 days of the new term, the Executive Board by two-thirds (2/3rd) vote shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Rationale

To add committees that offer important Member Assistance programs, critical operational/technical functions, and a local committee for veterans/coordinate with TWU International’s committee as standing committees.

TOTAL VOTES CAST: 33

YES: 33

NO: 0

Proposal 72:

Amend Article XII, Section e to add “CISM, and FADAP Committees.”

Proposal #
72

Title:
Committees

Article:
XII

Section:
e

Current Language:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards and Special Services Committees.

Proposed Changes:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees. and Special Services Committees.

If Adopted will read:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees.

Rationale

To maintain the confidentiality and impartial operation of Member assistance committees.

TOTAL VOTES CAST: 30

YES: 0

NO: 30

Proposal 20:

Amend Article V, Section a to allow for electronic and virtual meetings.

Proposal #
20

Title:
Membership Meetings

Article:
V

Section:
a

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

If Adopted will read:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

Rationale

To increase Membership participation.

TOTAL VOTES CAST: 30

YES:23

NO: 7

Proposal 55:

Amend Article V, Section a to have one (1) Membership meeting each calendar quarter.

Proposal #
55

Title:
Membership Meetings

Article:
V

Section:
a

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in any 12 month period a calendar year, except as otherwise provided herein.

If Adopted will read:

There shall be at least four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in a calendar year, except as otherwise provided herein.

Rationale

Currently the Bylaw regarding the number of meetings in a calendar year can result in lengthy periods of time between Membership Meetings. By having Membership Meetings once per quarter this will helpfully alleviate lengthy periods of time where Members are unable to meet with their elected representatives in person.

TOTAL VOTES CAST: 30

YES: 30

NO: 0

Proposal 57:

Amend Article VI, Section h to require a vote of two-thirds (2/3rds) vote of the Executive Board instead of simple majority.

Proposal #
57

Title:
Officers

Article:
VI

Section:
h

Current Language:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy.

Proposed Changes:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

If Adopted will read:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Rationale

Any position on the Executive Board should be filled by appointment of two-thirds (2/3rd) vote. This will assist in preventing a simple majority controlling the makeup of the elected Executive Board in the event there is a vacancy.

TOTAL VOTES CAST: 31

YES: 4

NO: 27

Proposal 75:

Amend Article VI, Section o by adding language for the Financial Secretary-Treasurer to include two reports in the financials presented at Membership meetings.

Proposal #
75

Title:
Officers

Article:
VI

Section:
o

Current Language:

Proposed Changes:

If Adopted will read:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board.

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The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Rationale

In order for our Members to be able to accurately compare our Local's finances we must be able to do a two (2) year look back of our net worth and lost time (payroll) comparison. Presenting a detailed report in the meetings isn't sufficient when evaluating the fiscal health of our local. We must be able to see where we stand as a local financial and these two charts will assist Members in being able to see a snapshot of these two important financial stats within the financial report. Financial transparency is of utmost importance and these two additional documents will assist Members in capturing an accurate picture of our Local's finances. The reports provided in meetings haven't been consistent and this will ensure the Members have a view of the information in chart form.

TOTAL VOTES CAST: 30

YES: 3

NO: 27

Proposal 31:

Amend Article VII, Section g to add parameters to the type of pairing officers should fly.

**Proposal #
31**

**Title:
Executive Board**

**Article:
VII**

**Section:
G**

Current Language:

All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Proposed Changes:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

If Adopted will read:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Rationale

Many officers are flying pairings with only 2 1-hour legs, often with a deadhead and only 1 working leg. This does not meet the spirit of the Bylaws. This will keep the EB in touch with the membership.

TOTAL VOTES CAST: 30

YES: 2

NO: 28

Proposal 6:

Amend Article VIII, Section d to add language allowing time for the Recording Secretary and Treasurer to confirm the eligibility requirements of the Member.

Proposal #
6

Title:
Shop Stewards

Article:
VIII

Section:
d

Current Language:

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Proposed Changes:

To In order to be eligible for nomination nominated and/or elected as a Shop Steward, a Member must, in addition to all other requirements meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

If Adopted will read:

In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

Rationale

To give time to the Recording Secretary and Treasurer to confirm and verify the eligibility requirements of the Member.

TOTAL VOTES CAST: 27

YES: 28

NO: 1

Proposal 16:

Amend Article VIII, Section f to update Shop Steward training requirements.

Proposal #
16

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Rationale

To provide more time for the Shop Steward Committee to prepare for training and offer the option to Domicile Executive Board Members to conduct training in the domicile for those that missed the initial Shop Steward Training opportunity.

TOTAL VOTES CAST: 28

YES: 0

NO: 28

Proposal 14:

Amend Article VIII, Section k to update the number of Shop Stewards to Members information.

**Proposal #
14**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
k**

Current Language:

There shall be a minimum of one (1) Shop Steward per every 200 Members (rounded up) in each Domicile.

Proposed Changes:

There shall be a minimum maximum of one (1) Shop Steward per every 200 100 Members (rounded up) elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

If Adopted will read:

There shall be a maximum of one (1) Shop Steward per every 100 Members elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

Rationale

To better train and utilize Shop Stewards for their primary role which would be Fact-Finding Meetings, Step 2 Hearings, or any other meeting held by Management. It has been expressed that many Flight Attendants do not feel comfortable in front of Management in a meeting setting. The Education Committee and Mobilization/Organizational Committee will have an unlimited amount of Members allowing for more involvement in an area that the Member feels the most comfortable in.

TOTAL VOTES CAST: 28

YES: 0

NO: 28

Proposal 33:

Amend Article XII, by adding a new section f stating that committees will submit written reports that will be added to minutes.

**Proposal #
33**

**Title:
Committees**

**Article:
XII**

**Section:
f**

Proposed Changes:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

If Adopted will read:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

Rationale

This will allow the membership to stay informed with all standing committees.

TOTAL VOTES CAST: 28

YES: 17

NO: 11

Proposal 1:

Amend Article XIII Amendments to the Bylaws by striking out “odd-“ and inserting “even-“ in two places.

**Proposal #
1**

**Title:
Amendments to the
Bylaws**

**Article:
XIII**

**Section:
a**

Current Language:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Proposed Changes:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every oddeven-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the oddeven- numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

If Adopted will read:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 27 YES: 24 NO: 3

Lyn Montgomery **recessed** the Orlando session of the Meeting at 1322 local.

Chicago
October 25, 2019

TWU Local 556 President Lyn Montgomery called the Chicago session of the Meeting to order at 1009 Local.

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

Lyn Montgomery introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

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

Minutes

KeyAnder Early presented the **Second Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as presented.

Financial Report

Chad Kleibscheidel presented the **TWU Local 556 Financial Report** for review.

General Union Business:

- Negotiations Update

Negotiations Committee Members Lyn Montgomery and LaShaye Hutchinson were present. Members were provided with a one-year negotiations overview and had their questions answered. Members also learned of the new negotiations campaign that would be launching this November.

- Max 8 Update

Lyn provided an update on the Unions Return to Service Plan for the Boeing Max 8. She also discussed SWA plan as well. Members discussed the lawsuit filed against Boeing by SWAPA. Lyn shared that the Union is investigating whether to file suit or not.

- General Membership Discussion
 - o KCM Changes Concerns
 - o Drug and Alcohol Second Chance Agreement
 - o Union Plus Benefits
 - o Satellite Base Test Update
 - o Trial Transcripts

New Business:

- Voting on Proposed Bylaw Amendments
 - o Lyn read a statement regarding the bylaw submissions that will not be voted on during the Meeting.
 - o Members began voting on the proposed bylaw amendments from the floor:

Proposal 35:

Amend Article III, Section b to reduce the initiation fee from \$100 to \$10, effective January 1, 2020.

Proposal #
35

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

\$100.00 is unnecessary. TWU 556 should encourage membership, not discourage members from returning after opting out with a punitive fee. \$10.00 is enough to help offset costs associated with someone choosing to opt out, while discouraging someone from going back and forth.

TOTAL VOTES CAST: 14

YES: 6

NO: 8

Proposal 25:

Amend Article III, Section b to increase the initiation fee from \$100 to \$150.

**Proposal #
25**

**Title:
Membership**

**Article:
III**

**Section:
b**

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

Increase the initiation fee from \$100 to \$150. Initiation fee has not been raised since January 1, 2012 at the time pay rates were lower. Flight Attendants are making more money with multiple CBA pay rate increases since the Contract ratified. Monthly dues have seen an increase but we have not raised this fee in 7 years.

TOTAL VOTES CAST: 15

YES: 9

NO: 6

Proposal 74:

Amend Article VI, Section k by striking the language “and Financial Secretary-Treasurer.”

**Proposal #
74**

**Title:
Officers**

**Article:
VI**

**Section:
s**

Current Language:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

Proposed Changes:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

If Adopted will read:

The President must perform their duties at the Local Union Headquarters Office during normal operating hours.

Rationale

With the advancement in technology and remote access affording the Treasurer the ability to work outside of the office, the requirement to work out of the Union office during normal operating hours is no longer needed. In addition, employees of TWU Local 556 and the utilization of Salesforce no longer requires the job of Treasurer to be in the office to conduct business. This will also open up the elected position of Financial Secretary-Treasurer to the entire Membership instead of the limitations the language currently puts on the position.

TOTAL VOTES CAST: 13

YES: 4

NO: 9

Proposal 68:

Amend Article VII, Section i to replace “printed” copy of Unity Magazine with “electronic” copy.

**Proposal #
68**

**Title:
Executive Board**

**Article:
VII**

**Section:
i**

Current Language:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed newsletters during a 12-month period.

Proposed Changes:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed electronic newsletters during a 12-month period

If Adopted will read:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) electronic newsletters during a 12-month period.

Rationale

We receive information via electronic means from our union (556)

TOTAL VOTES CAST: 15

YES: 1

NO: 14

Proposal 28:

Amend Article VIII, Section f, by changing the training allowance from 45 days to 90 days.

Proposal #
28

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Rationale

To allow more time for Shop Stewards to be trained. 45 days may not be enough time to alert all newly elected Shop Stewards and prepare and create training for Shop Stewards.

TOTAL VOTES CAST: 15

YES: 13

NO: 2

Proposal 50:

Amend Article VIII, Section f, to only require training for newly elected Shop Stewards.

Proposal #
50

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:**Proposed Changes:****If Adopted will read:**

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Rationale

Only newly elected Shop Stewards need to be trained. Costs associated with training.

TOTAL VOTES CAST: 14

YES: 0

NO: 14

Proposal 71:

Amend Article XII, Section a to add “FADAP, Technical Services, Veterans”, to the Standing Committees.

Proposal #
71

Title:
Committees

Article:
XII

Section:
a

Current Language:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Proposed Changes:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

If Adopted will read:

Within the first 60 days of the new term, the Executive Board by two-thirds (2/3rd) vote shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Rationale

To add committees that offer important Member Assistance programs, critical operational/technical functions, and a local committee for veterans/coordinate with TWU International’s committee as standing committees.

TOTAL VOTES CAST: 14

YES: 13

NO: 1

Proposal 72:

Amend Article XII, Section e to add “CISM, and FADAP Committees.”

Proposal #	Title:	Article:	Section:
72	Committees	XII	e
<i>Current Language:</i>	<i>Proposed Changes:</i>	<i>If Adopted will read:</i>	
Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards and Special Services Committees.	Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees. and Special Services Committees.	Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees.	

Rationale

To maintain the confidentiality and impartial operation of Member assistance committees.

TOTAL VOTES CAST: 15 YES: 13 NO: 2

Proposal 20:

Amend Article V, Section a to allow for electronic and virtual meetings.

Proposal #	Title:	Article:	Section:
20	Membership Meetings	V	a
<i>Current Language:</i>	<i>Proposed Changes:</i>	<i>If Adopted will read:</i>	
There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `	There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `	There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `	

Rationale

To increase Membership participation.

TOTAL VOTES CAST: 15 YES:9 NO: 6

Proposal 55:

Amend Article V, Section a to have one (1) Membership meeting each calendar quarter.

Proposal #	Title:	Article:	Section:
55	Membership Meetings	V	a
<i>Current Language:</i>	<i>Proposed Changes:</i>	<i>If Adopted will read:</i>	
There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `	There shall be at least three (3) four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in any 12 month period a calendar year, except as otherwise provided herein.	There shall be at least four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in a calendar year, except as otherwise provided herein.	

Rationale

Currently the Bylaw regarding the number of meetings in a calendar year can result in lengthy periods of time between Membership Meetings. By having Membership Meetings once per quarter this will helpfully alleviate lengthy periods of time where Members are unable to meet with their elected representatives in person.

TOTAL VOTES CAST: 16

YES: 0

NO: 16

Proposal 57:

Amend Article VI, Section h to require a vote of two-thirds (2/3rds) vote of the Executive Board instead of simple majority.

Proposal #
57

Title:
Officers

Article:
VI

Section:
h

Current Language:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy.

Proposed Changes:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

If Adopted will read:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Rationale

Any position on the Executive Board should be filled by appointment of two-thirds (2/3rd) vote. This will assist in preventing a simple majority controlling the makeup of the elected Executive Board in the event there is a vacancy.

TOTAL VOTES CAST: 16

YES: 10

NO: 6

Proposal 75:

Amend Article VI, Section o by adding language for the Financial Secretary-Treasurer to include two reports in the financials presented at Membership meetings.

Proposal #
75

Title:
Officers

Article:
VI

Section:
o

Current Language:

Proposed Changes:

If Adopted will read:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board.

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Rationale

In order for our Members to be able to accurately compare our Local's finances we must be able to do a two (2) year look back of our net worth and lost time (payroll) comparison. Presenting a detailed report in the meetings isn't sufficient when evaluating the fiscal health of our local. We must be able to see where we stand as a local financial and these two charts will assist Members in being able to see a snapshot of these two important financial stats within the financial report. Financial transparency is of utmost importance and these two additional documents will assist Members in capturing an accurate picture of our Local's finances. The reports provided in meetings haven't been consistent and this will ensure the Members have a view of the information in chart form.

TOTAL VOTES CAST: 16

YES: 13

NO: 3

Proposal 31:

Amend Article VII, Section g to add parameters to the type of pairing officers should fly.

**Proposal #
31**

**Title:
Executive Board**

**Article:
VII**

**Section:
G**

Current Language:

All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Proposed Changes:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

If Adopted will read:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Rationale

Many officers are flying pairings with only 2 1-hour legs, often with a deadhead and only 1 working leg. This does not meet the spirit of the Bylaws. This will keep the EB in touch with the membership.

TOTAL VOTES CAST: 16

YES: 0

NO: 16

Proposal 6:

Amend Article VIII, Section d to add language allowing time for the Recording Secretary and Treasurer to confirm the eligibility requirements of the Member.

Proposal #
6

Title:
Shop Stewards

Article:
VIII

Section:
d

Current Language:

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Proposed Changes:

To In order to be eligible for nomination nominated and/or elected as a Shop Steward, a Member must, in addition to all other requirements meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

If Adopted will read:

In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

Rationale

To give time to the Recording Secretary and Treasurer to confirm and verify the eligibility requirements of the Member.

TOTAL VOTES CAST: 15

YES: 14

NO: 1

Proposal 16:

Amend Article VIII, Section f to update Shop Steward training requirements.

Proposal #
16

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Rationale

To provide more time for the Shop Steward Committee to prepare for training and offer the option to Domicile Executive Board Members to conduct training in the domicile for those that missed the initial Shop Steward Training opportunity.

