



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**TWU Local 556
Second Membership Meeting
August 23-27, 2021
Minutes**

Monday, August 23

ATL/BWI/MCO

This Meeting was held via Zoom

TWU Local 556 President Lyn Montgomery called the first session of the Meeting to order at 1008 Central. Lyn Montgomery served as the Chairperson. Ashley Breuer served as the Recording Secretary.

The **Pledge of Allegiance** by all Members.

The **TWU Membership Pledge** was read by Michael Massoni.

Lyn Montgomery acknowledged all Executive Board Members and Committee Chairpersons present.

Lyn Montgomery welcomed everyone to the TWU Local 556 Second Membership Meeting of 2021. Due to the COVID-19 restrictions in place by federal, state, and local governments, this Meeting is being held virtually. Robert's Rules of Order has a process for conducting virtual meetings. These Meetings are considered private and should not be photographed, videotaped, or otherwise recorded. Documents were made available via the registration link and in the Members Only section of the website. Your membership status has been verified to attend this Meeting. Lyn went on to explain how the Meeting would be conducted.

John Long made a **motion** to suspend the agenda and move directly to Shop Steward Elections. The motion **carried**.

Shop Steward Nominations and Elections

Shop Steward Committee Chairperson Damion West chaired the Meeting and informed the Members of the expectations of Shop Stewards and the requirements per the Bylaws.

Damion West opened the floor for Shop Steward Nominations for the **Atlanta (ATL)** base.

Veronica Esponiza nominated Mel Powe-Tuzun #80757

Veronica Esponiza nominated Alison Head #31023
Veronica Esponiza nominated Cari Smith #88309
Veronica Esponiza nominated Josie Rose #29947
Alison Head nominated Karla Braxton #68007
Alison Head nominated KeyAnder Early #70920
Alison Head nominated Pamila Forte #47871
Alison Head nominated Liz Howayeck #47838
Alison Head nominated Lakenya Johnson #77809
Alison Head nominated Lashaye Hutchinson #100260
Alison Head nominated Veronica Esponiza #17279
Alison Head nominated Michelle Montez #84651
Alison Head nominated Ken Mills #63336
Alison Head nominated Casey Rittner #68104
Alison Head nominated Jay McCleave #44532
Alison Head nominated John Justen #62586
Alison Head nominated Vonda Henry #68071
Alison Head nominated Stephen Grimaldi #47961
Alison Head nominated Jennifer Fritchman #65090
Alison Head nominated Felicia Turman #72603
Cari Smith nominated Sharronda Augustine #88306
Jay McCleave nominated Lakenya Johnson #77809
Veronica Esponiza nominated Deirdra Mcleod #68091
LaShaye Hutchinson nominated Scott Colquett #100259

Damion West closed the floor for Shop Steward Nominations for the **Atlanta (ATL)** base.

Damion West opened the floor for Shop Steward Nominations for the **Baltimore (BWI)** base.

John Long nominated Melissa Grube #41875
John Long nominated Lucy White-Lehman #34900
John Long nominated Cindy Rousseau #84577
John Long nominated George Rousseau #95351
John Long nominated Colleen Glashan #117706
John Long nominated Erika Schultz #88036
John Long nominated Jillian Roth #139349
John Long nominated Jonathan Dube #123581
John Long nominated Audrey Stone #74952
John Long nominated James Jordan #90916
John Long nominated Alyssa Baiyina #86178
John Long nominated Robin Archibald #88545
George Rousseau nominated Michael Konkel #84608

George Rousseau nominated Kurt Dake #11456
Jay McCleave nominated Adrianne Donaldson #65290

Damion West closed the floor for Shop Steward Nominations for the **Baltimore (BWI)** base.

Damion West opened the floor for Shop Steward Nominations for the **Orlando (MCO)/Ft. Lauderdale (FLL)** base.

Drew Shy nominated Gisela Alvarez #21449
Drew Shy nominated Makeesha Collins #74323
Drew Shy nominated Brad Voyik #77039
Drew Shy nominated Sandy Voyik #77060
Drew Shy nominated Delynn Porter #24328
Drew Shy nominated Patrick Paladino #107748
Drew Shy nominated Nic Rhine #99918
Drew Shy nominated Kevin Rhine #98651
Drew Shy nominated Elizabeth Leapley #41338
Drew Shy nominated David Stanfield #56047
Gisela Alvarez nominated Claudio Adams #71649
Gisela Alvarez nominated David Reed #32763
Gisela Alvarez nominated Juan Baez #138776
Gisela Alvarez nominated William Quinones #113612
Gisela Alvarez nominated Cary Leonidas #58847
Gisela Alvarez nominated Frank Zayas #61392
Gisela Alvarez nominated Leroy Alfred #127236
Gisela Alvarez nominated Satin Fye #100977
Gisela Alvarez nominated Annette Santiago #12738
Liz Leapley nominated Nicole Finn #74931
Osha Stegall nominated Patrick Paladino #107748
Nicole Finn nominated Steven Hobbs #50394

Damion West closed the floor for Shop Steward Nominations for the **Orlando (MCO)/Ft. Lauderdale (FLL)** base.

Shop Steward Committee Co-Chair Damion West and Shop Steward Committee Vice-Chairpersons Drew Shy and Melissa Grube acted as tellers and conducted the creating and counting of the ballots.

Lyn Montgomery chaired the meeting.

Lyn Montgomery opened the floor for nominee discussion.

Lyn Montgomery closed the floor for nominee discussion.

Minutes

Ashley Breuer presented the **First Membership Meeting of 2021 Minutes**, on behalf of previous Recording Secretary KeyAnder Early, for approval. The minutes were entered as presented.

Ashley Breuer presented the **2021 Special Membership Meeting Minutes** for approval. The minutes were entered as presented.

Financial Report

Melissa Leyva submitted the TWU Local 556 Financial Report for review and answered questions.

