



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556 First Membership Meeting Minutes

February 18-21, 2020

Dual Sessions

Chair- Lyn Montgomery & Recording Secretary Pro Tem- LaTonia Paul Benoit

Los Angeles

February 18, 2020

TWU Local 556 President Lyn Montgomery called the Los Angeles session of the Meeting to order at 1010 local.

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

Lyn Montgomery reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants are welcome to attend and participate during the Meeting, however they are not allowed to vote on motions on the floor. Lyn explained that the Meeting would be conducted by Roberts Rules of Order and noted that a hard copy was available for Members to reference. Lyn informed Members that video and/or audio recordings of the meeting are prohibited and that weapons are 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 and Shop Stewards present.

Minutes

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

Financial Report

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

General Union Business:

- Negotiations Update:
Lyn touched on the recent Negotiations Team communication that was released to the Membership. The number of articles presented, future dates of negotiations. Lyn discussed date privacy and cameras covers given to members. Members were reminded to reach out to the NT with any additional questions or thoughts.
Lyn gave a brief description and background of how Satellites Bases were implemented. She discussed the importance of having Reserves and covering trips in Satellite Bases. The goal of the Union is to continue working until Satellite Bases have the same Contract as all TWU Local 556 Members.
- General Membership Discussion Items
 - o 10 Hour Rest Implementation
 - o Red Eye Pay
 - o Reserve System
 - o Maternity Leave
 - o Oakland New Hires
 - o Time Away
 - o Amount of Time in Negotiations
 - o Fatigue Issues
 - o Boeing Max 8

Break
1245-1255

New Business:

- Voting on Motion 1

Lyn read the **Motion 1**: 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 read **Amendment 1**: 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 read **Amendment 2**: 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**.

The Members present voted on Amendment 2: 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 *“During the first Executive Board Meeting following, the First Membership Meeting of 2020”*.

Yea: 0 Nay: 10 Motion Fails

The Members present voted on Amendment 1:

Yea: 2 Nay: 8 Motion Fails

The Members present voted on Motion 1:

Yea: 3 Nay: 7 Motion Fails

Lyn Montgomery **recessed** the Los Angeles session of the Meeting at 1221 local.

Oakland
February 19, 2020

TWU Local 556 President Lyn Montgomery called the Oakland session of the Meeting to order at 1010 local.

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

Lyn Montgomery reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants are welcome to attend and participate during the Meeting, however they are not allowed to vote on motions on the floor. Lyn explained that the Meeting would be conducted by Roberts Rules of Order and noted that a hard copy was available for Members to reference. Lyn informed Members that video and/or audio recordings of the meeting are prohibited and that weapons are 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 and Shop Stewards present.

Minutes

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

Financial Report

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

General Union Business:

- Negotiations Update:

Lyn touched on the recent Negotiations Team communication that was released to the Membership. The number of articles presented, future dates of negotiations. Lyn

discussed date privacy and cameras covers given members. Members were reminded to reach out to the NT with any additional questions or thoughts.

Lyn gave a brief description and background of how Satellites Bases were implemented. Testing Phase 1 started January 2018 and now we are in Phase 2. There have been improvements made to Phase 2. but is still a testing phase.

She discussed the importance of having Reserves and covering trips in Satellite Bases. If either either the Union or Southwest Management can end the testing phases at any time. The company can only open 5 total Satellites Bases. New Satellite Bases will not open until the return of the Max 800. Lyn reiterated the goal of the union is to continue working until Satellite Bases have the same Contract as all TWU Local 556 Member.

General Membership Discussion Items

- o 10 Hour Rest Implementation- When would the 10 Hour Rest be implemented and how it will affect negotiations
- o Reserve System- Members was major changes in contract for Reserves and Fatigue Issue when sitting Airport Stand By.
- o Computer Issues – Members want to see Technology Proposal in next contract
- o Missing Trips-When will there be a solution to the problem of missing trips. Lyn
- o Amount of Time in Negotiations- Members want an estimate of how long negotiations will take and the cost.
- o Boeing Max 8- Members expressed concern about the safety of the return of the 800 Max
- o Bylaws- Members discussed when and how the Bylaws would be reworked and ready for review by the membership.
- o Increasing A Pay- Members expressed the importance of having an increase in A Pay, because of the amount of increased responsibilities.

New Business:

- Voting on Motion 1

Lyn read the **Motion 1**: 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 read **Amendment 1**: 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 read **Amendment 2**: 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**.