TOTAL VOTES CAST: 16

YES: 0

NO: 16

Proposal 14:

Amend Article VIII, Section k to update the number of Shop Stewards to Members information.

**Proposal #
14**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
k**

Current Language:

There shall be a minimum of one (1) Shop Steward per every 200 Members (rounded up) in each Domicile.

Proposed Changes:

There shall be a minimum maximum of one (1) Shop Steward per every 200 100 Members (rounded up) elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

If Adopted will read:

There shall be a maximum of one (1) Shop Steward per every 100 Members elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

Rationale

To better train and utilize Shop Stewards for their primary role which would be Fact-Finding Meetings, Step 2 Hearings, or any other meeting held by Management. It has been expressed that many Flight Attendants do not feel comfortable in front of Management in a meeting setting. The Education Committee and Mobilization/Organizational Committee will have an unlimited amount of Members allowing for more involvement in an area that the Member feels the most comfortable in.

TOTAL VOTES CAST: 16

YES: 2

NO: 14

Proposal 33:

Amend Article XII, by adding a new section f stating that committees will submit written reports that will be added to minutes.

**Proposal #
33**

**Title:
Committees**

**Article:
XII**

**Section:
f**

Proposed Changes:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

If Adopted will read:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

Rationale

This will allow the membership to stay informed with all standing committees.

TOTAL VOTES CAST: 16

YES: 0

NO: 16

Proposal 1:

Amend Article XIII Amendments to the Bylaws by striking out “odd-“ and inserting “even-“ in two places.

Proposal #

Title:

Article:

Section:

Current Language:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested."

Proposed Changes:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested."

If Adopted will read:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested."

Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 16 YES: 0 NO: 16

Break 12:02-1209

Dale Wilson made an **amendment to motion 1** to insert four (4) in front of Members and insert review in front of update. LaShaye Hutchinson **seconded**.

Lyn Montgomery **recessed** the Chicago session of the Meeting at 1252 local.

Los Angeles
October 28, 2019

TWU Local 556 President Lyn Montgomery called the Los Angeles session of the Meeting to order at 1001 Local.

Lyn Montgomery served as the Chairperson and LaTonia Paul Benoit served as the Recording Secretary.

Lyn Montgomery introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Lyn Montgomery reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were welcome to attend and participate during the Meeting, however they were not allowed to vote on motions on the

floor. 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. Lyn informed Members that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed. Lyn reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Minutes

Lyn Montgomery presented the **Second Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as presented.

Financial Report

John Parrott submitted the **TWU Local 556 Financial Report** for review and answered questions.

General Union Business:

- Negotiations Update

Negotiations Committee Members Lyn Montgomery and Denny Sebesta were present. Members were provided with a one-year negotiations overview and had their questions answered. Members also learned of the new negotiations campaign that would be launching this November.

- Max 8 Update

Lyn provided an update on the Unions Return to Service Plan for the Boeing Max 8. She also discussed SWA plan as well. Members discussed the lawsuit filed against Boeing by SWAPA. Lyn shared that the Union is investigating whether to file suit or not.

New Business:

- Voting on Proposed Bylaw Amendments
 - o Lyn read a statement regarding the bylaw submissions that will not be voted on during the Meeting.
 - o Members began voting on the proposed bylaw amendments from the floor:

Proposal 35:

Amend Article III, Section b to reduce the initiation fee from \$100 to \$10, effective January 1, 2020.

Proposal #
35

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

\$100.00 is unnecessary. TWU 556 should encourage membership, not discourage members from returning after opting out with a punitive fee. \$10.00 is enough to help offset costs associated with someone choosing to opt out, while discouraging someone from going back and forth.

TOTAL VOTES CAST: 15

YES: 6

NO: 9

Proposal 25:

Amend Article III, Section b to increase the initiation fee from \$100 to \$150.

Proposal #	Title:	Article:	Section:
25	Membership	III	b
<i>Current Language:</i>	<i>Proposed Changes:</i>		<i>If Adopted will read:</i>
Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.	Effective January 1, 2012 2020, the initiation fee shall be \$100 \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.		Effective January 1, 2020, the initiation fee shall be \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

Increase the initiation fee from \$100 to \$150. Initiation fee has not been raised since January 1, 2012 at the time pay rates were lower. Flight Attendants are making more money with multiple CBA pay rate increases since the Contract ratified. Monthly dues have seen an increase but we have not raised this fee in 7 years.

TOTAL VOTES CAST: 15

YES:0

NO: 15

Proposal 74:

Amend Article VI, Section k by striking the language “and Financial Secretary-Treasurer.”

Proposal #	Title:	Article:	Section:
74	Officers	VI	s
<i>Current Language:</i>	<i>Proposed Changes:</i>		<i>If Adopted will read:</i>
The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.	The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.		The President must perform their duties at the Local Union Headquarters Office during normal operating hours.

Rationale

With the advancement in technology and remote access affording the Treasurer the ability to work outside of the office, the requirement to work out of the Union office during normal operating hours is no longer needed. In addition, employees of TWU Local 556 and the utilization of Salesforce no longer requires the job of Treasurer to be in the office to conduct business. This will also open up the elected position of Financial Secretary-Treasurer to the entire Membership instead of the limitations the language currently puts on the position.

TOTAL VOTES CAST: 15

YES: 0

NO: 15

Proposal 68:

Amend Article VII, Section i to replace “printed” copy of Unity Magazine with “electronic” copy.

Proposal #	Title:	Article:	Section:
68	Executive Board	VII	i
<i>Current Language:</i>	<i>Proposed Changes:</i>		<i>If Adopted will read:</i>
The Executive Board of the Local will be responsible for providing to the	The Executive Board of the Local will be responsible for providing to the		The Executive Board of the Local will be responsible for providing to the

Membership at least four (4) printed newsletters during a 12-month period.

Membership at least four (4) printed electronic newsletters during a 12-month period

Membership at least four (4) electronic newsletters during a 12-month period.

Rationale

We receive information via electronic means from our union (556)

TOTAL VOTES CAST: 14

YES: 13

NO: 1

Proposal 28:

Amend Article VIII, Section f, by changing the training allowance from 45 days to 90 days.

Proposal #
28

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Rationale

To allow more time for Shop Stewards to be trained. 45 days may not be enough time to alert all newly elected Shop Stewards and prepare and create training for Shop Stewards.

TOTAL VOTES CAST: 14

YES: 14

NO: 0

Proposal 50:

Amend Article VIII, Section f, to only require training for newly elected Shop Stewards.

Proposal #
50

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Rationale

Only newly elected Shop Stewards need to be trained. Costs associated with training.

TOTAL VOTES CAST: 15

YES: 0

NO: 15

Proposal 71:

Amend Article XII, Section a to add “FADAP, Technical Services, Veterans”, to the Standing Committees.

Proposal #
71

Title:
Committees

Article:
XII

Section:
a

Current Language:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Proposed Changes:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

If Adopted will read:

Within the first 60 days of the new term, the Executive Board by two-thirds (2/3rd) vote shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Rationale

To add committees that offer important Member Assistance programs, critical operational/technical functions, and a local committee for veterans/coordinate with TWU International’s committee as standing committees.

TOTAL VOTES CAST: 14

YES: 8

NO: 6

Proposal 72:

Amend Article XII, Section e to add “CISM, and FADAP Committees.”

Proposal #
72

Title:
Committees

Article:
XII

Section:
e

Current Language:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards and Special Services Committees.

Proposed Changes:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees. and Special Services Committees.

If Adopted will read:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees.

Rationale

To maintain the confidentiality and impartial operation of Member assistance committees.

TOTAL VOTES CAST: 12

YES: 0

NO: 12

Proposal 20:

Amend Article V, Section a to allow for electronic and virtual meetings.

Proposal # 20	Title: Membership Meetings	Article: V	Section: a
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Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

If Adopted will read:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

Rationale

To increase Membership participation.

TOTAL VOTES CAST: 14	YES:9	NO: 5
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Proposal 55:

Amend Article V, Section a to have one (1) Membership meeting each calendar quarter.

Proposal # 55	Title: Membership Meetings	Article: V	Section: a
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Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in any 12 month period a calendar year, except as otherwise provided herein.

If Adopted will read:

There shall be at least four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in a calendar year, except as otherwise provided herein.

Rationale

Currently the Bylaw regarding the number of meetings in a calendar year can result in lengthy periods of time between Membership Meetings. By having Membership Meetings once per quarter this will helpfully alleviate lengthy periods of time where Members are unable to meet with their elected representatives in person.

TOTAL VOTES CAST: 11	YES: 6	NO: 5
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Proposal 57:

Amend Article VI, Section h to require a vote of two-thirds (2/3rds) vote of the Executive Board instead of simple majority.

Proposal # 57	Title: Officers	Article: VI	Section: h
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Current Language:**Proposed Changes:****If Adopted will read:**

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy.

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Rationale

Any position on the Executive Board should be filled by appointment of two-thirds (2/3rd) vote. This will assist in preventing a simple majority controlling the makeup of the elected Executive Board in the event there is a vacancy.

TOTAL VOTES CAST: 14

YES: 0

NO: 14

Proposal 75:

Amend Article VI, Section o by adding language for the Financial Secretary-Treasurer to include two reports in the financials presented at Membership meetings.

Proposal #
75

Title:
Officers

Article:
VI

Section:
o

Current Language:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board.

Proposed Changes:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a

If Adopted will read:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a

Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Rationale

In order for our Members to be able to accurately compare our Local's finances we must be able to do a two (2) year look back of our net worth and lost time (payroll) comparison. Presenting a detailed report in the meetings isn't sufficient when evaluating the fiscal health of our local. We must be able to see where we stand as a local financial and these two charts will assist Members in being able to see a snapshot of these two important financial stats within the financial report. Financial transparency is of utmost importance and these two additional documents will assist Members in capturing an accurate picture of our Local's finances. The reports provided in meetings haven't been consistent and this will ensure the Members have a view of the information in chart form.

TOTAL VOTES CAST: 11

YES: 3

NO: 8

Proposal 31:

Amend Article VII, Section g to add parameters to the type of pairing officers should fly.

**Proposal #
31**

**Title:
Executive Board**

**Article:
VII**

**Section:
G**

Current Language:

All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Proposed Changes:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

If Adopted will read:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Rationale

Many officers are flying pairings with only 2 1-hour legs, often with a deadhead and only 1 working leg. This does not meet the spirit of the Bylaws. This will keep the EB in touch with the membership.

TOTAL VOTES CAST: 14

YES: 0

NO: 14

Proposal 6:

Amend Article VIII, Section d to add language allowing time for the Recording Secretary and Treasurer to confirm the eligibility requirements of the Member.

**Proposal #
6**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
d**

Current Language:

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time

Proposed Changes:

To In order to be eligible for nomination nominated and/or elected as a Shop Steward, a Member must, in addition to all other requirements meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of

If Adopted will read:

In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must

of nominations; (2) Shop Stewards must be a Member in good standing.

six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

Rationale

To give time to the Recording Secretary and Treasurer to confirm and verify the eligibility requirements of the Member.

TOTAL VOTES CAST: 12

YES: 4

NO: 8

Proposal 16:

Amend Article VIII, Section f to update Shop Steward training requirements.

Proposal #
16

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Rationale

To provide more time for the Shop Steward Committee to prepare for training and offer the option to Domicile Executive Board Members to conduct training in the domicile for those that missed the initial Shop Steward Training opportunity.

TOTAL VOTES CAST: 13

YES: 3

NO: 10

Proposal 14:

Amend Article VIII, Section k to update the number of Shop Stewards to Members information.

Proposal #
14

Title:
Shop Stewards

Article:
VIII

Section:
k

Current Language:

There shall be a minimum of one (1) Shop Steward per every 200 Members (rounded up) in each Domicile.

Proposed Changes:

There shall be a minimum maximum of one (1) Shop Steward per every 200 100 Members (rounded up) elected in each Domicile with a maximum of 20 per

If Adopted will read:

There shall be a maximum of one (1) Shop Steward per every 100 Members elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

Domicile and a minimum of 10 per Domicile.

Rationale

To better train and utilize Shop Stewards for their primary role which would be Fact-Finding Meetings, Step 2 Hearings, or any other meeting held by Management. It has been expressed that many Flight Attendants do not feel comfortable in front of Management in a meeting setting. The Education Committee and Mobilization/Organizational Committee will have an unlimited amount of Members allowing for more involvement in an area that the Member feels the most comfortable in.

TOTAL VOTES CAST: 14 YES: 0 NO: 14

Proposal 33:

Amend Article XII, by adding a new section f stating that committees will submit written reports that will be added to minutes.

Proposal #	Title:	Article:	Section:
33	Committees	XII	f

Proposed Changes:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

If Adopted will read:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

Rationale

This will allow the membership to stay informed with all standing committees.

TOTAL VOTES CAST: 12 YES: 0 NO: 12

Proposal 1:

Amend Article XIII Amendments to the Bylaws by striking out “odd-“ and inserting “even-“ in two places.

Proposal #	Title:	Article:	Section:
1	Amendments to the Bylaws	XIII	a

Current Language:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union

Proposed Changes:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd even- numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union

If Adopted will read:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union

Website. A printed copy will be mailed to a Member if requested.”

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Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 12 YES: 3 NO: 9

- General Membership Discussion
 - o Bylaws
 - o Care and Concern Team
 - o OJI
 - o Fatigue Policy
 - o FAA Reauthorization Act
- Trish Damstra provided a base update regarding:
 - o Discipline
 - o Quiet Room
 - o DEBM Availability
 - o Hotel Concerns
 - o Parking Issues

Lyn Montgomery **recessed** the Los Angeles session of the Meeting at 1332 local.

Oakland
October 29, 2019

TWU Local 556 President Lyn Montgomery called the Oakland session of the Meeting to order at 1000 Local.

Lyn Montgomery served as the Chairperson and John Parrott served as the Recording Secretary.

Lyn Montgomery introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

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

Minutes

John Parrott presented the **Second Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as amended.

Financial Report

John Parrott presented the **TWU Local 556 Financial Report** for review and answered questions.

General Union Business:

- Negotiations Update

Members were provided with a one-year negotiations overview and had their questions answered. Members also learned of the new negotiations campaign that would be launching this November.

- Max 8 Update

Lyn provided an update on the Unions Return to Service Plan for the Boeing Max 8. She also discussed SWA plan as well. Members discussed the lawsuit filed against Boeing by SWAPA. Lyn shared that the Union is investigating whether to file suit or not.

- General Membership Discussion

- Electronic Meetings
- Dallas Session of the Second Membership Meeting of 2019
- Las Vegas Memberships Meeting Motion
- Union Work

New Business:

- Voting on Proposed Bylaw Amendments
 - Lyn read a statement regarding the bylaw submissions that will not be voted on during the Meeting.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 48 & 49 are out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motion 14 out of order. Member Audrey Stone seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motion 24 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motion 26 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 27 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motion 50 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 51 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 52 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 53 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 54 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 56 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 57 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 58 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 59 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 60 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 61 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 62 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 63 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 73 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 75 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Member Sam Wilkins appealed the decision of the Chair that ruled Motions 76 out of order. Member Mario Galileo-Cendejas seconded the motion. Lyn Montgomery ruled the motion improper.

Members began voting on the proposed bylaw amendments from the floor:

Proposal 35:

Amend Article III, Section b to reduce the initiation fee from \$100 to \$10, effective January 1, 2020.