Board of Election Nominations

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

Lucy White-Lehman nominated David Kirtley #8385
Lucy White-Lehman nominated Cindy Rousseau #84577
Veronica Espinoza nominated Tiffanie Morris #113426
Veronica Espinoza nominated Lashaye Hutchinson #100260
Adrienne Donaldson nominated Jay McCleave #44532
Alison Head nominated Mel Powe-Tuzun #80757
Alison Head nominated Casey Rittner #68104
John Long nominated David Reed #32763
John Long nominated Gisela Alvarez #21449
John Long nominated Elizabeth Leapley #41338
David Kirtley nominated Jannah Dalak #19358
Nicole Finn nominated Christina Garcia #66747
LaShaye Hutchinson nominated David Scott Colquitt #100259
David Kirtley nominated Lucy White-Lehman #34900
David Stanfield nominated Kelley Martin #46464

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

General Union Business

Lyn Montgomery presented her President's Report for review.

In response to a Member's question, there was discussion regarding the Shop Steward Election process.

Lyn Montgomery recessed the Meeting for a break at 1130.

The Meeting reconvened at 1142.

Damion West chaired the meeting.

Shop Steward Committee Chairperson Damion West provided the results of the Shop Steward Election for the **Atlanta (ATL)** base, **pending eligibility verification**. Elected Shop Stewards pending verification:

Mel Powe-Tuzun #80757
Alison Head #31023
Cari Smith #88309
Josie Rose #29947
Karla Braxton #68007
KeyAnder Early #70920
Pamila Forte #47871
Liz Howayeck #47838
Lakenya Johnson #77809
LaShaye Hutchinson #100260
Veronica Esponiza #17279
Michelle Montez #84651
Ken Mills #63336
Casey Rittner #68104
Jay McCleave #44532
John Justen #62586
Vonda Henry #68071
Stephen Grimaldi #47961
Jennifer Fritchman #65090
Felicia Turman #72603
Sharronda Augustine #88306
Deirdra Mcleod #68091
Scott Colquett #100259

Shop Steward Committee Chairperson Damion West provided the results of the Shop Steward Election for the **Baltimore (BWI)** base, **pending eligibility verification**. Elected Shop Stewards pending verification:

Melissa Grube #41875
Lucy White-Lehman #34900
Cindy Rousseau #84577
George Rousseau #95351
Colleen Glashan #117706

Erika Schultz #88036
Jillian Roth #139349
Jonathan Dube #123581
Audrey Stone #74952
James Jordan #90916
Alyssa Baiyina #86178
Robin Archibald #88545
Michael Konkel #84608
Kurt Dake #11456
Adrianne Donaldson #65290

Shop Steward Committee Chairperson Damion West provided the results of the Shop Steward Election for the **Orlando (MCO)/Ft. Lauderdale (FLL)** base, **pending eligibility verification**. Elected Shop Stewards pending verification:

Gisela Alvarez #21449
Makeesah Collins #74323
Brad Voyik #77039
Sandy Voyik #77060
Delynn Porter #24328
Patrick Paladino #107748
Nic Rhine #99918
Kevin Rhine #98651
Elizabeth Leapley #41338
David Stanfield #56047
Claudio Adams #71649
David Reed #32763
Juan Baez #138776
William Quinones #113612
Cary Leonidas #58847
Frank Zayas #61392
Leroy Alfred #127236
Satin Fye #100977
Annette Santiago #12738
Nicole Finn #74931
Steven Hobbs #50394

Lyn Montgomery Chaired the Meeting.

Bylaw Amendments

2nd Vice President and Bylaw Committee Chairperson Corliss King chaired the Meeting and read aloud

a statement regarding the TWU Local 556 Bylaws and showed a video to the Membership.

In response to a Member's question, there was discussion regarding the Bylaw Amendment process.

In response to a Member's question, there was discussion regarding Bylaw time frames and Membership Education.

Lyn Montgomery chaired the Meeting.

Lyn Montgomery opened the floor for proposed motions to amend the Bylaws.

Corliss King made a **motion (1)** to repeal the TWU local 556 Bylaws and replace with the draft Bylaws as submitted as presented. John Long **seconded** the motion.

Synopsis: See attached

Rationale: To present a revision to be in compliance with the TWU International Constitution and Department of Labor (DOL).

David Kirtley made a **motion (1a)** to **amend motion 1:** To add TWU before International Constitution in both the Preamble and in new Article I.d. So that they read:

Preamble: The TWU International Constitution and these By-laws are the legal documents which establish the governing structure of Transport Workers Union (TWU) Local 556. These By-laws provide the mechanism through which all Members are represented both individually and collectively, thereby, providing for responsible leadership and, at the same time, retention of control of the Local by the Membership.

and 1.d. : Nothing in these By-laws shall be in conflict, or construed to be in conflict, with the TWU International Constitution. Corliss King **seconded** the motion.

Synopsis: For consistency.

Rationale: So that the document reads TWU International Constitution throughout.

George Rousseau made a **motion (2)** to Strike all of Article X Recall of Officer and all Sub Sections. Michael Massoni **seconded** the motion.

Synopsis: Strike all of Article X Recall of Officer and all Sub Sections.

Rationale: The TWU 556 Bylaws are currently in conflict with the TWU International Constitution and The Bylaws. This Amendment is an attempt to repair some of those conflicts.

The TWU International Constitution and The TWU 556 Bylaws both contain language and procedures for the removal of Officers and Board Members. Article X, Recall of Officer, is redundant and unnecessary. (See TWU 556 Bylaws Article VI Officers, sub sections (c) and (i) and the TWU International Constitution Article XIX, Discipline, and Article XXI, Suspension of Local Officers). These are reasonable procedures that have been successfully implemented in the past. These procedures are available to all Union Members.

Article X is in conflict with Bylaw VI, Officers, sub sections (g) and (h) which specifically address the succession policy. If a recall, under Article X, were successfully enacted to remove the President it would trigger a Constitutional Crisis. Article VI, Officers, requires the First Vice president to become President while Article X, Recall of Officer, states that if the President is removed, an election shall be held no matter the time remaining in the term. A clear conflict.