The Members present voted on Amendment 2: 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 *“During the first Executive Board Meeting following, the First Membership Meeting of 2020”*.

Yea: 4 Nay: 0 Motion Carries

The Members present voted on Amendment 1:

Yea: 0 Nay: 4 Motion Fails

The Members present voted on Motion 1:

Yea: 4 Nay: 0 Motion Carries

Lyn Montgomery **recessed** the Oakland session of the Meeting at 1150 local.

Phoenix
February 20, 2020

TWU Local 556 President Lyn Montgomery called the Phoenix session of the Meeting to order at 1010 local.

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

Lyn Montgomery reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants are welcome to attend and participate during the Meeting, however they are not allowed to vote on motions on the floor. Lyn explained that the Meeting would be conducted by Roberts Rules of Order and noted that a hard copy was available for Members to reference. Lyn informed Members that video and/or audio recordings of the meeting are prohibited and that weapons are 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 and Shop Stewards present.

Minutes

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

Financial Report

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

General Union Business:

- **Negotiations Update:**
Lyn touched on the recent Negotiations Team communication that was released to the Membership. The number of articles presented, future dates of negotiations. Lyn discussed data privacy and cameras covers given to members. Safety was once off the table but is now back on the table. Safety and Reserve are priorities of negotiations. She let the members know about a Reserve Survey, and the important of the membership participating in the survey. Members gave input on what they would like to see in the survey. Members were reminded to reach out to the NT with any additional questions or thoughts.

Lyn gave an update on Satellite base and the history of how they were implemented. Testing Phase 1 began in January 2018, we are now in the testing of Phase 2. She discussed the improvements from Phase 1 to Phase 2. The Company would be only allowed to open 5 Satellite Bases. New Satellite Bases would be opened after the return of the 800 Max. Lyn discussed the important of having Reserves and covering trips. Either the Union or the Company at any time can void the agreement. The goal of the Union is to continuing working until Satellites Bases have the same Contract as all TWU Local 556 Members.

General Membership Discussion Items

- o **Communications** – Members want the Negotiation Team to be more proactive with messages to the membership. Transparent updates about negotiations.
- o **Missing Trips** – Lyn let the membership know that company is working on this, they came to the Executive Board with an update. Please call the union office if it happens to them.
- o **Technology Issues** – Members expressed the importance on Technology protections in contract.
- o **PA Announcement Change** – Members expressed concern over the PA Announcement changes.
- o **Satellite Base Test** – Members want to know how the cities are chosen. Will there be mileage residence requirements?

- o Boeing Max 8 – Members had concerns of the safety of the 800 Ma when it returns, and if it will return.

Break
1245-1255

New Business:

- Voting on Motion 1

Lyn read the **Motion 1**: 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 read **Amendment 1**: 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 read **Amendment 2**: 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**.

The Members present voted on Amendment 2: 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 “*During the first Executive Board Meeting following, the First Membership Meeting of 2020*”.

Yea: 0 Nay: 13 Motion Fails

The Members present voted on Amendment 1:

Yea: 0 Nay: 12 Motion Fails

The Members present voted on Motion 1:

Yea: 12 Nay: 0 Motion Carries

Lyn Montgomery **recessed** the Phoenix session of the Meeting at 1350 local.

Las Vegas
February 21, 2020

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. KeyAnder Early and LaTonia Paul Benoit 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 are welcome to attend and participate during the Meeting, however they are not allowed to vote on motions on the floor. Chad explained that the Meeting would be conducted by Roberts Rules of Order and noted that a hard copy was available for Members to reference. Chad informed Members that video and/or audio recordings of the meeting are prohibited and that weapons are not allowed. Chad reviewed the Meeting agenda and reminded those present to return the Membership Meeting packets before leaving the Meeting.

Lyn Montgomery introduced the Executive Board Members and Shop Stewards present.

Minutes

Brett Nevarez made a **motion** to dispense with the reading of the minutes. Addie Crisp **seconded** the motion. The motion **carries**. KeyAnder Early presented the **Third Membership Meeting of 2019 Minutes** for approval. The minutes were accepted as presented.