Proposal #	Title:	Article:	Section:
35	Membership	III	b
<i>Current Language:</i>	<i>Proposed Changes:</i>		<i>If Adopted will read:</i>
Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.	Effective January 1, 2012 2020, the initiation fee shall be \$100 \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.		Effective January 1, 2020, the initiation fee shall be \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

\$100.00 is unnecessary. TWU 556 should encourage membership, not discourage members from returning after opting out with a punitive fee. \$10.00 is enough to help offset costs associated with someone choosing to opt out, while discouraging someone from going back and forth.

TOTAL VOTES CAST: 12

YES: 0

NO: 12

Proposal 25:

Amend Article III, Section b to increase the initiation fee from \$100 to \$150.

Proposal # 25	Title: Membership	Article: III	Section: b
Current Language: Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.			
Proposed Changes: Effective January 1, 2012 2020, the initiation fee shall be \$100 \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.			
If Adopted will read: Effective January 1, 2020, the initiation fee shall be \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.			

Rationale

Increase the initiation fee from \$100 to \$150. Initiation fee has not been raised since January 1, 2012 at the time pay rates were lower. Flight Attendants are making more money with multiple CBA pay rate increases since the Contract ratified. Monthly dues have seen an increase but we have not raised this fee in 7 years.

TOTAL VOTES CAST: 12 YES: 10 NO: 2

Proposal 74:

Amend Article VI, Section k by striking the language “and Financial Secretary-Treasurer.”

Proposal # 74	Title: Officers	Article: VI	Section: s
Current Language: The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.			
Proposed Changes: The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.			
If Adopted will read: The President must perform their duties at the Local Union Headquarters Office during normal operating hours.			

Rationale

With the advancement in technology and remote access affording the Treasurer the ability to work outside of the office, the requirement to work out of the Union office during normal operating hours is no longer needed. In addition, employees of TWU Local 556 and the utilization of Salesforce no longer requires the job of Treasurer to be in the office to conduct business. This will also open up the elected position of Financial Secretary-Treasurer to the entire Membership instead of the limitations the language currently puts on the position.

TOTAL VOTES CAST: 11 YES: 6 NO: 5

Proposal 68:

Amend Article VII, Section i to replace “printed” copy of Unity Magazine with “electronic” copy.

Proposal # 68	Title: Executive Board	Article: VII	Section: i
Current Language: The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed newsletters during a 12-month period.			
Proposed Changes: The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed electronic newsletters during a 12-month period			
If Adopted will read: The Executive Board of the Local will be responsible for providing to the Membership at least four (4) electronic newsletters during a 12-month period.			

Rationale

We receive information via electronic means from our union (556)

TOTAL VOTES CAST: 12

YES: 2

NO: 10

Proposal 28:

Amend Article VIII, Section f, by changing the training allowance from 45 days to 90 days.

Proposal #
28

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Rationale

To allow more time for Shop Stewards to be trained. 45 days may not be enough time to alert all newly elected Shop Stewards and prepare and create training for Shop Stewards.

TOTAL VOTES CAST: 12

YES: 12

NO: 0

Proposal 50:

Amend Article VIII, Section f, to only require training for newly elected Shop Stewards.

Proposal #
50

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Rationale

Only newly elected Shop Stewards need to be trained. Costs associated with training.

TOTAL VOTES CAST: 12

YES:12

NO: 0

Proposal 71:

Amend Article XII, Section a to add “FADAP, Technical Services, Veterans”, to the Standing Committees.

Proposal # 71	Title: Committees	Article: XII	Section: a
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Current Language:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Proposed Changes:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

If Adopted will read:

Within the first 60 days of the new term, the Executive Board by two-thirds (2/3rd) vote shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Rationale

To add committees that offer important Member Assistance programs, critical operational/technical functions, and a local committee for veterans/coordinate with TWU International’s committee as standing committees.

TOTAL VOTES CAST: 12 YES: 12 NO: 0

Proposal 72:

Amend Article XII, Section e to add “CISM, and FADAP Committees.”

Proposal # 72	Title: Committees	Article: XII	Section: e
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Current Language:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards and Special Services Committees.

Proposed Changes:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees. and Special Services Committees.

If Adopted will read:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees.

Rationale

To maintain the confidentiality and impartial operation of Member assistance committees.

TOTAL VOTES CAST: 12 YES: 12 NO: 0

Proposal 20:

Amend Article V, Section a to allow for electronic and virtual meetings.

Proposal #	Title:	Article:	Section:
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Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Rationale

To increase Membership participation.

Proposed Changes:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

If Adopted will read:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

TOTAL VOTES CAST: 11

YES:3

NO: 8

Proposal 55:

Amend Article V, Section a to have one (1) Membership meeting each calendar quarter.

Proposal #
55

Title:
Membership Meetings

Article:
V

Section:
a

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in any 12 month period a calendar year, except as otherwise provided herein.

If Adopted will read:

There shall be at least four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in a calendar year, except as otherwise provided herein.

Rationale

Currently the Bylaw regarding the number of meetings in a calendar year can result in lengthy periods of time between Membership Meetings. By having Membership Meetings once per quarter this will helpfully alleviate lengthy periods of time where Members are unable to meet with their elected representatives in person.

TOTAL VOTES CAST: 12

YES: 10

NO: 2

Proposal 57:

Amend Article VI, Section h to require a vote of two-thirds (2/3rds) vote of the Executive Board instead of simple majority.

Proposal #
57

Title:
Officers

Article:
VI

Section:
h

Current Language:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will

Proposed Changes:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will

If Adopted will read:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will

appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy.

appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Rationale

Any position on the Executive Board should be filled by appointment of two-thirds (2/3rd) vote. This will assist in preventing a simple majority controlling the makeup of the elected Executive Board in the event there is a vacancy.

TOTAL VOTES CAST: 12

YES: 12

NO: 0

Proposal 75:

Amend Article VI, Section o by adding language for the Financial Secretary-Treasurer to include two reports in the financials presented at Membership meetings.

Proposal #
75

Title:
Officers

Article:
VI

Section:
o

Current Language:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board.

Proposed Changes:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

If Adopted will read:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Rationale

In order for our Members to be able to accurately compare our Local's finances we must be able to do a two (2) year look back of our net worth and lost time (payroll) comparison. Presenting a detailed report in the meetings isn't sufficient when evaluating the fiscal health of our local. We must be able to see where we stand as a local financial and these two charts will assist Members in being able to see a snapshot of these two important financial stats within the financial report. Financial transparency is of utmost

importance and these two additional documents will assist Members in capturing an accurate picture of our Local's finances. The reports provided in meetings haven't been consistent and this will ensure the Members have a view of the information in chart form.

TOTAL VOTES CAST: 12

YES: 7

NO: 5

Proposal 31:

Amend Article VII, Section g to add parameters to the type of pairing officers should fly.

Proposal #
31

Title:
Executive Board

Article:
VII

Section:
G

Current Language:

All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Proposed Changes:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

If Adopted will read:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Rationale

Many officers are flying pairings with only 2 1-hour legs, often with a deadhead and only 1 working leg. This does not meet the spirit of the Bylaws. This will keep the EB in touch with the membership.

TOTAL VOTES CAST: 11

YES: 1

NO: 10

Proposal 6:

Amend Article VIII, Section d to add language allowing time for the Recording Secretary and Treasurer to confirm the eligibility requirements of the Member.

Proposal #
6

Title:
Shop Stewards

Article:
VIII

Section:
d

Current Language:

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Proposed Changes:

To In order to be eligible for nomination nominated and/or elected as a Shop Steward, a Member must, in addition to all other requirements meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

If Adopted will read:

In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

Rationale

To give time to the Recording Secretary and Treasurer to confirm and verify the eligibility requirements of the Member.

TOTAL VOTES CAST: 12

YES: 0

NO: 12

Proposal 16:

Amend Article VIII, Section f to update Shop Steward training requirements.

Proposal #
16

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Rationale

To provide more time for the Shop Steward Committee to prepare for training and offer the option to Domicile Executive Board Members to conduct training in the domicile for those that missed the initial Shop Steward Training opportunity.

TOTAL VOTES CAST: 11

YES: 0

NO: 11

Proposal 14:

Amend Article VIII, Section k to update the number of Shop Stewards to Members information.

Proposal #
14

Title:
Shop Stewards

Article:
VIII

Section:
k

Current Language:

There shall be a minimum of one (1) Shop Steward per every 200 Members (rounded up) in each Domicile.

Proposed Changes:

There shall be a minimum maximum of one (1) Shop Steward per every 200 100 Members (rounded up) elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

If Adopted will read:

There shall be a maximum of one (1) Shop Steward per every 100 Members elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

Rationale

To better train and utilize Shop Stewards for their primary role which would be Fact-Finding Meetings, Step 2 Hearings, or any other meeting held by Management. It has been expressed that many Flight Attendants do not feel comfortable in front of Management in a meeting setting. The Education Committee and Mobilization/Organizational Committee will have an unlimited amount of Members allowing for more involvement in an area that the Member feels the most comfortable in.

TOTAL VOTES CAST: 11

YES: 10

NO: 1

Proposal 33:

Amend Article XII, by adding a new section f stating that committees will submit written reports that will be added to minutes.

Proposal #
33

Title:
Committees

Article:
XII

Section:
f

Proposed Changes:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

If Adopted will read:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

Rationale

This will allow the membership to stay informed with all standing committees.

TOTAL VOTES CAST: 12 YES: 12 NO: 0

Proposal 1:

Amend Article XIII Amendments to the Bylaws by striking out “odd-“ and inserting “even-“ in two places.

Proposal #
1

Title:
Amendments to the
Bylaws

Article:
XIII

Section:
a

Current Language:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Proposed Changes:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd even- numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

If Adopted will read:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 12 YES: 0 NO: 12

Lyn Montgomery read aloud the motion that was made at the Atlanta session and the amendment that was made in Chicago.

Member Cuyler Thompson made an **amendment to motion 1** by adding, “*During the first Executive Board Meeting following, the First Membership Meeting of 2020*” to the end of the motion following the word TWU. Member Audrey Stone **seconded**.

Break 1425-1440

Lyn Montgomery **recessed** the Oakland session of the Meeting at 1603 local.

Phoenix **October 30, 2019**

TWU Local 556 President Lyn Montgomery called the Phoenix session of the Meeting to order at 1000 Local.

Lyn Montgomery served as the Chairperson and John Parrott served as the Recording Secretary.

Lyn Montgomery introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

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

Minutes

John Parrott presented the **Second Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as amended.

Financial Report

John Parrott presented the **TWU Local 556 Financial Report** for review and answered questions.

General Union Business:

- Negotiations Update

Members were provided with a one-year negotiations overview and had their questions answered. Members also learned of the new negotiations campaign that would be launching this November.

- Max 8 Update

Lyn provided an update on the Unions Return to Service Plan for the Boeing Max 8. She also discussed SWA plan as well. Members discussed the lawsuit filed against Boeing by SWAPA. Lyn shared that the Union is investigating whether to file suit or not.

- General Membership Discussion
 - o Las Vegas Membership Meeting
 - o Bylaws
 - o FAA Reauthorization

New Business:

- Voting on Proposed Bylaw Amendments
 - o Lyn read a statement regarding the bylaw submissions that will not be voted on during the Meeting.
 - o Members began voting on the proposed bylaw amendments from the floor:

Proposal 35:

Amend Article III, Section b to reduce the initiation fee from \$100 to \$10, effective January 1, 2020.

Proposal #	Title:	Article:	Section:
35	Membership	III	b
<i>Current Language:</i> Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation. <i>Proposed Changes:</i> Effective January 1, 2012 2020, the initiation fee shall be \$100 \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation. <i>If Adopted will read:</i> Effective January 1, 2020, the initiation fee shall be \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.			
<i>Rationale</i> \$100.00 is unnecessary. TWU 556 should encourage membership, not discourage members from returning after opting out with a punitive fee. \$10.00 is enough to help offset costs associated with someone choosing to opt out, while discouraging someone from going back and forth.			

TOTAL VOTES CAST: 17 YES: 10 NO: 7

Proposal 25:

Amend Article III, Section b to increase the initiation fee from \$100 to \$150.

Proposal #	Title:	Article:	Section:
25	Membership	III	b
<i>Current Language:</i> Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation. <i>Proposed Changes:</i> Effective January 1, 2012 2020, the initiation fee shall be \$100 \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation. <i>If Adopted will read:</i> Effective January 1, 2020, the initiation fee shall be \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.			
<i>Rationale</i> Increase the initiation fee from \$100 to \$150. Initiation fee has not been raised since January 1, 2012 at the time pay rates were lower. Flight Attendants are making more money with multiple CBA pay rate increases since the Contract ratified. Monthly dues have seen an increase but we have not raised this fee in 7 years.			

TOTAL VOTES CAST: 16

YES: 0

NO: 16

Proposal 74:

Amend Article VI, Section k by striking the language “and Financial Secretary-Treasurer.”

**Proposal #
74**

**Title:
Officers**

**Article:
VI**

**Section:
s**

Current Language:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

Proposed Changes:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

If Adopted will read:

The President must perform their duties at the Local Union Headquarters Office during normal operating hours.

Rationale

With the advancement in technology and remote access affording the Treasurer the ability to work outside of the office, the requirement to work out of the Union office during normal operating hours is no longer needed. In addition, employees of TWU Local 556 and the utilization of Salesforce no longer requires the job of Treasurer to be in the office to conduct business. This will also open up the elected position of Financial Secretary-Treasurer to the entire Membership instead of the limitations the language currently puts on the position.

TOTAL VOTES CAST: 16

YES: 0

NO: 16

Proposal 68:

Amend Article VII, Section i to replace “printed” copy of Unity Magazine with “electronic” copy.

**Proposal #
68**

**Title:
Executive Board**

**Article:
VII**

**Section:
i**

Current Language:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed newsletters during a 12-month period.

Proposed Changes:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed electronic newsletters during a 12-month period

If Adopted will read:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) electronic newsletters during a 12-month period.

Rationale

We receive information via electronic means from our union (556)

TOTAL VOTES CAST: 17

YES: 17

NO: 0

Proposal 28:

Amend Article VIII, Section f, by changing the training allowance from 45 days to 90 days.

**Proposal #
28**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
f**

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or

his/her designee. The term for a Shop Steward is three (3) years.

his/her designee. The term for a Shop Steward is three (3) years.

his/her designee. The term for a Shop Steward is three (3) years.

Rationale

To allow more time for Shop Stewards to be trained. 45 days may not be enough time to alert all newly elected Shop Stewards and prepare and create training for Shop Stewards.

TOTAL VOTES CAST: 17

YES: 17

NO: 0

Proposal 50:

Amend Article VIII, Section f, to only require training for newly elected Shop Stewards.

**Proposal #
50**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
f**

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Rationale

Only newly elected Shop Stewards need to be trained. Costs associated with training.

TOTAL VOTES CAST: 17

YES: 0

NO: 17

Lyn Montgomery left the meeting at 11:07
Chad Kleibscheidel chaired the meeting

Proposal 71:

Amend Article XII, Section a to add “FADAP, Technical Services, Veterans”, to the Standing Committees.

**Proposal #
71**

**Title:
Committees**

**Article:
XII**

**Section:
a**

Current Language:

Proposed Changes:

If Adopted will read:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Within the first 60 days of the new term, the Executive Board by two-thirds (2/3rd) vote shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Rationale

To add committees that offer important Member Assistance programs, critical operational/technical functions, and a local committee for veterans/coordinate with TWU International's committee as standing committees.