The history of Article X shows that it is problematic in practice. The Article does not define or describe clear procedures for signature submission and verification which can turn out to be complex. It is vague in defining the charges which can warrant a recall. It is poorly conceived, poorly written, expensive, and cumbersome in practice.

The most recent Recall attempt took well over a year and cost our Local hundreds of thousands of dollars to adjudicate. It was a waste of time and resources and resulted in no benefit to any group, persons or members of the Union. It created division and dissatisfaction among TWU 556 members and accomplished nothing positive.

Bylaw, Article X, conflicts with earlier Bylaws. It applies solely to our five elected Officers and is vulnerable to abuse for partisan political purposes. We conduct frequent, regular elections to provide for the orderly removal and replacement of our Union Officers. Our Constitution and Bylaws contain ample provisions for removing Officers who violate their duties.

We should vote to remove Article X from our Bylaws.

Lucy White-Lehman made a **motion (1b) to amend motion 1**: To add TWU before International Constitution in the entire Bylaw document.

Synopsis: For consistency.

Rationale: So that the document reads TWU International Constitution throughout.

Lyn Montgomery closed the floor to further motions to amend the Bylaws.

New Business

In response to a Member's question, there was discussion regarding the COVID Task Force (CTF) and contact tracing for the Flight Attendant workgroup.

John Long made a **motion** to recess. George Rousseau **seconded** the motion. The motion **carried**.

President Lyn Montgomery **recessed** the meeting at 1250 Central.

Tuesday, August 24

HOU/MDW

This Meeting was held via Zoom

TWU Local 556 2nd Vice President Corliss King called the second session of the Meeting to order at 1001 Central. Corliss King served as the Chairperson. Ashley Breuer served as the Recording Secretary.

Corliss King welcomed everyone to the TWU Local 556 Second Membership Meeting of 2021. Due to the COVID-19 restrictions in place by federal, state, and local governments, this Meeting is being held virtually. Robert's Rules of Order has a process for conducting virtual meetings. These Meetings are considered private and should not be photographed, videotaped, or otherwise recorded. Documents were made available via the registration link and in the Members Only section of the website. Your membership status has been verified to attend this Meeting. Corliss went on to explain how the Meeting would be conducted.

The **Pledge of Allegiance** by all Members.

The **TWU Membership Pledge** was read by Josh Rosenberg.

Corliss King acknowledged all Executive Board Members and Committee Chairpersons present.

John Long made a **motion** to suspend the agenda and move directly to Shop Steward Elections. David Kirtly **seconded** the motion. The motion **carried**.

Shop Steward Nominations and Elections

Shop Steward Committee Chairperson Damion West chaired the Meeting and informed the Members of the expectations of Shop Stewards and the requirements per the Bylaws.

Damion West opened the floor for Shop Steward Nominations for the **Chicago (MDW)** base.

Donna Keith nominated Randy Dale Wilson #75396

Donna Keith nominated Ryan Smith #97280

Donna Keith nominated Tori Clark #52921

Donna Keith nominated Stephan Bates #82349

Donna Keith nominated Gary Sanislo #53444

Donna Keith nominated Kyle Whiteley #35350

Donna Keith nominated Tanisha Rummage #79361

Donna Keith nominated Charlie Ulrich #115310

Donna Keith nominated Alex Linardos #101532

Manny Santana Jr. nominated Zach Berry #76414

Manny Santana Jr. nominated Manny Santana Jr. #56043

LaShaye Hutchinson nominated Roy Soria #83396
LaShaye Hutchinson nominated Corliss King #73750
Roy Soria nominated Erich Schwenk #64139
Cherese Jenkins nominated Cherese Jenkins #132408
Charlie Ulrich nominated Donna Keith #29702
Zach Berry nominated Lori Mitchell #79896
Zach Berry nominated Tracy Wynn #63979
Josh Rosenberg nominated Julie Sadowski #113111
Donna Keith nominated Shannon Grzych #107205
Zach Berry nominated Erin Warkins #69049
Zach Berry nominated William Geisert #76981
Charles Ulrich nominated Anthony Galvan #141505
Charles Ulrich nominated Samuel Garvin #134157

Damion West closed the floor for Shop Steward Nominations for the **Chicago (MDW)** base.

Damion West opened the floor for Shop Steward Nominations for the **Houston (HOU)** base.

David Jackson nominated Courtney Esquivel #140375
David Jackson nominated Windi Evans #119261
David Jackson nominated Rasheena Smith #101547
David Jackson nominated Erin Dubuclet #81985
David Jackson nominated Valerie Gartee #46084
David Jackson nominated Sherilyn Gerhardt #13119
David Jackson nominated Patsy Gilbert #18867
David Jackson nominated Gregory Green #43318
David Jackson nominated David Jackson #41357
David Jackson nominated Rose Johnston #48171
David Jackson nominated Patrick Nathan Keeling #127030
David Jackson nominated Catherine Keiser Campbell #11019
David Jackson nominated David Kirtley #8385
David Jackson nominated Myron Knight #98339
David Jackson nominated Stacey Labauve #14566
David Jackson nominated Crystal Reven #64032
David Jackson nominated Marcellaus Roberson #115479
David Jackson nominated Darlene Sain #37684
David Jackson nominated Matthew Sikes #107282
David Jackson nominated Ebony Smith #78882
David Jackson nominated Joshua Staats #120611
David Jackson nominated Lisa Thomas #21589
David Jackson nominated Glenn Thompson #118706

