



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Second Membership Meeting
Minutes
June 18 – July 26, 2019**

**Chicago
June 18, 2019**

TWU Local 556 First Vice-President Chad Kleibscheidel called the First Membership Meeting of 2019 to order at 1003 local in Chicago.

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

Chad Kleibscheidel introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Chad Kleibscheidel read a statement to the Members regarding the absence of TWU Local 556 President Lyn Montgomery and the Negotiations Team.

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Chad explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that a hard copy of the procedure was available for Members to reference during the Meeting. Chad said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Chad reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

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

Minutes

KeyAnder Early presented the **First Membership Meeting of 2019 Minutes** for approval. Dale Wilson made a **motion** to accept the minutes as presented. Eric Weis **seconded** the motion. The motion **carries**.

Financial Report

First Vice-President Chad Kleibscheidel submitted the **TWU Local 556 Financial Report** for review and answered questions.

General Union Business:

- Max 8 Update
- Discipline trends
 - o Late to gate
 - o Pass Travel
 - o Class 1.17
- iPad Update
 - o Insurance renewal
 - o Refresh 2020
 - o Compliance prior to boarding
 - o ASAP
 - o Device charging
- Yammer Testing
- Provisioning Concerns
 - o Station Closures
- Oakland New Hire Ad Hoc Committee
 - o Update and announcement of the forming of the committee
- Uniforms
 - o Line review to be completed in July
- Communications
 - o Changes to the Communications Team
- Organizing Committee
 - o Up and coming events

New Business:

- Bylaws
 - o Chad read a statement regarding the bylaws and the procedure for accepting amendments.
 - o The floor was opened for amendments and the following were made: *(All motions submitted are attached)*
 - Amendment 1 regarding Article 13

Domicile Executive Board Member Donna Keith provided a base update.

Chad Kleibscheidel **recessed** the Chicago Session of the Meeting at 1305 local.

Baltimore
June 19, 2019

TWU Local 556 First Vice-President Chad Kleibscheidel called the Baltimore Session of the Meeting to order at 1002 Local.

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

Chad Kleibscheidel introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Chad Kleibscheidel read a statement to the Members regarding the absence of TWU Local 556 President Lyn Montgomery and the Negotiations Team.

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Chad explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that a hard copy of the procedure was available for Members to reference during the Meeting. Chad said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Chad reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

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

Minutes

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

Financial Report

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

General Union Business:

- Max 8 Update
- BWI Discipline Trends
 - Late to gate/Delay of Flight
 - IEFB Compliance with Regards to Boarding
- Skimmer Program
 - Class 1 Violation
- Company Wide Discipline Trends
 - Increase in Fact Finding Meetings
 - Increase in Dishonesty Cases
- iPad Update
 - Insurance renewal
 - Refresh 2020
 - Compliance prior to boarding
 - ASAP
 - Device charging
- Provisioning Concerns
 - Recent Station Closures

- Oakland New Hire Ad Hoc Committee
 - o Update and announcement of the forming of the committee

New Business:

- Bylaws
 - o Chad read a statement regarding the bylaws and the procedure for accepting amendments.
 - o Chad informed Members present that the amendment made during the previous session was available for review.
 - o The floor was opened for amendments and the following were made: *(All motions submitted are attached)*
 - Amendment 2 regarding Article 8
 - Amendment 3 regarding Article 8
 - Amendment 4 regarding Article 12
 - Amendment 5 regarding Article 8
 - Amendment 6 regarding Article 8
 - Amendment 7 regarding Article 12
 - Amendment 8 regarding Article 12
 - Amendment 9 regarding Article 8
 - Amendment 10 regarding Article 8
 - Amendment 11 regarding Article 12
 - Amendment 12 regarding Article 8
 - Amendment 13 regarding Article 8
 - Amendment 14 regarding Article 12
 - Amendment 15 regarding Article 8
 - Amendment 16 regarding Article 8
 - Amendment 17 regarding Article 8
 - Amendment 18 regarding Article 8

Members agreed by general consent to reopen the floor for additional bylaw amendments

- Amendment 19 regarding Article 8
 - Amendment 20 regarding Article 5
 - Amendment 21 regarding Article 9
- General Membership Discussion
 - o Electronic Meetings and Voting
 - o Pilots getting pay for Max 8 issues

Domicile Executive Board Member Damion West provided a base update.