TOTAL VOTES CAST: 17

YES: 17

NO: 0

Proposal 72:

Amend Article XII, Section e to add "CISM, and FADAP Committees."

Proposal #
72

Title:
Committees

Article:
XII

Section:
e

Current Language:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards and Special Services Committees.

Proposed Changes:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees. and Special Services Committees.

If Adopted will read:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees.

Rationale

To maintain the confidentiality and impartial operation of Member assistance committees.

TOTAL VOTES CAST: 17

YES: 17

NO: 0

Proposal 20:

Amend Article V, Section a to allow for electronic and virtual meetings.

Proposal #
20

Title:
Membership Meetings

Article:
V

Section:
a

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein.

Proposed Changes:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise

If Adopted will read:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise

provided herein to include electronic or virtual meetings. `

provided herein to include electronic or virtual meetings. `

Rationale

To increase Membership participation.

TOTAL VOTES CAST: 17

YES:2

NO: 15

Lyn Montgomery returned to the meeting at 11:18

Lyn Montgomery chaired the meeting

Proposal 55:

Amend Article V, Section a to have one (1) Membership meeting each calendar quarter.

Proposal #
55

Title:
Membership Meetings

Article:
V

Section:
a

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in any 12 month period a calendar year, except as otherwise provided herein.

If Adopted will read:

There shall be at least four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in a calendar year, except as otherwise provided herein.

Rationale

Currently the ByLaw regarding the number of meetings in a calendar year can result in lengthy periods of time between Membership Meetings. By having Membership Meetings once per quarter this will helpfully alleviate lengthy periods of time where Members are unable to meet with their elected representatives in person.

TOTAL VOTES CAST: 17

YES: 0

NO: 17

Proposal 57:

Amend Article VI, Section h to require a vote of two-thirds (2/3rds) vote of the Executive Board instead of simple majority.

Proposal #
57

Title:
Officers

Article:
VI

Section:
h

Current Language:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible

Proposed Changes:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible

If Adopted will read:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible

Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy.

Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Rationale

Any position on the Executive Board should be filled by appointment of two-thirds (2/3rd) vote. This will assist in preventing a simple majority controlling the makeup of the elected Executive Board in the event there is a vacancy.

TOTAL VOTES CAST: 16

YES: 0

NO: 16

Proposal 75:

Amend Article VI, Section o by adding language for the Financial Secretary-Treasurer to include two reports in the financials presented at Membership meetings.

Proposal #
75

Title:
Officers

Article:
VI

Section:
o

Current Language:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board.

Proposed Changes:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

If Adopted will read:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Rationale

In order for our Members to be able to accurately compare our Local's finances we must be able to do a two (2) year look back of our net worth and lost time (payroll) comparison. Presenting a detailed report in the meetings isn't sufficient when evaluating the fiscal health of our local. We must be able to see where we stand as a local financial and these two charts will assist Members in being able to see a snapshot of these two important financial stats within the financial report. Financial transparency is of utmost importance and these two additional documents will assist Members in capturing an accurate picture of our Local's finances. The reports provided in meetings haven't been consistent and this will ensure the Members have a view of the information in chart form.

TOTAL VOTES CAST: 16

YES: 0

NO: 16

Proposal 31:

Amend Article VII, Section g to add parameters to the type of pairing officers should fly.

Proposal #
31

Title:
Executive Board

Article:
VII

Section:
G

Current Language:

All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Proposed Changes:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

If Adopted will read:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Rationale

Many officers are flying pairings with only 2 1-hour legs, often with a deadhead and only 1 working leg. This does not meet the spirit of the Bylaws. This will keep the EB in touch with the membership.

TOTAL VOTES CAST: 16

YES: 0

NO: 16

Proposal 6:

Amend Article VIII, Section d to add language allowing time for the Recording Secretary and Treasurer to confirm the eligibility requirements of the Member.

Proposal #
6

Title:
Shop Stewards

Article:
VIII

Section:
d

Current Language:

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Proposed Changes:

To In order to be eligible for nomination nominated and/or elected as a Shop Steward, a Member must, in addition to all other requirements meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

If Adopted will read:

In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

Rationale

To give time to the Recording Secretary and Treasurer to confirm and verify the eligibility requirements of the Member.

TOTAL VOTES CAST: 16

YES: 16

NO: 0

Proposal 16:

Amend Article VIII, Section f to update Shop Steward training requirements.

Proposal # 16	Title: Shop Stewards	Article: VIII	Section: f
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Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Rationale

To provide more time for the Shop Steward Committee to prepare for training and offer the option to Domicile Executive Board Members to conduct training in the domicile for those that missed the initial Shop Steward Training opportunity.

TOTAL VOTES CAST: 15 YES: 1 NO: 14

Proposal 14:

Amend Article VIII, Section k to update the number of Shop Stewards to Members information.

Proposal # 14	Title: Shop Stewards	Article: VIII	Section: k
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Current Language:

There shall be a minimum of one (1) Shop Steward per every 200 Members (rounded up) in each Domicile.

Proposed Changes:

There shall be a minimum maximum of one (1) Shop Steward per every 200 100 Members (rounded up) elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

If Adopted will read:

There shall be a maximum of one (1) Shop Steward per every 100 Members elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

Rationale

To better train and utilize Shop Stewards for their primary role which would be Fact-Finding Meetings, Step 2 Hearings, or any other meeting held by Management. It has been expressed that many Flight Attendants do not feel comfortable in front of Management in a meeting setting. The Education Committee and Mobilization/Organizational Committee will have an unlimited amount of Members allowing for more involvement in an area that the Member feels the most comfortable in.

TOTAL VOTES CAST: 14 YES: 0 NO: 14

Proposal 33:

Amend Article XII, by adding a new section f stating that committees will submit written reports that will be added to minutes.

Proposal #	Title:	Article:	Section:
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Proposed Changes:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

If Adopted will read:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

Rationale

This will allow the membership to stay informed with all standing committees.

TOTAL VOTES CAST: 13 YES: 0 NO: 13

Proposal 1:

Amend Article XIII Amendments to the Bylaws by striking out “odd-“ and inserting “even-“ in two places.

Proposal #
1

Title:
Amendments to the
Bylaws

Article:
XIII

Section:
a

Current Language:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Proposed Changes:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every oddeven-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the oddeven- numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

If Adopted will read:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 14 YES: 0 NO: 14

Lyn Montgomery read aloud the motion that was made during the Atlanta session and the amendments that were made in the Chicago and Oakland sessions.

Lyn Montgomery **recessed** the Phoenix session of the Meeting at 1230 local.

Las Vegas
November 18, 2019

TWU Local 556 President Lyn Montgomery called the Las Vegas session of the Meeting to order at 1000 Local.

Lyn Montgomery served as the Chairperson and Kay Hogan served as the Recording Secretary.

Lyn Montgomery introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

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

Minutes

Lyn Montgomery presented the **Second Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as amended.

Financial Report

Lyn Montgomery presented the **TWU Local 556 Financial Report** for review and answered questions.

General Union Business:

- Negotiations Update

Members were provided with a one-year negotiations overview and had their questions answered. Members also learned of the new negotiations campaign that would be launching this November.

- General Membership Discussion
 - o Max 8
 - o Townhall Meetings
 - o Sexual Assault

New Business:

- Voting on Proposed Bylaw Amendments
 - o Lyn read a statement regarding the bylaw submissions that will not be voted on during the Meeting.
 - o Members began voting on the proposed bylaw amendments from the floor:

Proposal 35:

Amend Article III, Section b to reduce the initiation fee from \$100 to \$10, effective January 1, 2020.

Proposal #
35

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

\$100.00 is unnecessary. TWU 556 should encourage membership, not discourage members from returning after opting out with a punitive fee. \$10.00 is enough to help offset costs associated with someone choosing to opt out, while discouraging someone from going back and forth.

TOTAL VOTES CAST: 30

YES: 4

NO: 26

Proposal 25:

Amend Article III, Section b to increase the initiation fee from \$100 to \$150.

Proposal #
25

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

Increase the initiation fee from \$100 to \$150. Initiation fee has not been raised since January 1, 2012 at the time pay rates were lower. Flight Attendants are making more money with multiple CBA pay rate increases since the Contract ratified. Monthly dues have seen an increase but we have not raised this fee in 7 years.

TOTAL VOTES CAST: 28

YES: 19

NO: 9

Proposal 74:

Amend Article VI, Section k by striking the language “and Financial Secretary-Treasurer.”

Proposal #
74

Title:
Officers

Article:
VI

Section:
s

Current Language:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

Proposed Changes:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

If Adopted will read:

The President must perform their duties at the Local Union Headquarters Office during normal operating hours.

Rationale

With the advancement in technology and remote access affording the Treasurer the ability to work outside of the office, the requirement to work out of the Union office during normal operating hours is no longer needed. In addition, employees of TWU

Local 556 and the utilization of Salesforce no longer requires the job of Treasurer to be in the office to conduct business. This will also open up the elected position of Financial Secretary-Treasurer to the entire Membership instead of the limitations the language currently puts on the position.

TOTAL VOTES CAST: 28

YES: 26

NO: 2

Proposal 68:

Amend Article VII, Section i to replace “printed” copy of Unity Magazine with “electronic” copy.

**Proposal #
68**

**Title:
Executive Board**

**Article:
VII**

**Section:
i**

Current Language:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed newsletters during a 12-month period.

Proposed Changes:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed electronic newsletters during a 12-month period

If Adopted will read:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) electronic newsletters during a 12-month period.

Rationale

We receive information via electronic means from our union (556)

TOTAL VOTES CAST: 27

YES: 27

NO: 0

Proposal 28:

Amend Article VIII, Section f, by changing the training allowance from 45 days to 90 days.

**Proposal #
28**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
f**

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Rationale

To allow more time for Shop Stewards to be trained. 45 days may not be enough time to alert all newly elected Shop Stewards and prepare and create training for Shop Stewards.

TOTAL VOTES CAST: 28

YES: 27

NO: 1

Proposal 50:

Amend Article VIII, Section f, to only require training for newly elected Shop Stewards.

**Proposal #
50**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
f**

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Rationale

Only newly elected Shop Stewards need to be trained. Costs associated with training.

TOTAL VOTES CAST: 27

YES: 26

NO: 1

Proposal 71:

Amend Article XII, Section a to add “FADAP, Technical Services, Veterans”, to the Standing Committees.

Proposal #
71

Title:
Committees

Article:
XII

Section:
a

Current Language:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All

Proposed Changes:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical

If Adopted will read:

Within the first 60 days of the new term, the Executive Board by two-thirds (2/3rd) vote shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and

Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Rationale

To add committees that offer important Member Assistance programs, critical operational/technical functions, and a local committee for veterans/coordinate with TWU International's committee as standing committees.

TOTAL VOTES CAST: 28

YES: 28

NO: 0

Proposal 72:

Amend Article XII, Section e to add "CISM, and FADAP Committees."

**Proposal #
72**

**Title:
Committees**

**Article:
XII**

**Section:
e**

Current Language:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards and Special Services Committees.

Proposed Changes:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees. and Special Services Committees.

If Adopted will read:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees.

Rationale

To maintain the confidentiality and impartial operation of Member assistance committees.

TOTAL VOTES CAST: 28

YES: 28

NO: 0

Proposal 20:

Amend Article V, Section a to allow for electronic and virtual meetings.

**Proposal #
20**

**Title:
Membership Meetings**

**Article:
V**

**Section:
a**

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

If Adopted will read:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

Rationale

To increase Membership participation.

TOTAL VOTES CAST: 27

YES:27

NO: 0

Proposal 55:

Amend Article V, Section a to have one (1) Membership meeting each calendar quarter.

Proposal #
55

Title:
Membership Meetings

Article:
V

Section:
a

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein.

Proposed Changes:

There shall be at least three (3) four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in any 12 month period a calendar year, except as otherwise provided herein.

If Adopted will read:

There shall be at least four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in a calendar year, except as otherwise provided herein.

Rationale

Currently the Bylaw regarding the number of meetings in a calendar year can result in lengthy periods of time between Membership Meetings. By having Membership Meetings once per quarter this will helpfully alleviate lengthy periods of time where Members are unable to meet with their elected representatives in person.

TOTAL VOTES CAST: 28

YES: 0

NO: 28

Proposal 57:

Amend Article VI, Section h to require a vote of two-thirds (2/3rds) vote of the Executive Board instead of simple majority.

Proposal #
57

Title:
Officers

Article:
VI

Section:
h

Current Language:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy.

Proposed Changes:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

If Adopted will read:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Rationale

Any position on the Executive Board should be filled by appointment of two-thirds (2/3rd) vote. This will assist in preventing a simple majority controlling the makeup of the elected Executive Board in the event there is a vacancy.

TOTAL VOTES CAST: 27

YES: 23

NO: 4

Proposal 75:

Amend Article VI, Section o by adding language for the Financial Secretary-Treasurer to include two reports in the financials presented at Membership meetings.

Proposal #	Title:	Article:	Section:
75	Officers	VI	o

Current Language:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board.

Proposed Changes:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

If Adopted will read:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Rationale

In order for our Members to be able to accurately compare our Local's finances we must be able to do a two (2) year look back of our net worth and lost time (payroll) comparison. Presenting a detailed report in the meetings isn't sufficient when evaluating the fiscal health of our local. We must be able to see where we stand as a local financial and these two charts will assist Members in being able to see a snapshot of these two important financial stats within the financial report. Financial transparency is of utmost importance and these two additional documents will assist Members in capturing an accurate picture of our Local's finances. The reports provided in meetings haven't been consistent and this will ensure the Members have a view of the information in chart form.

TOTAL VOTES CAST: 27 YES: 25 NO: 2

Proposal 31:

Amend Article VII, Section g to add parameters to the type of pairing officers should fly.

Proposal #	Title:	Article:	Section:
31	Executive Board	VII	G

Current Language:

All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the

Proposed Changes:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty

If Adopted will read:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty

Executive Board. The multi-day pairing cannot be a Charter.

time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Rationale

Many officers are flying pairings with only 2 1-hour legs, often with a deadhead and only 1 working leg. This does not meet the spirit of the Bylaws. This will keep the EB in touch with the membership.

TOTAL VOTES CAST: 28

YES: 25

NO: 3

Proposal 6:

Amend Article VIII, Section d to add language allowing time for the Recording Secretary and Treasurer to confirm the eligibility requirements of the Member.

Proposal #
6

Title:
Shop Stewards

Article:
VIII

Section:
d

Current Language:

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Proposed Changes:

To In order to be eligible for nomination nominated and/or elected as a Shop Steward, a Member must, in addition to all other requirements meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

If Adopted will read:

In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

Rationale

To give time to the Recording Secretary and Treasurer to confirm and verify the eligibility requirements of the Member.

TOTAL VOTES CAST: 28

YES: 27

NO: 1

Proposal 16:

Amend Article VIII, Section f to update Shop Steward training requirements.

Proposal #
16

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from the Shop Steward

his/her designee. The term for a Shop Steward is three (3) years.

Executive Board Member the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Rationale

To provide more time for the Shop Steward Committee to prepare for training and offer the option to Domicile Executive Board Members to conduct training in the domicile for those that missed the initial Shop Steward Training opportunity.

TOTAL VOTES CAST: 28

YES: 1

NO: 27

Proposal 14:

Amend Article VIII, Section k to update the number of Shop Stewards to Members information.