Financial Report

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

General Union Business:

- Negotiations Update:
 - Lyn shared where we are in the negotiations process and the articles that are open currently for discussion. She provided in depth information regarding data privacy and technology being added to the contract. A reserve survey will be coming out in March to the membership.
- Satellite Bases:
 - Lyn shared information regarding the current language and the improvements that were provided in Phase II of the agreement. The committee will be meeting with the company on February 28th and will provide the memberships feedback.
- Missing Trips:
 - Members are encouraged to notify the union office to report if this happens to you.
- MRT:
 - Members have been seeing MRT bids show up in their bids even though they did not put in for it. The company and the union have been working together to resolve this matter.
- Max 8 Grounding:
 - The profit sharing that was given to the employees was for the loss of profits and not regarding wages. There is a meeting set up with Boeing to discuss flight attendants' concerns. A law firm has been hired to assist the union with regards to this matter.
- General Membership Discussion Items:

- o NTF: Their primary responsibility is to educate the members regarding negotiations. Discussion was had regarding the current campaign.
- o Parliamentary Expenses: Discussions regarding the cost cutting measures the Board is taking to address the expenses and the removal of the parliamentarian from the boardroom.
- o COPE: Discussions regarding what COPE has been doing to date and what COPE has up and coming.
- o Negotiations & KIVITTS: Cost on the services of KIVITTS and the services provided.

KeyAnder Early left the Meeting. LaTonia Paul Benoit served as Recording Secretary Pro Tem.

New Business:

- Voting on Motion 1

Chad read the **Motion 1**: 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.

Chad read **Amendment 1**: 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**.

Chad read **Amendment 2**: 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**.

The Members present voted on Amendment 2: 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 “*During the first Executive Board Meeting following, the First Membership Meeting of 2020*”.

Yea: 14 Nay: 0 Motion Carries

The Members present voted on Amendment 1:

Yea: 14 Nay: 0 Motion Carries

The Members present voted on Motion 1:

Yea: 14 Nay: 0 Motion Carries

Brett Nevarez made a motion: To stop using dues monies to pay for a parliamentarian to facilitate Executive Board Meetings. Seconded by Brendon Campbell

Brendon Campbell made a motion: To create a Special Committee; It should be made up of 2 Executive Board Members and 3 Members for the Membership. They will attend a Parliamentary Debate/ Roberts Rule of Order Training and report back their findings to Executive Board. Seconded by Brett Nevarez

Lyn Montgomery **recessed** the Las Vegas session of the Meeting at 1530 local.

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

LaTonia Paul Benoit

LaTonia Paul Benoit
TWU Local 556 Second Vice-President



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Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556 First Membership Meeting Minutes

February 18-21, 2020

Dual Sessions

Chair- Chad Kleibscheidel & Recording Secretary- KeyAnder Early

Chicago

February 18, 2020

TWU Local 556 Vice-President Chad Kleibscheidel called the First Membership Meeting of 2020 to order at 1000 local.

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

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants are welcome to attend and participate during the Meeting, however they are not allowed to vote on motions on the floor. Chad explained that the Meeting would be conducted by Roberts Rules of Order and noted that a hard copy was available for Members to reference. Chad informed Members that video and/or audio recordings of the meeting are prohibited and that weapons are not allowed. Chad 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.

Chad Kleibscheidel introduced the Executive Board Members and Shop Stewards present.

Minutes

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

Financial Report

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

General Union Business:

- Negotiations Update:

More dates have been submitted to meet with the company. Chad touched on the recent Negotiations Team communication that was released to the Membership. Members were reminded to reach out to the NT with any additional questions or thoughts.

- General Membership Discussion Items
 - o NT camera cover cost
 - o IEFB concerns
 - o Technology contract language
 - o Missing Trips Update
 - o MRT Bid Discrepancy
 - o Satellite Base Test
 - o Atlanta Right of Return
 - o Boeing Max 8

New Business:

- Voting on Motion 1

Chad read the **Motion 1**: 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.

Chad read **Amendment 1**: 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**.

Chad read **Amendment 2**: 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**.

The Members present voted on Amendment 2: 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 “*During the first Executive Board Meeting following, the First Membership Meeting of 2020*”.

Yea: 8 Nay: 1 Motion Carries

The Members present voted on Amendment 1:

Yea: 8 Nay: 1 Motion Carries

The Members present voted on Motion 1:

Yea: 10 Nay: 0 Motion Carries

Motion 1: Corliss King made a motion to form a special committee to investigate pursuing legal action against Boeing. The committee would be made up of five members two from the Executive Board and three members selected and approved at the first executive board meeting following the passage of this motion. The committee shall meet on two consecutive days each month and report the committee progress to the membership. Roy Soria **seconded** the motion.

Amendment 1: Roy Soria made an amendment TWU 556 legal council shall be available to answer questions for the committee. The committee will report its findings to the membership no later than six months after the committee members are selected. Corliss King **seconded** to motion.