Chad Kleibscheidel **recessed** the Baltimore Session of the Meeting at 1350.

Orlando
June 20, 2019

TWU Local 556 First Vice-President Chad Kleibscheidel called the Orlando Session of the Meeting to order at 1002 Local.

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

Chad Kleibscheidel introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Chad Kleibscheidel read a statement to the Members regarding the absence of TWU Local 556 President Lyn Montgomery and the Negotiations Team.

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Chad explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that a hard copy of the procedure was available for Members to reference during the Meeting. Chad said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Chad reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

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

Minutes

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

Financial Report

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

General Union Business:

- Max 8 Update
- MCO Discipline Trends
 - Late to gate/Delay of Flight
 - IEFB Compliance with Regards to Boarding
- iPad Update
 - Refresh 2020
 - Device charging
- Provisioning Concerns
 - Recent Station Closures
- Oakland New Hire Ad Hoc Committee

- o Update and announcement of the forming of the committee
- LODO Update
 - o Provided an update on what items are currently in discussion with the company
- Fatigue Concerns

New Business:

- Base Update provided by Jimmy West
 - o Parking Lot Concerns
 - o Ramp Agents access to water stations restricted
 - o Concerns with turbulence and injuries
 - o October 12th Pride Parade
- Bylaws
 - o Chad read a statement regarding the bylaws and the procedure for accepting amendments.
 - o Chad informed Members present that the amendments that were made during the previous sessions are available for review
 - o The floor was opened for amendments and the following were made: *(All motions submitted are attached)*
 - No Amendments were submitted
- General Membership Discussion
 - o Code of Ethics
 - o Unity Magazine
 - o Parliamentarian in the Boardroom
 - o “Special Circumstances” and how Management utilizes it
 - o Yammer
 - o Chat App
 - o TWU lanyards
 - o Crew Hub usage
 - o Secret Shopper Hospitality Program
 - o COPE

Chad Kleibscheidel **recessed** the Orlando Session of the Meeting at 1250

Atlanta
June 21, 2019

TWU Local 556 First Vice-President Chad Kleibscheidel called the Atlanta Session of the Meeting to order at 1002 Local.

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

Chad Kleibscheidel introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Chad Kleibscheidel read a statement to the Members regarding the absence of TWU Local 556 President Lyn Montgomery and the Negotiations Team.

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Chad explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that a hard copy of the procedure was available for Members to reference during the Meeting. Chad said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Chad reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

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

Minutes

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

Financial Report

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

General Union Business:

- Max 8 Update
- iPad Update
 - Insurance
 - Refresh 2020
 - Charging the devices
- IEFB Compliance with Regards to Boarding
 - ASAP
- Provisioning Concerns
 - Recent Station Closures
- Oakland New Hire Ad Hoc Committee
 - Update and announcement of the forming of the committee
- ATL Discipline Trends
 - Late to gate/Delay of Flight
 - Increase in Fact Finding Meetings
- ATL Base Report
 - 99 people are on the Right of Return list
 - Social Media Violations
- General Membership Discussion
 - Reporting sources
 - Marketing promotions for beverages
 - Ground time with thru Pax
 - Mobilizing on the Top Issues to Strengthen our Bargaining Power

- o Wearing the Union Pin
- o A follow up NT Survey
- o Membership Meeting Attendance
- o Utilizing the education and mobilization Shop Stewards
- o Class 1.17 Violations

New Business:

- Bylaws
 - o Chad read a statement regarding the bylaws and the procedure for accepting amendments.
 - o Chad informed Members present that the amendments that were made during the previous sessions are available for review.
 - o The floor was opened for amendments and the following were made: *(All motions submitted are attached)*
 - No Amendments were submitted

Shop Steward Rasheedah Malik provided the base update on behalf of Domicile Executive Board Member Pamila Forte.