**Proposal #
14**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
k**

Current Language:

There shall be a minimum of one (1) Shop Steward per every 200 Members (rounded up) in each Domicile.

Proposed Changes:

There shall be a minimum maximum of one (1) Shop Steward per every 200 100 Members (rounded up) elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

If Adopted will read:

There shall be a maximum of one (1) Shop Steward per every 100 Members elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

Rationale

To better train and utilize Shop Stewards for their primary role which would be Fact-Finding Meetings, Step 2 Hearings, or any other meeting held by Management. It has been expressed that many Flight Attendants do not feel comfortable in front of Management in a meeting setting. The Education Committee and Mobilization/Organizational Committee will have an unlimited amount of Members allowing for more involvement in an area that the Member feels the most comfortable in.

TOTAL VOTES CAST: 28

YES: 21

NO: 7

Proposal 33:

Amend Article XII, by adding a new section f stating that committees will submit written reports that will be added to minutes.

**Proposal #
33**

**Title:
Committees**

**Article:
XII**

**Section:
f**

Proposed Changes:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

If Adopted will read:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

Rationale

This will allow the membership to stay informed with all standing committees.

TOTAL VOTES CAST: 26

YES: 15

NO: 11

Proposal 1:

Amend Article XIII Amendments to the Bylaws by striking out “odd-“ and inserting “even-“ in two places.

Proposal #	Title:	Article:	Section:
1	Amendments to the Bylaws	XIII	a

Current Language:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Proposed Changes:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every oddeven-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the oddeven- numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

If Adopted will read:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 23 YES: 19 NO: 4

Break 1320-1330

Lyn Montgomery read aloud the motion that was made during the Atlanta session and the amendments that were made in the Chicago and Oakland sessions.

Rachel Brownfield provided a base update.

Lyn Montgomery **recessed** the Las Vegas session of the Meeting at 1440 local.

Denver
November 19, 2019

TWU Local 556 President Lyn Montgomery called the Denver session of the Meeting to order at 1008 Local.

Lyn Montgomery served as the Chairperson and Kay Hogan served as the Recording Secretary.

Lyn Montgomery introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

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

Minutes

Lyn Montgomery presented the **Second Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as amended.

Courtney Stone made a motion to suspend the agenda and proceed to voting on the bylaw amendments. Jared Sambataro seconded the motion. The motion carries.

New Business:

- Voting on Proposed Bylaw Amendments
 - Lyn read a statement regarding the bylaw submissions that will not be voted on during the Meeting.
 - Members began voting on the proposed bylaw amendments from the floor:

Proposal 35:

Amend Article III, Section b to reduce the initiation fee from \$100 to \$10, effective January 1, 2020.

Proposal #
35

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

\$100.00 is unnecessary. TWU 556 should encourage membership, not discourage members from returning after opting out with a punitive fee. \$10.00 is enough to help offset costs associated with someone choosing to opt out, while discouraging someone from going back and forth.

TOTAL VOTES CAST: 25

YES: 3

NO: 22

Proposal 25:

Amend Article III, Section b to increase the initiation fee from \$100 to \$150.

Proposal #

Title:

Article:

Section:

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

Increase the initiation fee from \$100 to \$150. Initiation fee has not been raised since January 1, 2012 at the time pay rates were lower. Flight Attendants are making more money with multiple CBA pay rate increases since the Contract ratified. Monthly dues have seen an increase but we have not raised this fee in 7 years.

TOTAL VOTES CAST: 28

YES: 1

NO: 27

Proposal 74:

Amend Article VI, Section k by striking the language “and Financial Secretary-Treasurer.”

Proposal #
74

Title:
Officers

Article:
VI

Section:
s

Current Language:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

Proposed Changes:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

If Adopted will read:

The President must perform their duties at the Local Union Headquarters Office during normal operating hours.

Rationale

With the advancement in technology and remote access affording the Treasurer the ability to work outside of the office, the requirement to work out of the Union office during normal operating hours is no longer needed. In addition, employees of TWU Local 556 and the utilization of Salesforce no longer requires the job of Treasurer to be in the office to conduct business. This will also open up the elected position of Financial Secretary-Treasurer to the entire Membership instead of the limitations the language currently puts on the position.

TOTAL VOTES CAST: 25

YES: 16

NO: 9

Proposal 68:

Amend Article VII, Section i to replace “printed” copy of Unity Magazine with “electronic” copy.

Proposal #
68

Title:
Executive Board

Article:
VII

Section:
i

Current Language:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed newsletters during a 12-month period.

Proposed Changes:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed electronic newsletters during a 12-month period

If Adopted will read:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) electronic newsletters during a 12-month period.

Rationale

We receive information via electronic means from our union (556)

TOTAL VOTES CAST: 30

YES: 29

NO: 1

Proposal 28:

Amend Article VIII, Section f, by changing the training allowance from 45 days to 90 days.

Proposal #
28

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Rationale

To allow more time for Shop Stewards to be trained. 45 days may not be enough time to alert all newly elected Shop Stewards and prepare and create training for Shop Stewards.

TOTAL VOTES CAST: 29

YES: 29

NO: 0

Proposal 50:

Amend Article VIII, Section f, to only require training for newly elected Shop Stewards.

Proposal #
50

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Rationale

Only newly elected Shop Stewards need to be trained. Costs associated with training.

TOTAL VOTES CAST: 30

YES: 30

NO: 0

Proposal 71:

Amend Article XII, Section a to add “FADAP, Technical Services, Veterans”, to the Standing Committees.

Proposal #
71

Title:
Committees

Article:
XII

Section:
a

Current Language:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Proposed Changes:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

If Adopted will read:

Within the first 60 days of the new term, the Executive Board by two-thirds (2/3rd) vote shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Rationale

To add committees that offer important Member Assistance programs, critical operational/technical functions, and a local committee for veterans/coordinate with TWU International’s committee as standing committees.

TOTAL VOTES CAST: 30

YES: 30

NO: 0

Proposal 72:

Amend Article XII, Section e to add “CISM, and FADAP Committees.”

Proposal #
72

Title:
Committees

Article:
XII

Section:
e

Current Language:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards and Special Services Committees.

Proposed Changes:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees, and Special Services Committees.

If Adopted will read:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees.

Rationale

To maintain the confidentiality and impartial operation of Member assistance committees.

TOTAL VOTES CAST: 30

YES: 30

NO: 0

Proposal 20:

Amend Article V, Section a to allow for electronic and virtual meetings.

Proposal #
20

Title:
Membership Meetings

Article:
V

Section:
a

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

If Adopted will read:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

Rationale

To increase Membership participation.

TOTAL VOTES CAST: 30

YES: 14

NO: 16

Proposal 55:

Amend Article V, Section a to have one (1) Membership meeting each calendar quarter.

Proposal #
55

Title:
Membership Meetings

Article:
V

Section:
a

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in any 12 month period a calendar year, except as otherwise provided herein.

If Adopted will read:

There shall be at least four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in a calendar year, except as otherwise provided herein.

Rationale

Currently the Bylaw regarding the number of meetings in a calendar year can result in lengthy periods of time between Membership Meetings. By having Membership Meetings once per quarter this will helpfully alleviate lengthy periods of time where Members are unable to meet with their elected representatives in person.

TOTAL VOTES CAST: 30

YES: 0

NO: 30

Proposal 57:

Amend Article VI, Section h to require a vote of two-thirds (2/3rds) vote of the Executive Board instead of simple majority.

Proposal #
57

Title:
Officers

Article:
VI

Section:
h

Current Language:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that

Proposed Changes:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that

If Adopted will read:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that

Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy.

Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Rationale

Any position on the Executive Board should be filled by appointment of two-thirds (2/3rd) vote. This will assist in preventing a simple majority controlling the makeup of the elected Executive Board in the event there is a vacancy.

TOTAL VOTES CAST: 28

YES: 24

NO: 4

Proposal 75:

Amend Article VI, Section o by adding language for the Financial Secretary-Treasurer to include two reports in the financials presented at Membership meetings.

Proposal #
75

Title:
Officers

Article:
VI

Section:
o

Current Language:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board.

Proposed Changes:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

If Adopted will read:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Rationale

In order for our Members to be able to accurately compare our Local's finances we must be able to do a two (2) year look back of our net worth and lost time (payroll) comparison. Presenting a detailed report in the meetings isn't sufficient when evaluating the fiscal health of our local. We must be able to see where we stand as a local financial and these two charts will assist Members in being able to see a snapshot of these two important financial stats within the financial report. Financial transparency is of utmost importance and these two additional documents will assist Members in capturing an accurate picture of our Local's finances. The reports provided in meetings haven't been consistent and this will ensure the Members have a view of the information in chart form.

TOTAL VOTES CAST: 16

YES: 13

NO: 3

Proposal 31:

Amend Article VII, Section g to add parameters to the type of pairing officers should fly.

**Proposal #
31**

**Title:
Executive Board**

**Article:
VII**

**Section:
G**

Current Language:

All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Proposed Changes:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

If Adopted will read:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Rationale

Many officers are flying pairings with only 2 1-hour legs, often with a deadhead and only 1 working leg. This does not meet the spirit of the Bylaws. This will keep the EB in touch with the membership.

TOTAL VOTES CAST: 30

YES: 20

NO: 10

Proposal 6:

Amend Article VIII, Section d to add language allowing time for the Recording Secretary and Treasurer to confirm the eligibility requirements of the Member.

**Proposal #
6**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
d**

Current Language:

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Proposed Changes:

To In order to be eligible for nomination nominated and/or elected as a Shop Steward, a Member must, in addition to all other requirements meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

If Adopted will read:

In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

Rationale

To give time to the Recording Secretary and Treasurer to confirm and verify the eligibility requirements of the Member.

TOTAL VOTES CAST: 24

YES: 24

NO: 0

Proposal 16:

Amend Article VIII, Section f to update Shop Steward training requirements.

Proposal #
16

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Rationale

To provide more time for the Shop Steward Committee to prepare for training and offer the option to Domicile Executive Board Members to conduct training in the domicile for those that missed the initial Shop Steward Training opportunity.

TOTAL VOTES CAST: 28

YES: 0

NO: 28

Proposal 14:

Amend Article VIII, Section k to update the number of Shop Stewards to Members information.

Proposal #
14

Title:
Shop Stewards

Article:
VIII

Section:
k

Current Language:

There shall be a minimum of one (1) Shop Steward per every 200 Members (rounded up) in each Domicile.

Proposed Changes:

There shall be a minimum maximum of one (1) Shop Steward per every 200 100 Members (rounded up) elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

If Adopted will read:

There shall be a maximum of one (1) Shop Steward per every 100 Members elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

Rationale

To better train and utilize Shop Stewards for their primary role which would be Fact-Finding Meetings, Step 2 Hearings, or any other meeting held by Management. It has been expressed that many Flight Attendants do not feel comfortable in front of Management in a meeting setting. The Education Committee and Mobilization/Organizational Committee will have an unlimited amount of Members allowing for more involvement in an area that the Member feels the most comfortable in.

TOTAL VOTES CAST: 27

YES: 4

NO: 23

Proposal 33:

Amend Article XII, by adding a new section f stating that committees will submit written reports that will be added to minutes.

Proposal #	Title:	Article:	Section:
33	Committees	XII	f

Proposed Changes:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

If Adopted will read:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

Rationale

This will allow the membership to stay informed with all standing committees.

TOTAL VOTES CAST: 28 YES: 24 NO: 4

Proposal 1:

Amend Article XIII Amendments to the Bylaws by striking out “odd-“ and inserting “even-“ in two places.

Proposal #	Title:	Article:	Section:
1	Amendments to the Bylaws	XIII	a

Current Language:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Proposed Changes:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd even- numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

If Adopted will read:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 27 YES: 3 NO: 24

Allyson Parker Lauck made a motion to suspend the agenda and proceed to the negotiations update. Jessica Parker seconded the motion. The motion carries.

Break 1246-1303

General Union Business:

- Negotiations Update

Members were provided with a one-year negotiations overview and had their questions answered. Members also learned of the new negotiations campaign that would be launching this November.

Financial Report

Lyn Montgomery presented the **TWU Local 556 Financial Report** for review.

Lyn Montgomery read aloud the motion that was made during the Atlanta session and the amendments that were made in the Chicago and Oakland sessions.

Break 1544-1549

Lyn Montgomery **recessed** the Denver session of the Meeting at 1551 local.

Houston **November 20, 2019**

TWU Local 556 President Lyn Montgomery called the Houston session of the Meeting to order at 1005 Local.

Lyn Montgomery served as the Chairperson and Kay Hogan served as the Recording Secretary.

Lyn Montgomery introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

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

Minutes

Lyn Montgomery presented the **Second Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as amended.

Darlene Sain made a motion to suspend the agenda and proceed to voting on the bylaw amendments. Chad Kleibscheidel seconded the motion. The motion carries.

New Business:

- Voting on Proposed Bylaw Amendments
 - Lyn read a statement regarding the bylaw submissions that will not be voted on during the Meeting.
 - Members began voting on the proposed bylaw amendments from the floor:

Proposal 35:

Amend Article III, Section b to reduce the initiation fee from \$100 to \$10, effective January 1, 2020.

Proposal #
35

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

\$100.00 is unnecessary. TWU 556 should encourage membership, not discourage members from returning after opting out with a punitive fee. \$10.00 is enough to help offset costs associated with someone choosing to opt out, while discouraging someone from going back and forth.

TOTAL VOTES CAST: 10

YES: 3

NO: 7

Proposal 25:

Amend Article III, Section b to increase the initiation fee from \$100 to \$150.

Proposal #
25

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

Increase the initiation fee from \$100 to \$150. Initiation fee has not been raised since January 1, 2012 at the time pay rates were lower. Flight Attendants are making more money with multiple CBA pay rate increases since the Contract ratified. Monthly dues have seen an increase but we have not raised this fee in 7 years.

TOTAL VOTES CAST: 10

YES: 0

NO: 10

Proposal 74:

Amend Article VI, Section k by striking the language “and Financial Secretary-Treasurer.”

Proposal # 74	Title: Officers	Article: VI	Section: s
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Current Language:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

Proposed Changes:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

If Adopted will read:

The President must perform their duties at the Local Union Headquarters Office during normal operating hours.

Rationale

With the advancement in technology and remote access affording the Treasurer the ability to work outside of the office, the requirement to work out of the Union office during normal operating hours is no longer needed. In addition, employees of TWU Local 556 and the utilization of Salesforce no longer requires the job of Treasurer to be in the office to conduct business. This will also open up the elected position of Financial Secretary-Treasurer to the entire Membership instead of the limitations the language currently puts on the position.

TOTAL VOTES CAST: 10	YES: 2	NO: 8
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Proposal 68:

Amend Article VII, Section i to replace “printed” copy of Unity Magazine with “electronic” copy.

Proposal # 68	Title: Executive Board	Article: VII	Section: i
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Current Language:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed newsletters during a 12-month period.

Proposed Changes:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed electronic newsletters during a 12-month period

If Adopted will read:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) electronic newsletters during a 12-month period.

Rationale

We receive information via electronic means from our union (556)

TOTAL VOTES CAST: 11	YES: 11	NO: 0
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Proposal 28:

Amend Article VIII, Section f, by changing the training allowance from 45 days to 90 days.

Proposal # 28	Title: Shop Stewards	Article: VIII	Section: f
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Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Rationale

To allow more time for Shop Stewards to be trained. 45 days may not be enough time to alert all newly elected Shop Stewards and prepare and create training for Shop Stewards.