David Jackson nominated Courtney Wyche #115313
David Jackson nominated Deborah Martin #4606
David Jackson nominated Thom McDaniel #19500
David Jackson nominated Michael McNeil #51400
David Jackson nominated Stephanie Scottie Monteiro #62591
David Jackson nominated LaTonia Paul Benoit #14724
David Jackson nominated Deborah Mcdermott #43842
David Jackson nominated Gretchen Mooney #26904
David Jackson nominated Terri Queen #26010
Marcellaus Roberson nominated Daryl Ausby #110982
Anthony Wood nominated Ashley Lockwood #83988
Anthony Wood nominated Carola Foltyn #39089
Anthony Wood nominated Rhonda Varvaro #77314
Anthony Wood nominated Victor Conejo #67926
Anthony Wood nominated Darlene Sain #37684
Anthony Wood nominated Darlene Moon #76266
Anthony Wood nominated Mitzi Cramer #9066
Anthony Wood nominated Anthony Wood #65928
Eileen Rodriguez nominated Kimberly Gibson #26873
Glenn Thompson nominated Anthony Fraser #111253
Myron Knight nominated Conrad Arnold #94917
LaShaye Hutchinson nominated Kelli East #8404
LaShaye Hutchinson nominated Erin Dubuclet #81985
Patsy Gilbert nominated Derick Miles #112110
Joe Skotnik nominated David Jackson #41357
Glenn Thompson nominated Arvise Lamar #120599
David Jackson nominated Ashley Lockwood #83988
Myron Knight nominated Cameron Green #124301
Stephen Monteiro #75791 was nominated

Damion West closed the floor for Shop Steward Nominations for the **Houston (HOU)** base.

Shop Steward Committee Co-Chair Damion West and Shop Steward Committee Vice-Chairpersons Drew Shy and Melissa Grube acted as tellers and conducted the creating and counting of the ballots.

Corliss King chaired the meeting.

Corliss King opened the floor for nominee discussion.

Corliss King closed the floor for nominee discussion.

Minutes

Ashley Breuer presented the **First Membership Meeting of 2021 Minutes**, on behalf of previous Recording Secretary KeyAnder Early, for approval. The minutes were entered as presented.

Ashley Breuer presented the **2021 Special Membership Meeting Minutes** for approval. The minutes were entered as presented.

Financial Report

Melissa Leyva submitted the TWU Local 556 Financial Report for review and answered questions.

Board of Election Nominations

Corliss King explained the responsibilities of the Board of Election and the eligibility requirements per the Bylaws. Corliss opened the floor for Board of Election nominations.

Glenn Thompson nominated Tiffanie Morris #113426

Glenn Thompson nominated Joel Diaz #134356

Nicole Finn nominated Liz Leapley #41338

Suzie Lyons nominated Erick Schwenk #64139

Manny Santana Jr. nominated Zach Berry #76414

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

Corliss King recessed the Meeting for a break at 1106.

The Meeting reconvened at insert time 1135.

Lyn Montgomery chaired the meeting.

General Union Business

Damion West chaired the meeting.

Shop Steward Committee Chairperson Damion West explained that the results of the Shop Steward Election for the **Chicago (MDW)** and **Houston (HOU)** base, **pending eligibility verification**, will be emailed out to all those who were eligible and elected.

Lyn Montgomery Chaired the Meeting.

Lyn Montgomery presented her President's Report for review.

Bylaw Amendments

2nd Vice President and Bylaw Committee Chairperson Corliss King chaired the Meeting and read aloud a statement regarding the TWU Local 556 Bylaws and showed a video to the Membership.

Lyn Montgomery chaired the Meeting.

Lyn Montgomery opened the floor for proposed motions to amend the Bylaws.

Lyn Montgomery closed the floor to further motions to amend the Bylaws.

New Business

None

John Long made a **motion** to recess. David Kirtley **seconded** the motion. The motion **carried**.

President Lyn Montgomery **recessed** the meeting at 1159 Central.

Wednesday, August 25

LAS/LAX

This Meeting was held via Zoom

TWU Local 556 President Lyn Montgomery called the third session of the Meeting to order at 1202 Central. Lyn Montgomery served as the Chairperson. Ashley Breuer served as the Recording Secretary.

The **Pledge of Allegiance** by all Members.

The **TWU Membership Pledge** was read by Michael Massoni.

Lyn Montgomery acknowledged all Executive Board Members and Committee Chairpersons present.

Lyn Montgomery welcomed everyone to the TWU Local 556 Second Membership Meeting of 2021. Due to the COVID-19 restrictions in place by federal, state, and local governments, this Meeting is being held virtually. Robert's Rules of Order has a process for conducting virtual meetings. These Meetings are considered private and should not be photographed, videotaped, or otherwise recorded. Documents were made available via the registration link and in the Members Only section of the website. Your membership status has been verified to attend this Meeting. Lyn went on to explain how the Meeting would be conducted.

John Long made a **motion** to suspend the agenda and move directly to Shop Steward Elections. David Kirtley **seconded** the motion. The motion **carried**.

Shop Steward Nominations and Elections

Shop Steward Committee Chairperson Damion West chaired the Meeting and informed the Members of the expectations of Shop Stewards and the requirements per the Bylaws.

Damion West opened the floor for Shop Steward Nominations for the **Las Vegas (LAS)** base.

Bryan Orozco nominated Darol Glasscock #126979

Bryan Orozco nominated Devin Johnson #74072

Bryan Orozco nominated Jeff Scovel #97273

Bryan Orozco nominated Karen "Kaci" Scovel #85771

Bryan Orozco nominated Maria Harper #138578

Bryan Orozco nominated Faith France #116895

Bryan Orozco nominated Anne (Anthia) Rowley #18770

Bryan Orozco nominated Maria Theresa Hank #14748

Bryan Orozco nominated Steve Johnson #43578

Bryan Orozco nominated Tina Shukra #29649

Bryan Orozco nominated Mark Anthony Reyes #90220
Bryan Orozco nominated Rachel Brownfield #46556
Bryan Orozco nominated Amanda Gauger #82562
Bryan Orozco nominated Christi Cummins #109081
Bryan Orozco nominated Robert Miniard #110185
Bryan Orozco nominated Alisha Smith #42749
Bryan Orozco nominated Mark Minelli #109181
Bryan Orozco nominated Charles Green #95937
Bryan Orozco nominated Bradley Steffens #127676
Bryan Orozco nominated Mark Patlan #68894
Bryan Orozco nominated Addie Crisp #63302
Mark Anthony Reyes nominated Drew Henry #95304
Mark Anthony Reyes nominated Frank Barringer #91125
Mark Anthony Reyes nominated Daniel Brady #110370
Steven Hobbs nominated Mitch Williamson #64810
Steven Hobbs nominated Lisa Vidal #129984
Steven Hobbs nominated Bill Bradley #64778

Damion West closed the floor for Shop Steward Nominations for the **Las Vegas (LAS)** base.