Chad Kleibscheidel **recessed** the Atlanta Session of the Meeting at 1204 local.

Las Vegas
June 24, 2019

TWU Local 556 First Vice-President Chad Kleibscheidel called the Las Vegas Session of the Meeting to order at 1004 Local.

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

Chad Kleibscheidel introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Chad Kleibscheidel read a statement to the Members regarding the absence of TWU Local 556 President Lyn Montgomery and the Negotiations Team.

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Chad explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that a hard copy of the procedure was available for Members to reference during the Meeting. Chad said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Chad reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

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

Minutes

KeyAnder Early presented the **First Membership Meeting of 2019 Minutes** for approval.

Brett Nevarez made a **motion (1)** to suspend the reading of the minutes out loud and to accept as presented. Mark Reyes seconded the motion. The motion carries.

Financial Report

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

Brett Nevarez made a **motion (2)** to suspend the agenda. Mark Reyes seconded the motion. The motion carries.

Brett Nevarez made a **motion (3)** to allow a guest. Mark Reyes seconded the motion. The motion was ruled out of order.

Brett Nevarez made a **motion (4)** call for the question. Mark Reyes seconded the motion.

Parliamentary Break: 1014-1023

The previous motion is ruled out of order.

Brett Nevarez made a **motion (5)** to appeal the decision of the chair. Mark Reyes seconded the motion. The motion carries.

Brett Nevarez made a **motion (6)** to move to new business. Mark Reyes seconded the motion. The motion carries.

New Business:

- Unity Magazine
- Membership Meetings
- Officer Pay
- Communications
- COPE
- Committee Appointments
- Shop Steward Committee
- Bylaws
 - o Chad read a statement regarding the bylaws and the procedure for accepting amendments.
 - o Chad informed Members present that the amendments that were made during the previous sessions are available for review.
 - o The floor was opened for amendments and the following were made: *(All motions submitted are attached)*
 - Amendment 22: Article 2

- Amendment 23: Article 6
- Amendment 24: Article 6
- Amendment 25: Article 3
- Amendment 26: Article 12
- Amendment 27: Article 6
- Amendment 28: Article 8
- Amendment 29: Article 8

Brett Nevarez made a **motion (7)** to regarding proof of Chad Kleibscheidel credentials. Mark Reyes seconded the motion. The motion was ruled out of order.

Brett Nevarez made a **motion (8)** to appeal the decision of the chair. Mark Reyes seconded the motion. The motion was ruled out of order.

Brett Nevarez made a **motion (9)** to return to the agenda. Mark Reyes seconded the motion. The motion carries.

Mark Reyes made a **motion (10)** that the president of TWU Local 556 will be paid high line system wide, plus 25%, in accordance with the collective bargaining agreement, article 21.1, pay rates, step 13. Brett Nevarez seconded the motion.

General Union Business:

- IEFB Compliance with Regards to Boarding
 - o Procedure regarding complying prior to boarding
 - o ASAP
- Max 8 Update
- Provisioning Concerns
 - o Recent Station Closures
- iPad Update
 - o Insurance
 - o Refresh 2020
 - o Charging the devices
- Oakland New Hire Ad Hoc Committee
 - o Update and announcement of the forming of the committee
- LAS Discipline Trends
 - o Late to gate/Delay of Flight
 - o Social Media Issues
 - o Point Meetings are down
- LAS Base Report
 - o Pride Parade October 11th
 - o No new lounge updates
 - o Base Leadership changes

Chad Kleibscheidel **recessed** the Las Vegas Session of the Meeting at 1225 local.

Denver
June 25, 2019

TWU Local 556 First Vice-President Chad Kleibscheidel called the Denver 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 introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Chad explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that a hard copy of the procedure was available for Members to reference during the Meeting. Chad said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Chad reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

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

Chad Kleibscheidel read a statement to the Members regarding the absence of TWU Local 556 President Lyn Montgomery and the Negotiations Team.