Announcements:

- Corliss King provided information regarding the Illinois Sick Leave Act.

Chad Kleibscheidel **recessed** the Chicago session of the Meeting at 1145 local.

Denver
February 19, 2020

TWU Local 556 Vice-President Chad Kleibscheidel called the Denver session of the First Membership Meeting of 2020 to order at 1000 local.

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

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants are welcome to attend and participate during the Meeting, however they are not allowed to vote on motions on the floor. Chad explained that the Meeting would be conducted by Roberts Rules of Order and noted that a hard copy was available for Members to reference. Chad informed Members that video and/or audio recordings of the meeting are prohibited and that weapons are not allowed. Chad 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.

Chad Kleibscheidel introduced the Executive Board Members, Committee Chairpersons, and Shop Stewards that were present.

Minutes

KeyAnder Early presented the **Third 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 and answered questions.

General Union Business:

- Negotiations Update:

More dates have been submitted to meet with the company. Chad touched on the recent Negotiations Team (NT) communication that was released to the Membership. Members were reminded to reach out to the NT with any additional questions or thoughts.

- General Membership Discussion Items
 - Utilizing Members to perform Professional Services: As a cost saving measure utilizing Flight Attendants in lieu of hiring outside professionals.
 - Boeing Max 8: Concerns addressed regarding loss of pay, seniority and safety.
 - Permission for outside employment: The policy has always been there, and it is Companywide.
 - Travel regarding No Show Policy: Flight Attendants are permitted to fly home using company travel.
 - Privacy Concerns: NT and Company iPad camera covers being distributed. The removal of the “Are you on property question when checking in on crewhub?”
 - Trips Disappearing: The Company is still investigating this matter.
- Base Update: Domicile Executive Board Member Jessica Parker thanked the shop stewards for their hard work and updated Members on the areas of concern for the base.

New Business:

- Voting on Motion 1

Chad read the **Motion 1**: 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.

Chad read **Amendment 1**: 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**.

Chad read **Amendment 2**: 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**.

The Members present voted on Amendment 2: 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 “*During the first Executive Board Meeting following, the First Membership Meeting of 2020*”.

Yea: 5 Nay: 0 Motion Carries

The Members present voted on Amendment 1:

Yea: 5 Nay: 0 Motion Carries

The Members present voted on Motion 1:

Yea: 5 Nay: 0 Motion Carries

Announcements:

- Jamie Simpson provided information regarding the FAMLI Act regarding Colorado sick leave.
- Matthew Lanclos provided information regarding Pride at Work Colorado.

Chad Kleibscheidel **recessed** the Denver session of the Meeting at 1141 local.

Houston
February 20, 2020

TWU Local 556 Vice-President Chad Kleibscheidel called the Houston session of the Meeting to order at 1000 local.

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

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants are welcome to attend and participate during the Meeting, however they are not allowed to vote on motions on the floor. Chad explained that the Meeting would be conducted by Roberts Rules of Order and noted that a hard copy was available for Members to reference. Chad informed Members that video and/or audio recordings of the meeting are prohibited and that weapons are not allowed. Chad 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.

Chad Kleibscheidel introduced the Executive Board Members and Shop Stewards present.

Minutes

KeyAnder Early presented the **Third 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 and answered questions.

General Union Business:

- Boeing Max 8: The local has obtain a law firm to investigate our rights and possible courses of action arising from the Boeing situation.
- International Rest Concerns: The trips are being built with only the ten-hour minimum rest.

- FAA Reauthorization: It is being discussed and addressed during the negotiations process.
- Fact Finding Meetings: Questions regarding the type of matters that Flight Attendants are being called in for.
- Missing Trips: A grievance has been filed and Members are asked to send in information to the Union and the Company.

New Business:

- Voting on Motion 1

Chad read the **Motion 1**: 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.

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The Members present voted on Amendment 2: 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 *“During the first Executive Board Meeting following, the First Membership Meeting of 2020”*.

Yea: 1 Nay: 3 Motion fails

The Members present voted on Amendment 1:

Yea: 1 Nay: 4 Motion fails

The Members present voted on Motion 1:

Yea: 1 Nay: 4 Motion fails

A Base update was provided by Domicile Executive Board Member David Jackson.

Chad Kleibschedel **recessed** the Houston session of the Meeting at 1057 local.

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

KeyAnder B Early

KeyAnder Early
TWU Local 556 Recording Secretary

DRAFT