Damion West opened the floor for Shop Steward Nominations for the **Los Angeles (LAX)** base.

Mark Torrez nominated Steven Howell #20728 - not elected
Mark Torrez nominated Trish Damstra #21883
Mark Torrez nominated Della Saucier #22210
Mark Torrez nominated Regina Lux Hughes #26388
Mark Torrez nominated Paige Spence #26912
Mark Torrez nominated Michael Quattlebaum #39531
Mark Torrez nominated Lorrie Robertson #42782
Mark Torrez nominated Shelly Lefebvre #44186
Mark Torrez nominated Denese Deeley #65926
Mark Torrez nominated Nicole Klein #75829
Mark Torrez nominated Marek Tarnawski #77382
Mark Torrez nominated Alberto Velez #80297
Mark Torrez nominated Charla Miller #87054
Mark Torrez nominated Rebecca Hofstetter #95514
Mark Torrez nominated Jayson Schall #96561
Mark Torrez nominated Leslie Scornaienchi #97252
Mark Torrez nominated Aleksander Gunther #103764
Mark Torrez nominated Angela Munoz #103963
Mark Torrez nominated Jonathan Stephens #111449

Mark Torrez nominated Sabine Zajac #115399
Mark Torrez nominated Genesis DaVoy #123121
Mark Torrez nominated Randy Jamaul Peacock #126538
Mark Torrez nominated Alexander Klebanov #141243
Mark Torrez nominated Jay Baki Zada #142178
Mark Torrez nominated Mark Torrez #68952
Steven Hobbs nominated Samantha Ehrnman #27341
Steven Hobbs nominated Andrew Kane #60270

Damion West closed the floor for Shop Steward Nominations for the **Los Angeles (LAX)** base.

Shop Steward Committee Co-Chair Damion West and Shop Steward Committee Vice-Chairpersons Drew Shy and Melissa Grube acted as tellers and conducted the creating and counting of the ballots.

Member Steven Hobbs withdrew his Shop Steward nomination for Andrew Kane #60270

Lyn Montgomery chaired the meeting.

Lyn Montgomery opened the floor for nominee discussion.

Lyn Montgomery closed the floor for nominee discussion.

Minutes

Ashley Breuer presented the **First Membership Meeting of 2021 Minutes**, on behalf of previous Recording Secretary KeyAnder Early, for approval. The minutes were entered as presented.

Ashley Breuer presented the **2021 Special Membership Meeting Minutes** for approval. The minutes were entered as presented.

Financial Report

Melissa Leyva submitted the TWU Local 556 Financial Report for review and answered questions.

Board of Election Nominations

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

Mark Torrez nominated Shelly Lefebvre #44186
Thomas Boyd nominated Tiffanie Morris #113426
Steven Hobbs nominated Bill Bradley #64778
Steven Hobbs nominated Liz Leapley 41338
Steven Hobbs nominated Kelley Martin #46464

Steven Hobbs nominated Cheri Parnell-Vincent #15308
Tiffanie Morris nominated Erich Schwenk #64139

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

In response to a Member's question, there was discussion regarding the Shop Steward Election process.

Lyn Montgomery recessed the Meeting for a break at 1250.

The Meeting reconvened at 1306.

General Union Business

Damion West chaired the meeting.

Shop Steward Committee Chairperson Damion West explained that the results of the Shop Steward Elections for the **Las Vegas (LAS)** and **Los Angeles (LAX)** base, **pending eligibility verification**, will be emailed out to all those who were eligible and elected.

Lyn Montgomery Chaired the Meeting.

Lyn Montgomery presented her President's Report for review.

In response to a Member's question, there was discussion in regards to the additional 720 pairings that are no longer going to be placed into Open Time.

In response to a Member's question, there was discussion in regards to Contract Negotiations.

Bylaw Amendments

2nd Vice President and Bylaw Committee Chairperson Corliss King chaired the Meeting and read aloud a statement regarding the TWU Local 556 Bylaws and showed a video to the Membership.

In response to a Member's question, there was discussion regarding the Bylaw Amendment process.

Lyn Montgomery chaired the Meeting.

Lyn Montgomery opened the floor for proposed motions to amend the Bylaws.

Lyn Montgomery closed the floor to further motions to amend the Bylaws.

New Business

None

President Lyn Montgomery **recessed** the meeting at 1336 Central.

Thursday, August 26

DEN/OAK

This Meeting was held via Zoom

TWU Local 556 1st Vice President Michael Massoni called the third session of the Meeting to order at 1204 Central. Michael Massoni served as the Chairperson. Member Jannah Dalak served as the Recording Secretary.

The **Pledge of Allegiance** by all Members.

The **TWU Membership Pledge** was read by Josh Rosenberg.

Michael Massoni welcomed everyone to the TWU Local 556 Second Membership Meeting of 2021. Due to the COVID-19 restrictions in place by federal, state, and local governments, this Meeting is being held virtually. Robert's Rules of Order has a process for conducting virtual meetings. These Meetings are considered private and should not be photographed, videotaped, or otherwise recorded. Documents were made available via the registration link and in the Members Only section of the website. Your membership status has been verified to attend this Meeting. Michael went on to explain how the Meeting would be conducted.