Minutes

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

Financial Report

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

General Union Business:

- Max 8 Update
- IEFB Compliance with Regards to Boarding
 - o ASAP
- iPad Update
 - o Insurance
 - o Refresh 2020
 - o Charging the devices
- Crew Hub Update
 - o Management will be attending the next Executive Board Meeting to demonstrate the app and answer questions.

- Provo Concerns
 - Recent Station Closures
- Oakland New Hire Ad Hoc Committee
 - Update and announcement of the forming of the committee
- DEN Discipline Trends
 - Late to gate/Delay of Flight
 - Fact finding Meetings are down
- DEN Base Report
 - Lounge construction update provided
 - Base New Hire Orientation
- General Membership Discussion
 - Flight Attendant reporting sources
 - Professional Standards
 - Fatigue concerns
 - LODO Program Concerns
 - Retirees attending Membership Meetings
 - Boardroom Confidentiality
 - Union Leadership Behavior
 - Motions from the previous Membership Meeting
 - Parliamentary during the Executive Board Meetings
 - Unity Magazine Publication
 - Officer attendance during Membership Meetings
 - Union Pin
 - Duties of Officers

New Business:

- Bylaws
 - Chad read a statement regarding the bylaws and the procedure for accepting amendments.
 - Chad informed Members present that the amendments that were made during the previous sessions are available for review.
 - The floor was opened for amendments and the following were made: *(All motions submitted are attached)*
 - Amendment 30: Article 7g
 - Amendment 31: Article 7g (new language)
 - Amendment 32: Article 4
 - Amendment 33: Article 7
 - Amendment 34: Article 7

Announcements:

- Jamie Simpson has been elected to the Colorado AFL-CIO Board. She provided information regarding FAMLI.
- Pride at Work hosted Labor at Denver Pride this year.
- Member shared her experience regarding attending “It’s Your Turn” workshop.
- UNITE HERE Informational pickets across the country

Domicile Executive Board Member Jessica Parker provided a base update.

Chad Kleibscheidel **recessed** the Denver Session of the Meeting at 1316 local.

Houston **June 26, 2019**

TWU Local 556 First 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 introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Chad explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that a hard copy of the procedure was available for Members to reference during the Meeting. Chad said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Chad reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

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

Chad Kleibscheidel read a statement to the Members regarding the absence of TWU Local 556 President Lyn Montgomery and the Negotiations Team.

Minutes

KeyAnder Early presented the **First Membership Meeting of 2019 Minutes** for approval. David Jackson made a **motion** to dispense the reading of the minutes and accept as presented. Anthony Wood **seconded** the motion. Motion **carries**.

Financial Report

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

General Union Business:

- Max 8 Update
- IEFB Compliance with Regards to Boarding
 - o ASAP
- iPad Update
 - o Insurance

- o Refresh 2020
 - o Device issues
- Provisioning Concerns
 - o Recent Station Closures
- Oakland New Hire Ad Hoc Committee
 - o Update and announcement of the forming of the committee
- HOU Discipline Trends
 - o Late to gate/Delay of Flight
 - o Fact finding Meetings are down
- HOU Base Report
 - o Base Leadership Changes
 - o Badging Procedure
 - o Passport exemption card procedure

New Business:

- Bylaws
 - o Chad read a statement regarding the bylaws and the procedure for accepting amendments.
 - o Chad informed Members present that the amendments that were made during the previous sessions are available for review.
 - o The floor was opened for amendments and the following were made: *(All motions submitted are attached)*
 - Amendment 35: Article 3b
- General Membership Discussion
 - o Retirees attending Membership Meetings
 - o Union Pin
 - o Crew Hub App Check-In Feature
 - o Onboard Wifi

Domicile Executive Board Member David Jackson provided a base update.

Chad Kleibscheidel **recessed** the Houston Session of the Meeting at 1145 local.