TOTAL VOTES CAST: 10

YES: 10

NO: 0

Proposal 50:

Amend Article VIII, Section f, to only require training for newly elected Shop Stewards.

Proposal #
50

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Rationale

Only newly elected Shop Stewards need to be trained. Costs associated with training.

TOTAL VOTES CAST: 9

YES: 0

NO: 9

Proposal 71:

Amend Article XII, Section a to add “FADAP, Technical Services, Veterans”, to the Standing Committees.

Proposal #
71

Title:
Committees

Article:
XII

Section:
a

Current Language:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of

Proposed Changes:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the

If Adopted will read:

Within the first 60 days of the new term, the Executive Board by two-thirds (2/3rd) vote shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair

the Committee at the first Executive Board Meeting after the installation of Officers.

Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Rationale

To add committees that offer important Member Assistance programs, critical operational/technical functions, and a local committee for veterans/coordinate with TWU International's committee as standing committees.

TOTAL VOTES CAST: 10

YES: 10

NO: 0

Proposal 72:

Amend Article XII, Section e to add "CISM, and FADAP Committees."

**Proposal #
72**

**Title:
Committees**

**Article:
XII**

**Section:
e**

Current Language:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards and Special Services Committees.

Proposed Changes:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees. and Special Services Committees.

If Adopted will read:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees.

Rationale

To maintain the confidentiality and impartial operation of Member assistance committees.

TOTAL VOTES CAST: 12

YES: 0

NO: 12

Proposal 20:

Amend Article V, Section a to allow for electronic and virtual meetings.

**Proposal #
20**

**Title:
Membership Meetings**

**Article:
V**

**Section:
a**

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

If Adopted will read:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

Rationale

To increase Membership participation.

TOTAL VOTES CAST: 9

YES: 1

NO: 8

Proposal 55:

Amend Article V, Section a to have one (1) Membership meeting each calendar quarter.

**Proposal #
55**

**Title:
Membership Meetings**

**Article:
V**

**Section:
a**

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein.

Proposed Changes:

There shall be at least three (3) four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in any 12 month period a calendar year, except as otherwise provided herein.

If Adopted will read:

There shall be at least four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in a calendar year, except as otherwise provided herein.

Rationale

Currently the Bylaw regarding the number of meetings in a calendar year can result in lengthy periods of time between Membership Meetings. By having Membership Meetings once per quarter this will helpfully alleviate lengthy periods of time where Members are unable to meet with their elected representatives in person.

TOTAL VOTES CAST: 11

YES: 0

NO: 11

Proposal 57:

Amend Article VI, Section h to require a vote of two-thirds (2/3rds) vote of the Executive Board instead of simple majority.

Proposal #
57

Title:
Officers

Article:
VI

Section:
h

Current Language:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy.

Proposed Changes:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

If Adopted will read:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Rationale

Any position on the Executive Board should be filled by appointment of two-thirds (2/3rd) vote. This will assist in preventing a simple majority controlling the makeup of the elected Executive Board in the event there is a vacancy.

TOTAL VOTES CAST: 12

YES: 11

NO: 1

Proposal 75:

Amend Article VI, Section o by adding language for the Financial Secretary-Treasurer to include two reports in the financials presented at Membership meetings.

Proposal #
75

Title:
Officers

Article:
VI

Section:
o

Current Language:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board.

Proposed Changes:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

If Adopted will read:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Rationale

In order for our Members to be able to accurately compare our Local's finances we must be able to do a two (2) year look back of our net worth and lost time (payroll) comparison. Presenting a detailed report in the meetings isn't sufficient when evaluating the fiscal health of our local. We must be able to see where we stand as a local financial and these two charts will assist Members in being able to see a snapshot of these two important financial stats within the financial report. Financial transparency is of utmost importance and these two additional documents will assist Members in capturing an accurate picture of our Local's finances. The reports provided in meetings haven't been consistent and this will ensure the Members have a view of the information in chart form.

TOTAL VOTES CAST: 9

YES: 7

NO: 2

Proposal 31:

Amend Article VII, Section g to add parameters to the type of pairing officers should fly.

Proposal #
31

Title:
Executive Board

Article:
VII

Section:
G

Current Language:

All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Proposed Changes:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

If Adopted will read:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Rationale

Many officers are flying pairings with only 2 1-hour legs, often with a deadhead and only 1 working leg. This does not meet the spirit of the Bylaws. This will keep the EB in touch with the membership.

TOTAL VOTES CAST: 10

YES: 8

NO: 2

Proposal 6:

Amend Article VIII, Section d to add language allowing time for the Recording Secretary and Treasurer to confirm the eligibility requirements of the Member.

Proposal #
6

Title:
Shop Stewards

Article:
VIII

Section:
d

Current Language:

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Proposed Changes:

To In order to be eligible for nomination nominated and/or elected as a Shop Steward, a Member must, in addition to all other requirements meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

If Adopted will read:

In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

Rationale

To give time to the Recording Secretary and Treasurer to confirm and verify the eligibility requirements of the Member.

TOTAL VOTES CAST: 13

YES: 13

NO: 0

Proposal 16:

Amend Article VIII, Section f to update Shop Steward training requirements.

Proposal #
16

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Domicile with the Domicile Executive Board Member.

Rationale

To provide more time for the Shop Steward Committee to prepare for training and offer the option to Domicile Executive Board Members to conduct training in the domicile for those that missed the initial Shop Steward Training opportunity.

TOTAL VOTES CAST: 8 YES: 0 NO: 8

Proposal 14:

Amend Article VIII, Section k to update the number of Shop Stewards to Members information.

Proposal #	Title:	Article:	Section:
14	Shop Stewards	VIII	k

Current Language:

There shall be a minimum of one (1) Shop Steward per every 200 Members (rounded up) in each Domicile.

Proposed Changes:

There shall be a minimum maximum of one (1) Shop Steward per every 200 100 Members (rounded up) elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

If Adopted will read:

There shall be a maximum of one (1) Shop Steward per every 100 Members elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

Rationale

To better train and utilize Shop Stewards for their primary role which would be Fact-Finding Meetings, Step 2 Hearings, or any other meeting held by Management. It has been expressed that many Flight Attendants do not feel comfortable in front of Management in a meeting setting. The Education Committee and Mobilization/Organizational Committee will have an unlimited amount of Members allowing for more involvement in an area that the Member feels the most comfortable in.

TOTAL VOTES CAST: 10 YES: 0 NO: 10

Proposal 33:

Amend Article XII, by adding a new section f stating that committees will submit written reports that will be added to minutes.

Proposal #	Title:	Article:	Section:
33	Committees	XII	f

Proposed Changes:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

If Adopted will read:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

Rationale

This will allow the membership to stay informed with all standing committees.

TOTAL VOTES CAST: 13 YES: 12 NO: 1

Proposal 1:

Amend Article XIII Amendments to the Bylaws by striking out “odd-“ and inserting “even-“ in two places.

Proposal #
1

Title:
Amendments to the
Bylaws

Article:
XIII

Section:
a

Current Language:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Proposed Changes:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd even- numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

If Adopted will read:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 10 YES: 0 NO: 10

Financial Report

Chad Kleibscheidel presented the **TWU Local 556 Financial Report** for review.

General Union Business:

- Negotiations Update

Lyn Montgomery provided a one-year negotiations overview and had their questions answered. Members also learned of the new negotiations campaign that would be launching this November.

- Max 8 Update

Lyn provided an update on the Unions Return to Service Plan for the Boeing Max 8. She also discussed SWA plan as well. Members discussed the lawsuit filed against Boeing by SWAPA. Lyn shared that the Union is investigating whether to file suit or not.

- General Membership Discussion

- o SWAPA Letter
- o Trips Disappearing
- o Trial Transcripts

Lyn Montgomery **recessed** the Houston session of the Meeting at 1308 local.

Dallas
November 21, 2019

TWU Local 556 President Lyn Montgomery called the Dallas session of the Meeting to order at 1007 Local.

Lyn Montgomery served as the Chairperson and Kay Hogan served as the Recording Secretary.

Lyn Montgomery introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

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

Minutes

Lyn Montgomery presented the **Second Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as amended.

A motion was made to suspend the agenda and proceed to voting on the bylaw amendments. It was accepted by general consent.

New Business:

- Voting on Proposed Bylaw Amendments
 - Lyn read a statement regarding the bylaw submissions that will not be voted on during the Meeting.
 - Members began voting on the proposed bylaw amendments from the floor:

Proposal 35:

Amend Article III, Section b to reduce the initiation fee from \$100 to \$10, effective January 1, 2020.

Proposal #
35

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

\$100.00 is unnecessary. TWU 556 should encourage membership, not discourage members from returning after opting out with a punitive fee. \$10.00 is enough to help offset costs associated with someone choosing to opt out, while discouraging someone from going back and forth.

TOTAL VOTES CAST: 34

YES: 28

NO: 6

Proposal 25:

Amend Article III, Section b to increase the initiation fee from \$100 to \$150.

**Proposal #
25**

**Title:
Membership**

**Article:
III**

**Section:
b**

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

Increase the initiation fee from \$100 to \$150. Initiation fee has not been raised since January 1, 2012 at the time pay rates were lower. Flight Attendants are making more money with multiple CBA pay rate increases since the Contract ratified. Monthly dues have seen an increase but we have not raised this fee in 7 years.

TOTAL VOTES CAST: 42

YES: 1

NO: 41

Proposal 74:

Amend Article VI, Section k by striking the language “and Financial Secretary-Treasurer.”

**Proposal #
74**

**Title:
Officers**

**Article:
VI**

**Section:
s**

Current Language:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

Proposed Changes:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

If Adopted will read:

The President must perform their duties at the Local Union Headquarters Office during normal operating hours.

Rationale

With the advancement in technology and remote access affording the Treasurer the ability to work outside of the office, the requirement to work out of the Union office during normal operating hours is no longer needed. In addition, employees of TWU Local 556 and the utilization of Salesforce no longer requires the job of Treasurer to be in the office to conduct business. This will also open up the elected position of Financial Secretary-Treasurer to the entire Membership instead of the limitations the language currently puts on the position.

TOTAL VOTES CAST: 35

YES: 22

NO: 13

Proposal 68:

Amend Article VII, Section i to replace “printed” copy of Unity Magazine with “electronic” copy.

**Proposal #
68**

**Title:
Executive Board**

**Article:
VII**

**Section:
i**

Current Language:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed newsletters during a 12-month period.

Proposed Changes:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed electronic newsletters during a 12-month period

If Adopted will read:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) electronic newsletters during a 12-month period.

Rationale

We receive information via electronic means from our union (556)

TOTAL VOTES CAST: 41

YES: 39

NO: 2

Proposal 28:

Amend Article VIII, Section f, by changing the training allowance from 45 days to 90 days.

Proposal #
28

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Rationale

To allow more time for Shop Stewards to be trained. 45 days may not be enough time to alert all newly elected Shop Stewards and prepare and create training for Shop Stewards.

TOTAL VOTES CAST: 43

YES: 0

NO: 43

Proposal 50:

Amend Article VIII, Section f, to only require training for newly elected Shop Stewards.

Proposal #
50

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:**Proposed Changes:****If Adopted will read:**

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Rationale

Only newly elected Shop Stewards need to be trained. Costs associated with training.

TOTAL VOTES CAST: 42

YES: 1

NO: 41

Proposal 71:

Amend Article XII, Section a to add “FADAP, Technical Services, Veterans”, to the Standing Committees.

Proposal #
71

Title:
Committees

Article:
XII

Section:
a

Current Language:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Proposed Changes:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

If Adopted will read:

Within the first 60 days of the new term, the Executive Board by two-thirds (2/3rd) vote shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Rationale

To add committees that offer important Member Assistance programs, critical operational/technical functions, and a local committee for veterans/coordinate with TWU International’s committee as standing committees.

TOTAL VOTES CAST: 44

YES: 44

NO: 0

Proposal 72:

Amend Article XII, Section e to add “CISM, and FADAP Committees.”

Proposal # 72	Title: Committees	Article: XII	Section: e
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Current Language:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards and Special Services Committees.

Proposed Changes:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees, and Special Services Committees.

If Adopted will read:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees.

Rationale

To maintain the confidentiality and impartial operation of Member assistance committees.

TOTAL VOTES CAST: 40	YES: 1	NO: 39
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Proposal 20:

Amend Article V, Section a to allow for electronic and virtual meetings.

Proposal # 20	Title: Membership Meetings	Article: V	Section: a
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Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

If Adopted will read:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

Rationale

To increase Membership participation.

TOTAL VOTES CAST: 45	YES: 45	NO: 0
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Proposal 55:

Amend Article V, Section a to have one (1) Membership meeting each calendar quarter.

Proposal # 55	Title: Membership Meetings	Article: V	Section: a
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Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in any 12 month period a calendar year, except as otherwise provided herein.

If Adopted will read:

There shall be at least four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in a calendar year, except as otherwise provided herein.

Rationale

Currently the ByLaw regarding the number of meetings in a calendar year can result in lengthy periods of time between Membership Meetings. By having Membership Meetings once per quarter this will helpfully alleviate lengthy periods of time where Members are unable to meet with their elected representatives in person.

TOTAL VOTES CAST: 45

YES: 0

NO: 45

Proposal 57:

Amend Article VI, Section h to require a vote of two-thirds (2/3rds) vote of the Executive Board instead of simple majority.

Proposal #
57

Title:
Officers

Article:
VI

Section:
h

Current Language:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy.

Proposed Changes:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

If Adopted will read:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Rationale

Any position on the Executive Board should be filled by appointment of two-thirds (2/3rd) vote. This will assist in preventing a simple majority controlling the makeup of the elected Executive Board in the event there is a vacancy.

TOTAL VOTES CAST: 43

YES: 2

NO: 41

Proposal 75:

Amend Article VI, Section o by adding language for the Financial Secretary-Treasurer to include two reports in the financials presented at Membership meetings.

Proposal #
75

Title:
Officers

Article:
VI

Section:
o

Current Language:

Proposed Changes:

If Adopted will read:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board.

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Rationale

In order for our Members to be able to accurately compare our Local's finances we must be able to do a two (2) year look back of our net worth and lost time (payroll) comparison. Presenting a detailed report in the meetings isn't sufficient when evaluating the fiscal health of our local. We must be able to see where we stand as a local financial and these two charts will assist Members in being able to see a snapshot of these two important financial stats within the financial report. Financial transparency is of utmost importance and these two additional documents will assist Members in capturing an accurate picture of our Local's finances. The reports provided in meetings haven't been consistent and this will ensure the Members have a view of the information in chart form.

TOTAL VOTES CAST: 45 YES: 0 NO: 45

Proposal 31:

Amend Article VII, Section g to add parameters to the type of pairing officers should fly.

Proposal #
31

Title:
Executive Board

Article:
VII

Section:
G

Current Language:

All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Proposed Changes:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

If Adopted will read:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Rationale

Many officers are flying pairings with only 2 1-hour legs, often with a deadhead and only 1 working leg. This does not meet the spirit of the Bylaws. This will keep the EB in touch with the membership.

TOTAL VOTES CAST: 45 YES: 0 NO: 45

Proposal 6:

Amend Article VIII, Section d to add language allowing time for the Recording Secretary and Treasurer to confirm the eligibility requirements of the Member.