John Long made a **motion** to suspend the agenda and move directly to Shop Steward Elections. David Kirtley **seconded** the motion. The motion **carried**.

Shop Steward Nominations and Elections

Shop Steward Committee Chairperson Damion West chaired the Meeting and informed the Members of the expectations of Shop Stewards and the requirements per the Bylaws.

Damion West opened the floor for Shop Steward Nominations for the **Denver (DEN)** base.

Jamie Simpson nominated Osha Stegall #113786

Jamie Simpson nominated Michelle Abramovitch #107358

Jamie Simpson nominated Chris Albert #111807

Jamie Simpson nominated Jason "A-B" Arnold-Burke #77020

Jamie Simpson nominated Cynthia Bickel #44151

Jamie Simpson nominated Megan Corbett #110600

Jamie Simpson nominated Courtney Davis #96786

Jamie Simpson nominated Matthew Lanclos #77772

Jamie Simpson nominated Matthew Fearey #86072

Jamie Simpson nominated Robert "Zach" Hart #121060

Jamie Simpson nominated Alex Jeffers #96730

Jamie Simpson nominated Aubrey Kamps #75413

Jamie Simpson nominated Kolette Miller #5686
Jamie Simpson nominated Jessica Parker #43589
Jamie Simpson nominated Shelby Pierce #42575
Jamie Simpson nominated Alexander Ricker #97216
Jamie Simpson nominated Jennifer Shaddock-Lewis #71028
Jamie Simpson nominated Jamie Simpson #75182
Jamie Simpson nominated Courtney Stone #102780
Jamie Simpson nominated Evan Turner #101046
Jamie Simpson nominated Ryan Wagner #79612
Jamie Simpson nominated Carolee Weatherbee #45549
Jamie Simpson nominated Stacey Vavakas #59650
Jamie Simpson nominated Andrew Bustmente #118680
Jamie Simpson nominated Matthew Shivers #133269
Jamie Simpson nominated Brad Carrell #128018
Jamie Simpson nominated Sarah Smith #128079
Jamie Simpson nominated Sterling Aragon #98835
Jamie Simpson nominated Rick Harton-Flynn #52966
Jamie Simpson nominated Kristy Williams #119477
Jamie Simpson nominated Pierre Lyons #98774
Jamie Simpson nominated Sydney Anstine #129809
Jamie Simpson nominated Dara McMains #139928
Jamie Simpson nominated Chad Medina #120260
Jamie Simpson nominated Rhonda Schmitt #101627
Morgan Vincent nominated Morgan Vincent #132920
Jessica Parker nominated Jamie Simpson #75182
Lisa Trafton nominated Glen Fox #84139
John Long nominated Michael Reed-Rodriguez #81084
Matthew Lanclos nominated Ashley Crimmins #82313
Matthew Lanclos nominated Kendall Foss #93331
Matthew Lanclos nominated Alexa McCrackin #109421
Matthew Lanclos nominated Don Shoby #115956
Samantha Wilkins nominated Michele Vanden Bosch #67738
Samantha Wilkins nominated John Parrott #22940

Damion West closed the floor for Shop Steward Nominations for the **Denver (DEN)** base.

Damion West opened the floor for Shop Steward Nominations for the **Oakland (OAK)** base.

Josh Rosenberg nominated Justin Phillips #124970
Josh Rosenberg nominated Angie Kilbourne #59668
Josh Rosenberg nominated Eric Hironymous #75394

Josh Rosenberg nominated Ashley Wilhelm #96335
Josh Rosenberg nominated Matt Hettich #65373
Josh Rosenberg nominated Cuyler Thompson #29614
Josh Rosenberg nominated Jonathon Black #107190
Josh Rosenberg nominated Patrick Reynolds #86942
Josh Rosenberg nominated Heather Kelly Gray #86256
Josh Rosenberg nominated Jared Neil #142453
Josh Rosenberg nominated Conrad Arnold #94917
Josh Rosenberg nominated Sam Wilkins #45023
Josh Rosenberg nominated Francine Ferguson #130837
Josh Rosenberg nominated Jessica Scott #119516
Josh Rosenberg nominated Mikita Johnson #112186
Josh Rosenberg nominated Jeff Costello #108034
Josh Rosenberg nominates Carlo Alverado #125525
Lorie Powell nominated Conrad Arnold #94917
Lorie Powell nominated Janell Torres #118712
Lorie Powell nominated Eric Hironymous #75394
Lorie Powell nominated Samantha Wilkins #45023
Eric Hironymous nominated Kevin Loughran #79916
Lorie Powell nominated Lorie Powell #19127

Damion West closed the floor for Shop Steward Nominations for the **Oakland (OAK)** base.

Shop Steward Committee Co-Chair Damion West and Shop Steward Committee Vice-Chairpersons Drew Shy and Melissa Grube acted as tellers and conducted the creating and counting of the ballots.

Michael Massoni chaired the meeting.

Minutes

Michael Massoni presented the **First Membership Meeting of 2021 Minutes**, on behalf of previous Recording Secretary KeyAnder Early, for approval. The minutes were entered as presented.

Michael Massoni presented the **2021 Special Membership Meeting Minutes** for approval. The minutes were entered as presented.

Michael Massoni opened the floor for Denver and Oakland Shop Steward nominee discussion.

Michael Massoni closed the floor for Shop Steward nominee discussion.

Financial Report

Melissa Leyva submitted the TWU Local 556 Financial Report for review and answered questions.

A Member made a statement about the financial documentation strongly suggesting the Executive Board invest in the Membership and look at ways for using the savings funds for negotiations and focusing on the Membership. The 1st Vice President acknowledged he was in agreement and explained the reasons for the increase in savings is due to lower costs due to the pandemic.

Michael Massoni recessed the Meeting for a break at 1245 Central.

Michael Massoni reconvened the meeting at 1300 Central. and informed the Members the balloting for Shop Stewards was not completed and moved to Board of Election Nominations.