Los Angeles
July 22, 2019

TWU Local 556 First Vice-President Chad Kleibscheidel called the Los Angeles 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 introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Chad explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that a hard copy of the procedure was available for Members to reference during the Meeting. Chad said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Chad reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

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

Chad Kleibscheidel read a statement to the Members regarding the absence of TWU Local 556 President Lyn Montgomery and the Negotiations Team.

Minutes

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

Financial Report

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

General Union Business:

- Provisioning Station Closures
- Max 8 Update
- Oakland New Hire Ad Hoc Committee
 - Update and announcement of the forming of the committee
- California Sick Leave Policy Changes

New Business:

- Bylaws
 - Chad read a statement regarding the bylaws and the procedure for accepting amendments.
 - Chad informed Members present that the amendments that were made during the previous sessions are available for review.
 - The floor was opened for amendments and the following were made: *(All motions submitted are attached)*
 - Amendment 36: Article 6
 - Amendment 37: Article 6
 - Amendment 38: Article 6
 - Amendment 39: Article 6
 - Amendment 40: Article 6
 - Amendment 41: Article 6
 - Amendment 42: Article 6
 - Amendment 43: Article 6

- Amendment 44: Article 6
- Amendment 45: Article 7
- Amendment 46: Article 9
- Amendment 47: Article 9

Domicile Executive Board Member Trish Damstra provided a base update.

Chad Kleibscheidel **recessed** the Los Angeles Meeting at 1210 local.

Oakland **July 23, 2019**

TWU Local 556 Domicile Executive Board Member Josh Rosenberg called the Oakland Session of the Meeting to order at 1000 Local.

Josh Rosenberg served as the Chairperson and KeyAnder Early served as the Recording Secretary.

Josh Rosenberg introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Josh Rosenberg read a statement to the Members regarding the absence of TWU Local 556 President Lyn Montgomery and the Negotiations Team.

Josh Rosenberg reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Josh explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that a hard copy of the procedure was available for Members to reference during the Meeting. Josh said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Josh reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Minutes

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

Financial Report

Josh Rosenberg submitted the **TWU Local 556 Financial Report** for review and answered questions.

General Union Business:

- Negotiations Team Membership Meeting Attendance
- Communications Committee

- o Committee Changes
 - o Unity Magazine Publications
 - o Committee Spending
- Oakland Kincaid/Sick Leave
 - o Lawsuit Update
- Group Grievances
- Social Media
- Boardroom Behavior

New Business:

- Bylaws
 - o Chad read a statement regarding the bylaws and the procedure for accepting amendments.
 - o Chad informed Members present that the amendments that were made during the previous sessions are available for review.
 - o The floor was opened for amendments and the following were made: *(All motions submitted are attached)*
 - Amendment 48: Article 7
 - Amendment 49: Article 5
 - Amendment 50: Article 5
 - Amendment 51: Article 5
 - Amendment 52: Article 12
 - Amendment 53: Article 11
 - Amendment 54: Article 12
 - Amendment 55: Article 9
 - Amendment 56: Article 7
 - Amendment 57: Article 6
 - Amendment 58: Article 8
 - Amendment 59: Article 6
 - Amendment 60: Article 10
 - Amendment 61: Article 6
 - Amendment 62: Article 9
 - Amendment 63: Article 6

Domicile Executive Board Member Josh Rosenberg provided a base update.

Josh Rosenberg **recessed** the Oakland Session of Meeting at 1306 local.

Phoenix
July 24, 2019

TWU Local 556 First Vice-President Chad Kleibschedel called the Phoenix Session of the Meeting to order at 1005 Local.

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

Chad Kleibscheidel introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Chad Kleibscheidel read a statement to the Members regarding the absence of TWU Local 556 President Lyn Montgomery and the Negotiations Team.