Proposal #
6

Title:
Shop Stewards

Article:
VIII

Section:
d

Current Language:

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Proposed Changes:

To In order to be eligible for nomination nominated and/or elected as a Shop Steward, a Member must, in addition to all other requirements meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

If Adopted will read:

In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

Rationale

To give time to the Recording Secretary and Treasurer to confirm and verify the eligibility requirements of the Member.

TOTAL VOTES CAST: 45

YES: 45

NO: 0

Proposal 16:

Amend Article VIII, Section f to update Shop Steward training requirements.

Proposal #
16

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Rationale

To provide more time for the Shop Steward Committee to prepare for training and offer the option to Domicile Executive Board Members to conduct training in the domicile for those that missed the initial Shop Steward Training opportunity.

TOTAL VOTES CAST: 39

YES: 0

NO: 39

Proposal 14:

Amend Article VIII, Section k to update the number of Shop Stewards to Members information.

**Proposal #
14**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
k**

Current Language:

There shall be a minimum of one (1) Shop Steward per every 200 Members (rounded up) in each Domicile.

Proposed Changes:

There shall be a minimum maximum of one (1) Shop Steward per every 200 100 Members (rounded up) elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

If Adopted will read:

There shall be a maximum of one (1) Shop Steward per every 100 Members elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

Rationale

To better train and utilize Shop Stewards for their primary role which would be Fact-Finding Meetings, Step 2 Hearings, or any other meeting held by Management. It has been expressed that many Flight Attendants do not feel comfortable in front of Management in a meeting setting. The Education Committee and Mobilization/Organizational Committee will have an unlimited amount of Members allowing for more involvement in an area that the Member feels the most comfortable in.

TOTAL VOTES CAST: 44

YES: 0

NO: 44

Proposal 33:

Amend Article XII, by adding a new section f stating that committees will submit written reports that will be added to minutes.

**Proposal #
33**

**Title:
Committees**

**Article:
XII**

**Section:
f**

Proposed Changes:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

If Adopted will read:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

Rationale

This will allow the membership to stay informed with all standing committees.

TOTAL VOTES CAST: 43

YES: 0

NO: 43

Proposal 1:

Amend Article XIII Amendments to the Bylaws by striking out “odd-“ and inserting “even-“ in two places.

**Proposal #
1**

**Title:
Amendments to the
Bylaws**

**Article:
XIII**

**Section:
a**

Current Language:

Proposed Changes:

If Adopted will read:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd even- numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 43 YES: 0 NO: 43

Break 1224-1235

Financial Report

Lyn Montgomery presented the **TWU Local 556 Financial Report** for review.

General Union Business:

- Negotiations Update

Lyn Montgomery provided a one-year negotiations overview and had their questions answered. Members also learned of the new negotiations campaign that would be launching this November.

- Max 8 Update

Lyn provided an update on the Unions Return to Service Plan for the Boeing Max 8. She also discussed SWA plan as well. Members discussed the lawsuit filed against Boeing by SWAPA. Lyn shared that the Union is investigating whether to file suit or not.

- General Membership Discussion

- SWAPA Letter
- Diversity & Inclusion Training
- Trial Transcripts

Lyn Montgomery recessed the Dallas session at 1450 local.

Atlanta
December 16, 2019

TWU Local 556 First Vice-President Chad Kleibscheidel called the Atlanta session of the Meeting to order at 1000 Local.

Chad Kleibscheidel served as the Chairperson and LaTonia Paul Benoit served as the Recording Secretary.

New Business:

- Voting on Proposed Bylaw Amendments
 - o Chad read a statement regarding the bylaw submissions that will not be voted on during the Meeting and the process.
 - o Members began voting on the proposed bylaw amendments from the floor:

Proposal 35:

Amend Article III, Section b to reduce the initiation fee from \$100 to \$10, effective January 1, 2020.

Proposal #
35

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

\$100.00 is unnecessary. TWU 556 should encourage membership, not discourage members from returning after opting out with a punitive fee. \$10.00 is enough to help offset costs associated with someone choosing to opt out, while discouraging someone from going back and forth.

TOTAL VOTES CAST: 13

YES: 11

NO: 2

Proposal 25:

Amend Article III, Section b to increase the initiation fee from \$100 to \$150.

Proposal #
25

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

Increase the initiation fee from \$100 to \$150. Initiation fee has not been raised since January 1, 2012 at the time pay rates were lower. Flight Attendants are making more money with multiple CBA pay rate increases since the Contract ratified. Monthly dues have seen an increase but we have not raised this fee in 7 years.

TOTAL VOTES CAST: 13

YES: 5

NO: 8

Proposal 74:

Amend Article VI, Section k by striking the language “and Financial Secretary-Treasurer.”

Proposal #
74

Title:
Officers

Article:
VI

Section:
s

Current Language:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

Proposed Changes:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

If Adopted will read:

The President must perform their duties at the Local Union Headquarters Office during normal operating hours.

Rationale

With the advancement in technology and remote access affording the Treasurer the ability to work outside of the office, the requirement to work out of the Union office during normal operating hours is no longer needed. In addition, employees of TWU Local 556 and the utilization of Salesforce no longer requires the job of Treasurer to be in the office to conduct business. This will also open up the elected position of Financial Secretary-Treasurer to the entire Membership instead of the limitations the language currently puts on the position.

TOTAL VOTES CAST: 13

YES: 12

NO: 1

Proposal 68:

Amend Article VII, Section i to replace “printed” copy of Unity Magazine with “electronic” copy.

Proposal #
68

Title:
Executive Board

Article:
VII

Section:
i

Current Language:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed newsletters during a 12-month period.

Proposed Changes:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed electronic newsletters during a 12-month period

If Adopted will read:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) electronic newsletters during a 12-month period.

Rationale

We receive information via electronic means from our union (556)

TOTAL VOTES CAST: 13

YES: 13

NO: 0

Proposal 28:

Amend Article VIII, Section f, by changing the training allowance from 45 days to 90 days.

Proposal #
28

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Proposed Changes:

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Shop Steward terms begin the first day of the month following their election. Within the first 45 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Shop Steward terms begin the first day of the month following their election. Within the first 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Rationale

To allow more time for Shop Stewards to be trained. 45 days may not be enough time to alert all newly elected Shop Stewards and prepare and create training for Shop Stewards.

TOTAL VOTES CAST: 15

YES: 15

NO: 0

Proposal 50:

Amend Article VIII, Section f, to only require training for newly elected Shop Stewards.

**Proposal #
50**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
f**

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Rationale

Only newly elected Shop Stewards need to be trained. Costs associated with training.

TOTAL VOTES CAST: 14

YES: 11

NO: 3

Proposal 71:

Amend Article XII, Section a to add “FADAP, Technical Services, Veterans”, to the Standing Committees.

**Proposal #
71**

**Title:
Committees**

**Article:
XII**

**Section:
a**

Current Language:

Proposed Changes:

If Adopted will read:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Within the first 60 days of the new term, the Executive Board by two-thirds (2/3rd) vote shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Rationale

To add committees that offer important Member Assistance programs, critical operational/technical functions, and a local committee for veterans/coordinate with TWU International's committee as standing committees.

TOTAL VOTES CAST: 15

YES: 15

NO: 0

Proposal 72:

Amend Article XII, Section e to add "CISM, and FADAP Committees."

Proposal #
72

Title:
Committees

Article:
XII

Section:
e

Current Language:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards and Special Services Committees.

Proposed Changes:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees, and Special Services Committees.

If Adopted will read:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees.

Rationale

To maintain the confidentiality and impartial operation of Member assistance committees.

TOTAL VOTES CAST: 14

YES: 3

NO: 11

Proposal 20:

Amend Article V, Section a to allow for electronic and virtual meetings.

Proposal #
20

Title:
Membership Meetings

Article:
V

Section:
a

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12

Proposed Changes:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise

If Adopted will read:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise

month period, except as otherwise provided herein. `

Rationale

To increase Membership participation.

provided herein to include electronic or virtual meetings. `

provided herein to include electronic or virtual meetings. `

TOTAL VOTES CAST: 17

YES: 16

NO: 1

Proposal 55:

Amend Article V, Section a to have one (1) Membership meeting each calendar quarter.

Proposal #
55

Title:
Membership Meetings

Article:
V

Section:
a

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in any 12 month period a calendar year, except as otherwise provided herein.

If Adopted will read:

There shall be at least four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in a calendar year, except as otherwise provided herein.

Rationale

Currently the Bylaw regarding the number of meetings in a calendar year can result in lengthy periods of time between Membership Meetings. By having Membership Meetings once per quarter this will helpfully alleviate lengthy periods of time where Members are unable to meet with their elected representatives in person.

TOTAL VOTES CAST: 19

YES: 19

NO: 0

Proposal 57:

Amend Article VI, Section h to require a vote of two-thirds (2/3rds) vote of the Executive Board instead of simple majority.

Proposal #
57

Title:
Officers

Article:
VI

Section:
h

Current Language:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies

Proposed Changes:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days

If Adopted will read:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days

must be filled within forty-five (45) days of the occurrence of the vacancy.

of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Rationale

Any position on the Executive Board should be filled by appointment of two-thirds (2/3rd) vote. This will assist in preventing a simple majority controlling the makeup of the elected Executive Board in the event there is a vacancy.

TOTAL VOTES CAST: 18

YES: 16

NO: 2

Proposal 75:

Amend Article VI, Section o by adding language for the Financial Secretary-Treasurer to include two reports in the financials presented at Membership meetings.

Proposal #
75

Title:
Officers

Article:
VI

Section:
o

Current Language:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board.

Proposed Changes:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

If Adopted will read:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Rationale

In order for our Members to be able to accurately compare our Local's finances we must be able to do a two (2) year look back of our net worth and lost time (payroll) comparison. Presenting a detailed report in the meetings isn't sufficient when evaluating the fiscal health of our local. We must be able to see where we stand as a local financial and these two charts will assist Members in being able to see a snapshot of these two important financial stats within the financial report. Financial transparency is of utmost importance and these two additional documents will assist Members in capturing an accurate picture of our Local's finances. The reports provided in meetings haven't been consistent and this will ensure the Members have a view of the information in chart form.

TOTAL VOTES CAST: 19

YES: 19

NO: 0

Proposal 31:

Amend Article VII, Section g to add parameters to the type of pairing officers should fly.

Proposal #
31

Title:
Executive Board

Article:
VII

Section:
G

Current Language:

All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Proposed Changes:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

If Adopted will read:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Rationale

Many officers are flying pairings with only 2 1-hour legs, often with a deadhead and only 1 working leg. This does not meet the spirit of the Bylaws. This will keep the EB in touch with the membership.

TOTAL VOTES CAST: 17

YES: 3

NO: 14

Proposal 6:

Amend Article VIII, Section d to add language allowing time for the Recording Secretary and Treasurer to confirm the eligibility requirements of the Member.

Proposal #
6

Title:
Shop Stewards

Article:
VIII

Section:
d

Current Language:

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Proposed Changes:

To In order to be eligible for nomination nominated and/or elected as a Shop Steward, a Member must, in addition to all other requirements meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

If Adopted will read:

In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

Rationale

To give time to the Recording Secretary and Treasurer to confirm and verify the eligibility requirements of the Member.

TOTAL VOTES CAST: 18

YES: 0

NO: 18

Proposal 16:

Amend Article VIII, Section f to update Shop Steward training requirements.

Proposal #	Title:	Article:	Section:
16	Shop Stewards	VIII	f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from the Shop Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Rationale

To provide more time for the Shop Steward Committee to prepare for training and offer the option to Domicile Executive Board Members to conduct training in the domicile for those that missed the initial Shop Steward Training opportunity.

TOTAL VOTES CAST: 19 YES: 0 NO: 19

Proposal 14:

Amend Article VIII, Section k to update the number of Shop Stewards to Members information.

Proposal #	Title:	Article:	Section:
14	Shop Stewards	VIII	k

Current Language:

There shall be a minimum of one (1) Shop Steward per every 200 Members (rounded up) in each Domicile.

Proposed Changes:

There shall be a minimum maximum of one (1) Shop Steward per every 200 100 Members (rounded up) elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

If Adopted will read:

There shall be a maximum of one (1) Shop Steward per every 100 Members elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

Rationale

To better train and utilize Shop Stewards for their primary role which would be Fact-Finding Meetings, Step 2 Hearings, or any other meeting held by Management. It has been expressed that many Flight Attendants do not feel comfortable in front of Management in a meeting setting. The Education Committee and Mobilization/Organizational Committee will have an unlimited amount of Members allowing for more involvement in an area that the Member feels the most comfortable in.

TOTAL VOTES CAST: 19 YES: 14 NO: 5

Proposal 33:

Amend Article XII, by adding a new section f stating that committees will submit written reports that will be added to minutes.

Proposal #	Title:	Article:	Section:
33	Committees	XII	f

Proposed Changes:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

If Adopted will read:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

Rationale

This will allow the membership to stay informed with all standing committees.

TOTAL VOTES CAST: 15 YES: 6 NO: 9

Proposal 1:

Amend Article XIII Amendments to the Bylaws by striking out “odd-“ and inserting “even-“ in two places.

Proposal #
1

Title:
Amendments to the
Bylaws

Article:
XIII

Section:
a

Current Language:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Proposed Changes:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd even- numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

If Adopted will read:

These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 11 YES: 1 NO: 10

Chad Kleibscheidel **recessed** the Atlanta session of the Meeting at 1119 local.

Baltimore
December 16, 2019

TWU Local 556 President Lyn Montgomery called the Baltimore session of the Meeting to order at 1013 Local.

Lyn Montgomery served as the Chairperson and Jannah Dalak served as the Recording Secretary.

New Business:

- Voting on Proposed Bylaw Amendments
 - Lyn read a statement regarding the bylaw submissions that will not be voted on during the Meeting and the process.
 - Members began voting on the proposed bylaw amendments from the floor:

Proposal 35:

Amend Article III, Section b to reduce the initiation fee from \$100 to \$10, effective January 1, 2020.

Proposal #
35

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$10 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

\$100.00 is unnecessary. TWU 556 should encourage membership, not discourage members from returning after opting out with a punitive fee. \$10.00 is enough to help offset costs associated with someone choosing to opt out, while discouraging someone from going back and forth.

TOTAL VOTES CAST: 9

YES: 1

NO: 8

Proposal 25:

Amend Article III, Section b to increase the initiation fee from \$100 to \$150.

Proposal #
25

Title:
Membership

Article:
III

Section:
b

Current Language:

Effective January 1, 2012, the initiation fee shall be \$100 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Proposed Changes:

Effective January 1, 2012 2020, the initiation fee shall be \$100 \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

If Adopted will read:

Effective January 1, 2020, the initiation fee shall be \$150 for all new TWU affiliates or anyone re-applying to return to full Membership who had previously voluntarily resigned from TWU affiliation.

Rationale

Increase the initiation fee from \$100 to \$150. Initiation fee has not been raised since January 1, 2012 at the time pay rates were lower. Flight Attendants are making more money with multiple CBA pay rate increases since the Contract ratified. Monthly dues have seen an increase but we have not raised this fee in 7 years.

TOTAL VOTES CAST: 9

YES: 0

NO: 9

Proposal 74:

Amend Article VI, Section k by striking the language “and Financial Secretary-Treasurer.”

**Proposal #
74**

**Title:
Officers**

**Article:
VI**

**Section:
s**

Current Language:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

Proposed Changes:

The President and Financial Secretary-Treasurer must perform their duties at the Local Union Headquarters Office during normal operating hours.

If Adopted will read:

The President must perform their duties at the Local Union Headquarters Office during normal operating hours.