Board of Election Nominations

Michael Massoni explained the responsibilities of the Board of Election and the eligibility requirements per the Bylaws. Michael opened the floor for Board of Election nominations.

Jamie Simpson nominated Matthew Lanclos #77772

Jason Arnold Burke nominated Tiffanie Morris #113426

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

Michael Massoni recessed the Meeting to check on Shop Steward balloting at 1306 and notified the Members that ballots would be sent out in ten minutes.

The Meeting reconvened at 1320.

Damion West chaired the meeting.

Shop Steward Committee Chairperson Damion West explained that the results of the Shop Steward Elections for the **Denver (DEN)** and **Oakland (OAK)** base, **pending eligibility verification**, will be emailed out to all those who were eligible and elected.

Bylaw Amendments

2nd Vice President and Bylaw Committee Chairperson Corliss King chaired the Meeting and read aloud a statement regarding the TWU Local 556 Bylaws and showed a video to the Membership.

Michael Massoni chaired the Meeting

Michael Massoni opened the floor for proposed motions to amend the Bylaws.

Michael Massoni closed the floor to further motions to amend the Bylaws.

New Business

Michael updated the membership on the open letter sent to Gary Kelly, the 'No Way SWA' virtual campaign and meetings with Executive Management regarding working conditions for Members. Management will be updating the Members very soon regarding food availability and scheduling issues. Michael Massoni opened the floor for Member questions.

In response to a Member's question there was discussion regarding negotiations and specifically the reserve system. Negotiator Lashaye Hutchinson participated in the discussion.

In response to a Member's question there was a discussion regarding Pilots and those who will not follow the mask mandate and CDC guidance regarding quarantines.

In response to a Member's question there was discussion regarding the negotiating team schedules. Negotiator Joe Skotnik participated in the discussion.

In response to a Member's question there was discussion on whether or not there would be an Oakland or Denver base update, it was requested that base updates be made a priority in the future.

In response to a Member's question there was discussion regarding COVID-19 updates, encouraging vaccines, and wanting to know the Union's stance.

In response to a Member's question there was discussion about Oakland Sick Leave Care Act and FMLA.

In response to a Member's question there was discussion regarding incentives for vaccinations and when these actual changes are going to be implemented.

In response to a Member's question there was discussion regarding the reauthorization bill and specific dates, it was further discussed the bill is still in the commenting phase.

In response to a Member's question there was discussion regarding informational picketing during the holidays.

In response to a Member's question there was discussion regarding the status of the Colorado Sick Leave Law.

In response to a Member's question there was discussion regarding using official Company resources for self care such as Clear Skies and CISM.

In response to a Member's question there was discussion regarding negotiating Side Letters to get relief for the Flight Attendants now. Negotiators Joseph Skotnik and Liz Howayeck participated in the discussion.

In response to a Member's question there is a request for additional negotiating dates. Negotiator Joseph Skotnik participated in the discussion.

Denver Domicile Executive Board Member Jamie Simpson made a statement about Member participation and ownership in the Union.

In response to a Member's question regarding the NTF status, 2nd Vice President Corliss King stated Shop Stewards and MOB ORG will be filling those roles.

In response to a Member's question regarding COVID procedures at the International Convention there was a discussion about Nevada Laws and TWU International protocols regarding COVID-19.

Member Danielle Merson made a **motion** to recess. John Long **seconded** the motion. The motion **carried**.

1st Vice President Michael Massoni **recessed** the meeting at 1444 Central.

Friday, August 27

DAL/PHX

This Meeting was held via Zoom

TWU Local 556 President Lyn Montgomery called the final session of the Meeting to order at 1202 Central. Lyn Montgomery served as the Chairperson. Ashley Breuer served as the Recording Secretary.

The **Pledge of Allegiance** by all Members.

The **TWU Membership Pledge** was read by Michael Massoni.

Lyn Montgomery acknowledged all Executive Board Members and Committee Chairpersons present.

Lyn Montgomery welcomed everyone to the TWU Local 556 Second Membership Meeting of 2021. Due to the COVID-19 restrictions in place by federal, state, and local governments, this Meeting is being held virtually. Robert's Rules of Order has a process for conducting virtual meetings. These Meetings are considered private and should not be photographed, videotaped, or otherwise recorded. Documents were made available via the registration link and in the Members Only section of the website. Your membership status has been verified to attend this Meeting. Lyn went on to explain how the Meeting would be conducted.

John Long made a **motion** to suspend the agenda and move directly to Shop Steward Elections. David Kirtley **seconded** the motion. The motion **carried**.

Shop Steward Nominations and Elections

Shop Steward Committee Chairperson Damion West chaired the Meeting and informed the Members of the expectations of Shop Stewards and the requirements per the Bylaws.

Damion West opened the floor for Shop Steward Nominations for the **Dallas (DAL)** base.