Chad Kleibscheidel reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Chad explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that a hard copy of the procedure was available for Members to reference during the Meeting. Chad said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Chad reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

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

Minutes

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

Financial Report

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

General Union Business:

- Discipline Trends:
 - o Delay of flight is number one
- IEFB Compliance with Regards to Boarding
 - o ASAP
- iPad Update
 - o Insurance
 - o Refresh 2020
- Crew Hub
- Max 8 Update
- Provisioning Concerns
 - o Recent Station Closures
- Company Reporting Tools
- Pet Allergy Policy
- Oakland New Hire Ad Hoc Committee
 - o Update and announcement of the forming of the committee

- o The recent hiring in the Oakland area and have hired 200 residents to alleviate some of the pressure with New Hire transfers
- PHX Base Report
 - o Parking Concerns
 - o Base Leadership
- General Membership Discussion
 - o Satellite Bases
 - o Board Members Behavior

New Business:

- Bylaws
 - o Chad read a statement regarding the bylaws and the procedure for accepting amendments.
 - o Chad informed Members present that the amendments that were made during the previous sessions are available for review.
 - o The floor was opened for amendments and the following were made: *(All motions submitted are attached)*
 - Amendment 64: Article 6
 - Amendment 65: Article 6
 - Amendment 66: Article 9
 - Amendment 67: Article 7
 - Amendment 68: Article 7
 - Amendment 69: Article 6
 - Amendment 70: Article 9

Domicile Executive Board Member John DiPippa provided a base update.

Chad Kleibscheidel **recessed** Phoenix Session of the Meeting at 1328 local.

Dallas
July 26, 2019

TWU Local 556 Board Member At Large Kay Hogan called the Dallas Session of the Meeting to order at 1000 Local.

Kay Hogan served as the Chairperson and KeyAnder Early served as the Recording Secretary.

Kay Hogan introduced the Executive Board Members present as well as Committee Chairpersons and Shop Stewards.

Kay Hogan read a statement to the Members regarding the absence of TWU Local 556 President Lyn Montgomery and the Negotiations Team.

Kay Hogan reminded those present that Membership Meetings were open only to TWU Local 556 Members in Good Standing. Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor or during the election. Kay

explained that the Meeting would be conducted by the parliamentary procedure Roberts Rules of Order and noted that a hard copy of the procedure was available for Members to reference during the Meeting. Kay said that video and/or audio recordings of the meeting were prohibited and that weapons were not allowed at any Session of the Meeting. Kay reviewed the Meeting Agenda and reminded those present to return the Membership Meeting Packets before leaving the Meeting.

Minutes

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

Financial Report

Kay Hogan submitted the **TWU Local 556 Financial Report** for review and answered questions.

General Union Business:

- Discipline Trends
 - Late to Gate
 - Concern with getting food
- A Flight Attendant Responsibility Changes
- IEFB Compliance with Regards to Boarding
 - ASAP
- iPad
 - Sledge not being on hand in the bases
- Max 8 Update
- Provisioning Station Closures
- Crew Hub Update
 - Group grievance has been filed. The contract language does not speak to using this app.
- Intermittent FMLA
 - California Sick Leave
- Pet allergy Policy
 - Filed a group grievance
- Oakland Base Hiring
- General Membership Discussion
 - Boardroom Behavior
 - Communication piece to the Membership apologizing and statements from those involved
- Negotiations Team Campaign
- Uniforms
 - Cotton pieces
- LODO Pay Concerns
- Base Discipline Trends
 - Social Media violations
 - Delay of flight
 - Hot aircraft reporting down

New Business:

- Bylaws
 - o Kay read a statement regarding the bylaws and the procedure for accepting amendments.
 - o Kay informed Members present that the amendments that were made during the previous sessions are available for review.
 - o The floor was opened for amendments and the following were made: *(All motions submitted are attached)*
 - Amendment 71: Article 12
 - Amendment 72: Article 12
 - Amendment 73: Article 9
 - Amendment 74: Article 5
 - Amendment 75: Article 6
 - Amendment 76: Article 12
 - Amendment 77: Revision

Domicile Executive Board Member Kristie Scarbrough provided a base update.

Kay Hogan **adjourned** the Second Membership Meeting of 2019 at 1421 local in Dallas.

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



KeyAnder Early
TWU Local 556 Recording Secretary