Rationale

With the advancement in technology and remote access affording the Treasurer the ability to work outside of the office, the requirement to work out of the Union office during normal operating hours is no longer needed. In addition, employees of TWU Local 556 and the utilization of Salesforce no longer requires the job of Treasurer to be in the office to conduct business. This will also open up the elected position of Financial Secretary-Treasurer to the entire Membership instead of the limitations the language currently puts on the position.

TOTAL VOTES CAST: 9

YES: 6

NO: 3

Proposal 68:

Amend Article VII, Section i to replace “printed” copy of Unity Magazine with “electronic” copy.

**Proposal #
68**

**Title:
Executive Board**

**Article:
VII**

**Section:
i**

Current Language:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed newsletters during a 12-month period.

Proposed Changes:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed electronic newsletters during a 12-month period

If Adopted will read:

The Executive Board of the Local will be responsible for providing to the Membership at least four (4) electronic newsletters during a 12-month period.

Rationale

We receive information via electronic means from our union (556)

TOTAL VOTES CAST: 8

YES: 8

NO: 0

Proposal 28:

Amend Article VIII, Section f, by changing the training allowance from 45 days to 90 days.

**Proposal #
28**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
f**

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 90 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their

Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Rationale

To allow more time for Shop Stewards to be trained. 45 days may not be enough time to alert all newly elected Shop Stewards and prepare and create training for Shop Stewards.

TOTAL VOTES CAST: 9

YES: 9

NO: 0

Proposal 50:

Amend Article VIII, Section f, to only require training for newly elected Shop Stewards.

**Proposal #
50**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
f**

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, newly elected Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years. Shop Stewards who are elected to consecutive term(s) shall not be required to go through initial Shop Steward training every 3 years, as long as the Domicile Executive Board Member or the Shop Steward Committee Chair(s) approve.

Rationale

Only newly elected Shop Stewards need to be trained. Costs associated with training.

TOTAL VOTES CAST: 9

YES: 1

NO: 8

Proposal 71:

Amend Article XII, Section a to add “FADAP, Technical Services, Veterans”, to the Standing Committees.

**Proposal #
71**

**Title:
Committees**

**Article:
XII**

**Section:
a**

Current Language:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All

Proposed Changes:

Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, FADAP, Technical

If Adopted will read:

Within the first 60 days of the new term, the Executive Board by two-thirds (2/3rd) vote shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and

Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Human Rights, FADAP, Technical Services, Veterans, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Rationale

To add committees that offer important Member Assistance programs, critical operational/technical functions, and a local committee for veterans/coordinate with TWU International's committee as standing committees.

TOTAL VOTES CAST: 9

YES: 9

NO: 0

Proposal 72:

Amend Article XII, Section e to add "CISM, and FADAP Committees."

**Proposal #
72**

**Title:
Committees**

**Article:
XII**

**Section:
e**

Current Language:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards and Special Services Committees.

Proposed Changes:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees. and Special Services Committees.

If Adopted will read:

Persons not affiliated with the TWU Executive Board or Southwest Airlines Management shall chair Professional Standards, CISM, and FADAP Committees.

Rationale

To maintain the confidentiality and impartial operation of Member assistance committees.

TOTAL VOTES CAST: 9

YES: 9

NO: 0

Proposal 20:

Amend Article V, Section a to allow for electronic and virtual meetings.

**Proposal #
20**

**Title:
Membership Meetings**

**Article:
V**

**Section:
a**

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

If Adopted will read:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein to include electronic or virtual meetings. `

Rationale

To increase Membership participation.

TOTAL VOTES CAST: 9

YES: 9

NO: 0

Proposal 55:

Amend Article V, Section a to have one (1) Membership meeting each calendar quarter.

Proposal #
55

Title:
Membership Meetings

Article:
V

Section:
a

Current Language:

There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12 month period, except as otherwise provided herein. `

Proposed Changes:

There shall be at least three (3) four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in any 12 month period a calendar year, except as otherwise provided herein.

If Adopted will read:

There shall be at least four (4) regular meetings, one per calendar quarter in each Domicile of the general Membership of Local 556 in a calendar year, except as otherwise provided herein.

Rationale

Currently the Bylaw regarding the number of meetings in a calendar year can result in lengthy periods of time between Membership Meetings. By having Membership Meetings once per quarter this will helpfully alleviate lengthy periods of time where Members are unable to meet with their elected representatives in person.

TOTAL VOTES CAST: 9

YES: 0

NO: 9

Proposal 57:

Amend Article VI, Section h to require a vote of two-thirds (2/3rds) vote of the Executive Board instead of simple majority.

Proposal #
57

Title:
Officers

Article:
VI

Section:
h

Current Language:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy.

Proposed Changes:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

If Adopted will read:

In all vacancies except the President, if a position is vacated within the first eighteen (18) months of the Officers' term the person receiving the next highest number of votes from the Officers election for the vacated position will be offered that position. If that Member does not accept the position, the position will be offered to the candidate who ran for the vacated position by descending order of votes. If all candidates refuse or the position was unopposed, the Executive Board will appoint a Member in good standing. If the position is vacated within the second eighteen (18) months of the term, the Executive Board will appoint an eligible Member to the position. All vacancies must be filled within forty-five (45) days of the occurrence of the vacancy. Any vacancy shall be filled by appointment of two-thirds (2/3rd) vote of the Executive Board.

Rationale

Any position on the Executive Board should be filled by appointment of two-thirds (2/3rd) vote. This will assist in preventing a simple majority controlling the makeup of the elected Executive Board in the event there is a vacancy.

TOTAL VOTES CAST: 9

YES: 5

NO: 4

Proposal 75:

Amend Article VI, Section o by adding language for the Financial Secretary-Treasurer to include two reports in the financials presented at Membership meetings.

Proposal #
75

Title:
Officers

Article:
VI

Section:
o

Current Language:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board.

Proposed Changes:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

If Adopted will read:

The Financial Secretary-Treasurer shall receive all monies paid into the Local Union. He/she shall keep regular books and records of the Local's finances pursuant to the rules and regulations established by the International Administrative Committee. He/she shall report monthly to the Local Executive Board and to the International Secretary/Treasurer. He/she shall submit all records and books at least once a year to a Certified Public Accountant and will forward the name and address of the Certified Public Accountant who is to conduct the audit to the International. He/she shall perform all duties required by the Executive Board. The Financial Secretary-Treasurer will be required to provide the Members present at a Membership Meeting(s) a two (2) year look back of the TWU Local 556 net worth comparison and a two (2) year look back of the TWU Local lost time comparison included in the approved financial report.

Rationale

In order for our Members to be able to accurately compare our Local's finances we must be able to do a two (2) year look back of our net worth and lost time (payroll) comparison. Presenting a detailed report in the meetings isn't sufficient when evaluating the fiscal health of our local. We must be able to see where we stand as a local financial and these two charts will assist Members in being able to see a snapshot of these two important financial stats within the financial report. Financial transparency is of utmost importance and these two additional documents will assist Members in capturing an accurate picture of our Local's finances. The reports provided in meetings haven't been consistent and this will ensure the Members have a view of the information in chart form.

TOTAL VOTES CAST: 9

YES: 9

NO: 0

Proposal 31:

Amend Article VII, Section g to add parameters to the type of pairing officers should fly.

Proposal #
31

Title:
Executive Board

Article:
VII

Section:
G

Current Language:

All Officers will be required to fly one multi-day pairing per calendar quarter unless otherwise approved by the

Proposed Changes:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty

If Adopted will read:

All Officers will be required to fly one multi-day pairing per calendar quarter with a minimum of 10 hours total duty

Executive Board. The multi-day pairing cannot be a Charter.

time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

time unless otherwise approved by the Executive Board. The multi-day pairing cannot be a Charter.

Rationale

Many officers are flying pairings with only 2 1-hour legs, often with a deadhead and only 1 working leg. This does not meet the spirit of the Bylaws. This will keep the EB in touch with the membership.

TOTAL VOTES CAST: 9

YES: 0

NO: 9

Proposal 6:

Amend Article VIII, Section d to add language allowing time for the Recording Secretary and Treasurer to confirm the eligibility requirements of the Member.

Proposal #
6

Title:
Shop Stewards

Article:
VIII

Section:
d

Current Language:

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Proposed Changes:

To In order to be eligible for nomination nominated and/or elected as a Shop Steward, a Member must, in addition to all other requirements meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

If Adopted will read:

In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; (3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.

Rationale

To give time to the Recording Secretary and Treasurer to confirm and verify the eligibility requirements of the Member.

TOTAL VOTES CAST: 9

YES: 9

NO: 0

Proposal 16:

Amend Article VIII, Section f to update Shop Steward training requirements.

Proposal #
16

Title:
Shop Stewards

Article:
VIII

Section:
f

Current Language:

Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or

Proposed Changes:

Shop Steward terms begin the first day of the month following their election. Within the first 45 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member the Shop

If Adopted will read:

Shop Steward terms begin the first day of the month following their election. Within the first 60 days no later than 75 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from the Shop Steward Committee or his/her designee. The term

his/her designee. The term for a Shop Steward is three (3) years.

Steward Committee or his/her designee. The term for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

for a Shop Steward is three (3) years. If a Shop Steward misses the official initial training given by the Shop Steward Committee, the Shop Steward will have an individual training in Domicile with the Domicile Executive Board Member.

Rationale

To provide more time for the Shop Steward Committee to prepare for training and offer the option to Domicile Executive Board Members to conduct training in the domicile for those that missed the initial Shop Steward Training opportunity.

TOTAL VOTES CAST: 9

YES: 8

NO: 1

Proposal 14:

Amend Article VIII, Section k to update the number of Shop Stewards to Members information.

**Proposal #
14**

**Title:
Shop Stewards**

**Article:
VIII**

**Section:
k**

Current Language:

There shall be a minimum of one (1) Shop Steward per every 200 Members (rounded up) in each Domicile.

Proposed Changes:

There shall be a minimum maximum of one (1) Shop Steward per every 200 100 Members (rounded up) elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

If Adopted will read:

There shall be a maximum of one (1) Shop Steward per every 100 Members elected in each Domicile with a maximum of 20 per Domicile and a minimum of 10 per Domicile.

Rationale

To better train and utilize Shop Stewards for their primary role which would be Fact-Finding Meetings, Step 2 Hearings, or any other meeting held by Management. It has been expressed that many Flight Attendants do not feel comfortable in front of Management in a meeting setting. The Education Committee and Mobilization/Organizational Committee will have an unlimited amount of Members allowing for more involvement in an area that the Member feels the most comfortable in.

TOTAL VOTES CAST: 9

YES: 8

NO: 1

Proposal 33:

Amend Article XII, by adding a new section f stating that committees will submit written reports that will be added to minutes.

**Proposal #
33**

**Title:
Committees**

**Article:
XII**

**Section:
f**

Proposed Changes:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

If Adopted will read:

All standing committees; COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, and Shop Stewards shall submit a monthly written report to the Executive Board and will be included in the minutes.

Rationale

This will allow the membership to stay informed with all standing committees.

TOTAL VOTES CAST: 9 YES: 9 NO: 0

Proposal 1:

Amend Article XIII Amendments to the Bylaws by striking out “odd-“ and inserting “even-“ in two places.

Proposal #	Title:	Article:	Section:
1	Amendments to the Bylaws	XIII	a
<i>Current Language:</i>	<i>Proposed Changes:</i>		<i>If Adopted will read:</i>
These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”	These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every odd even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the odd even- numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”		These Bylaws may be altered, amended or repealed by a 2/3rd majority vote of the Membership only once every even-numbered ending calendar year. The Bylaws must be offered at the Second Membership Meeting of the even-numbered calendar year and must be voted upon at the Third Membership Meeting of the year. Each proposed change, amendment or repeal shall be submitted on a form, which will include the change itself, a synopsis of the change and a rationale for the change. The proposed change, amendment or repeal shall be posted for a period of forty-five (45) days on the Union Bulletin Board and on the Union Website. A printed copy will be mailed to a Member if requested.”

Rationale

To give TWU Local 556 and TWU International time to review and approve/deny 2017 amendments to the Bylaws.

TOTAL VOTES CAST: 9 YES: 0 NO: 9

Final Vote Count:
Requires a 2/3rd favorable vote

Amendment 35:	86 Yes	124 No	Total Votes 210	FAILS
Amendment 25:	45 Yes	176 No	Total Votes 221	FAILS
Amendment 74:	100 Yes	106 No	Total Votes 206	FAILS
Amendment 68:	180 Yes	40 No	Total Votes 220	CARRIES

Current Language: The Executive Board of the Local will be responsible for providing to the Membership at least four (4) printed newsletters during a 12-month period.

Adopted Language: The Executive Board of the Local will be responsible for providing to the Membership at least four (4) **electronic** newsletters during a 12-month period.

Amendment 28:	179 Yes	46 No	Total Votes 225	CARRIES
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Current Language: Shop Steward terms begin the first day of the month following their election. Within the first 45 days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Adopted Language: Shop Steward terms begin the first day of the month following their election. Within the first **90** days of their terms, Shop Stewards will receive training on the duties outlined in letter (e) from their Domicile Executive Board Member or his/her designee. The term for a Shop Steward is three (3) years.

Amendment 50:	81 Yes	139 No	Total Votes 220	FAILS
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Amendment 71:	219 Yes	7 No	Total Votes 226	CARRIES
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Current Language: Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in-depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Adopted Language: Upon installation of office, the Executive Board shall appoint the following Standing Committees: COPE, CISM, Grievance, Scheduling, Health, Safety, Education, Professional Standards, Uniforms, Communications, Mobilization/Organizing, Civil and Human Rights, **FADAP, Technical Services, Veterans**, and Shop Steward. All Chairs previous before the election will remain in place until a complete joint evaluation by the Committee chair and Executive Board. The Committee Chair will submit an in-depth report of the Committee and will give an account of the Committee at the first Executive Board Meeting after the installation of Officers.

Amendment 72:	113 Yes	106 No	Total Votes 219	FAILS
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Amendment 20:	158 Yes	56 No	Total Votes 214	CARRIES
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Current Language: There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12-month period, except as otherwise provided herein.

Adopted Language: There shall be at least three (3) regular meetings in each Domicile of the general Membership of Local 556 in any 12-month period, except as otherwise provided herein **to include electronic or virtual meetings.**

Amendment 55:	35 Yes	193 No	Total Votes 228	FAILS
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Amendment 57:	107 Yes	119 No	Total Votes 226	FAILS
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Amendment 75:	116 Yes	108 No	Total Votes 224	FAILS
Amendment 31:	56 Yes	167 No	Total Votes 223	FAILS
Amendment 6:	179 Yes	41 No	Total Votes 220	CARRIES

Current Language: d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Adopted Language: **In order to be nominated and/or elected as a Shop Steward, a Member must meet eligibility** requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing; **(3) pending verification of eligibility, If during the pending of eligibility process, it is determined that the elected Shop Steward does not meet the eligibility requirements outlined in this article to serve as a Shop Steward their election will be voided.**

Amendment 16:	13 Yes	201 No	Total Votes 214	FAILS
Amendment 14:	59 Yes	160 No	Total Votes 219	FAILS
Amendment 33:	95 Yes	120 No	Total Votes 215	FAILS
Amendment 1:	51 Yes	179 No	Total Votes 230	FAILS

Lyn Montgomery **adjourned** the Meeting at 1147 local.

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



KeyAnder Early
TWU Local 556 Recording Secretary