Kristie Scarbrough nominated Wendy Sibley #18800

Kristie Scarbrough nominated Susan Healey #76288

Kristie Scarbrough nominated Makada Martin #118734

Kristie Scarbrough nominated Michael Kassulker #109362

Kristie Scarbrough nominated Joy Bassinger #18321

Kristie Scarbrough nominated Liana Roher #29008

Kristie Scarbrough nominated VeeAnne Reeder #51979

Kristie Scarbrough nominated Charla Logsdon #128101

Kristie Scarbrough nominated Shelley Dodgson #47379

Kristie Scarbrough nominated Aaron Ayres #109149

Kristie Scarbrough nominated Thomas Boyd #113425
Kristie Scarbrough nominated Jessie Zimmerman #110385
Kristie Scarbrough nominated Vince Eakes #42738
Kristie Scarbrough nominated Stacey Wiley #14221
Kristie Scarbrough nominated Melissa Bustos #81569
Kristie Scarbrough nominated Darryl Johnson #13061
Kristie Scarbrough nominated Stephanie Ayres #52893
Kristie Scarbrough nominated Janette Cole #53399
Kristie Scarbrough nominated Ryan Dunn #84980
Kristie Scarbrough nominated Amy Peters #52464
Kristie Scarbrough nominated Karen Amos #1544
Kristie Scarbrough nominated Cheri Parnell Vincent #15308
Kristie Scarbrough nominated Renee Saulsbury #16847
Kristie Scarbrough nominated Pam McGaughlin #63813
Kristie Scarbrough nominated Tiffanie Morrie #113426
Kristie Scarbrough nominated BR Ricks #9471
Kristie Scarbrough nominated Gayle Ross Middleton #14850
Kristie Scarbrough nominated Lucy Evans #3291
Kristie Scarbrough nominated Ashley Breuer #124727
Kristie Scarbrough nominated Deedra Strader #93281
Kristie Scarbrough nominated Natalie Salser #37738
Kristie Scarbrough nominated Denny Sebesta #11508
Veanne Reeder nominated Alice Watkins #13180
Veanne Reeder nominated Andrea Garnett #26015
Veanne Reeder nominated Thom Reeder #97716
Veanne Reeder nominated Drew Kennedy #77801
Lashaye Hutchinson nominated Joe Skotnik #82020
Charla Miller nominated Eileen Rodriguez #22536
Liz Howayeck nominated Brandon Hillhouse #77053
Liz Howayeck nominated Marcy Vinyard #22546
Liz Howayeck nominated Barbara Fitzhugh #84581
Liz Howayeck nominated Renda Marsh #22262
Liz Howayeck nominated Anne Clair Crawford #77791
Liz Howayeck nominated Beth Ross #18829
Liz Howayeck nominated Jennifer Sykes #78033
Liz Howayeck nominated Stacy Maddison #51476
Liz Howayeck nominated Jules Humphries #4253
Liz Howayeck nominated Tiffany Padilla #29025
Liz Howayeck nominated John Moore #70365
Liz Howayeck nominated Lauren Childs #82374
Liz Howayeck nominated Prairie Firkus #77786

Liz Howayeck nominated Amy Harthausen #49600
Liz Howayeck nominated Johnathan Williams #77323
Liz Howayeck nominated Tye Shirley #76810
Liz Howayeck nominated Paul Sweetin #11020
Liz Howayeck nominated Dedra Bass #80227
Liz Howayeck nominated Gary Sanislo #53444

Damion West closed the floor for Shop Steward Nominations for the **Dallas (DAL)** base.

Damion West opened the floor for Shop Steward Nominations for the **Phoenix (PHX)** base.

John DiPippa nominated Nancy Kallas #28613
John DiPippa nominated Lynn Eckert #41915
John DiPippa nominated Cynthia Harris #121013
John DiPippa nominated Sandra Rall #33123
John DiPippa nominated Darryl Daoang #9257
John DiPippa nominated Rob Riddell #21885
John DiPippa nominated Tina Coffee #24301
Nancy Kallas nominated John DiPippa #56750
Gayle Middleton nominated Kathleen Mayeux #14848
Tina Coffee nominated Laurie Calvagno #120928
Cynthia Harris nominated laurie calvagno 120928
Rob Riddell nominated Larry Jackson #60871
Jeannette Bray nominated Kristen Vanden Branden #41342

Damion West closed the floor for Shop Steward Nominations for the **Phoenix (PHX)** base.

Shop Steward Committee Co-Chair Damion West and Shop Steward Committee Vice-Chairpersons Drew Shy and Melissa Grube acted as tellers and conducted the creating and counting of the ballots.

Lyn Montgomery chaired the meeting.

Lyn Montgomery opened the floor for nominee discussion.

Lyn Montgomery closed the floor for nominee discussion.

Minutes

Ashley Breuer presented the **First Membership Meeting of 2021 Minutes**, on behalf of previous Recording Secretary KeyAnder Early, for approval. The minutes were entered as presented.

Ashley Breuer presented the **2021 Special Membership Meeting Minutes** for approval. The minutes were entered as presented.

Financial Report

Melissa Leyva submitted the TWU Local 556 Financial Report for review and answered questions.

Board of Election Nominations

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

Kristie Scarbrough nominated Cheri Vincent #15308

Kristie Scarbrough nominated Tiffanie Morris #113426

Kristie Scarbrough nominated Joy Bassinger #18321

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

General Union Business

Lyn Montgomery presented her President's Report for review.

In response to a Member's question, there was discussion regarding TWU Local 556's meeting with upper executives at Southwest Airlines.

In response to a Member's question, there was discussion regarding Emergency Sick Call Procedures (ESCP).

Lyn Montgomery recessed the Meeting for a break at 1300.

The Meeting reconvened at 1315.

Damion West chaired the meeting.

Shop Steward Committee Chairperson Damion West explained that the results of the Shop Steward Elections for the **Dallas (DEN)** and **Phoenix (PHX)** base, **pending eligibility verification**, will be emailed out to all those who were eligible and elected.

Lyn Montgomery Chaired the Meeting.

Bylaw Amendments

TWU Local 556 2nd Vice President and Bylaw Committee Members David Kirtley and Lucy White-Lehman chaired the Meeting and read aloud a statement regarding the TWU Local 556 Bylaws and showed a video to the Membership.

In response to a Member's question, there was discussion regarding when voting on Bylaw Amendments will occur.

In response to a Member's question, there was discussion Membership Meeting quorum.

Lyn Montgomery chaired the Meeting.

Lyn Montgomery opened the floor for proposed motions to amend the Bylaws.

Lyn Montgomery closed the floor to further motions to amend the Bylaws.

New Business

In response to a Member's question, there was discussion regarding fatigue calls.

Lyn Montgomery adjourned the Meeting at 1341 Central.

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

A handwritten signature in black ink that reads "ASHLEY BREUER". The letters are cursive and slightly slanted to the right.

Ashley Breuer
TWU Local 556 Recording Secretary