



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

8787 N. Stemmons Frwy.
Suite 600
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
www.twu556.org

**TWU Local 556
Third Membership Meeting
November 8-9, 2021
Minutes**

Monday, November 8

ATL / BWI / DAL / HOU / MCO / MDW

This Meeting was held via Zoom

TWU Local 556 President Lyn Montgomery called the first session of the Meeting to order at 1002 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 welcomed everyone to the TWU Local 556 Third 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.

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

TWU Local 556 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 presented a report to the Membership.

Lyn Montgomery chaired the Meeting.

Lyn Montgomery explained that in accordance with the Bylaws, Members present during the 3rd Membership Meeting would vote on motions to amend the TWU Local 556 Bylaws offered during the 2nd Membership Meeting of 2021. Lyn reported that motions to amend the Bylaws must be approved by a two-thirds majority of those Members casting votes during the 3rd Membership Meeting. Lyn noted

that in order to be incorporated into the Local's Bylaws, the TWU International Administrative Council (IAC) must approve any amendments approved by the Local's Membership.

Lyn referred those Members present to the Membership Meeting information on the Website, which contained the proposed motions to amend the TWU Local 556 Bylaws.

Those Members present voted on motions to amend the TWU Local 556 Bylaws, offered during the 2nd Membership Meeting of 2021, by show of hands:

Amendment (1b):

To amend Motion 1 to add "TWU" consistently before "International Constitution" throughout the document.

There was discussion regarding the motion on the floor.

Yea – 50 Nay – 0 (50 votes cast)

Amendment (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.

There was discussion regarding the motion on the floor.

Yea – 30 Nay – 10 (40 votes cast)

Motion (1):

To repeal the TWU local 556 Bylaws and replace with the draft Bylaws as submitted and presented. This revision will be in compliance with the TWU International Constitution and the Department of Labor.

There was discussion regarding the motion on the floor.

Yea – 54 Nay – 1 (55 votes cast)

Motion (2):

To strike Article X - Recall of Officers and all sub-sections.

There was discussion regarding the motion on the floor.

Yea – 31 Nay – 11 (42 votes cast)

Board of Election (BOE) Voting

Recording Secretary Ashley Breuer chaired the Meeting.

Ashley Breuer explained the responsibilities of the Board of Election and the eligibility requirements per the Bylaws and informed the Members that the election results would be tallied after the end of the second meeting and distributed via email.

Baltimore Domicile Executive Board Member Damion West and Orlando Domicile Executive Board Member Drew Shy 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.

Ballots were distributed electronically at 1055 Central.

Lyn Montgomery recessed the Meeting for a break at 1102 Central.

Ballots were closed at 1105 Central.

The Meeting reconvened at 1107 Central.

Minutes

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

Financial Report

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

President's Report

Lyn Montgomery provided a President's Report and answered Member questions.

Corliss King chaired the meeting and provided an update regarding the Illinois Sick Leave Act.

Lyn Montgomery chaired the Meeting.

Lyn Montgomery answered Member questions.

Negotiating Committee Report

The Negotiating Committee provided an update regarding discussions with the Company and answered Member questions.

Health and Safety Report

The Health and Safety Committee presented a report and answered Member questions.

- FAA Investigations on unruly passengers, over 35 passengers have been referred to the FBI for potential criminal prosecution for acts committed on commercial flights and federal prosecutors have started bringing charges in some cases. The FAA and the Justice Department said the increased coordination is part of a broader effort to prevent dangerous unruly passenger events. In the event of assault onboard the aircraft proper reporting procedures are imperative for a thorough investigation, in some cases the individual(s) could be placed on the SWA no-fly list. Also, there are ongoing talks regarding a no-fly list to be shared between airlines.
- TWU Health and Safety has informed management there are hotels that are not allowing Flight Crews to dine inside a restaurant without a vaccine card, management has stated these situations are the result of local mandates, please contact the CAB and complete an IR if you encounter a situation where you are unable to obtain food.
- We continue to hear about CRM issues both on and off the aircraft. If you encounter these issues please consider utilizing professional services or CISM and informing TWU Health and Safety.
- ASAP continues to be a beneficial reporting system – only reporting system seen by TWU Local 556, the FAA and Inflight Management
- Flight Attendant Fatigue Risk Mitigation Program
- Meet weekly with Inflight Management to discuss current issues
- Even though Marijuana is legal in many states, still not federally legal and is tested for by the DOT – same for CBD oils – not regulated, if taking and it causes you to test positive no forgiveness
- By the end of the year Management has stated we will have 9 aircraft retiring and end the year with 728 aircraft.

Dallas (DAL) Base Report:

Ashley Breuer provided a base update on behalf of Domicile Executive Board Member Kristie Scarbrough.

- My apologies for not attending the meeting due to having minor surgery .

- Parking continues to be an issue. Love Connection reopened on Nov. 1st. Tammi Feuling worked with the City of Dallas to get security improvements which have been implemented. They have installed security cameras, filled potholes, repaired the fencing, increased the security lighting, blocked areas that tend to flood and proxy card readers are being installed. In addition they have 3 covered stops for shuttle pick up and shuttles are running on a continuous cycle. There are additional parking options at Park and Spot. Please contact a base coordinator with any questions or concerns.
- FF meetings are on the rise with issues concerning social media and ESCP. Please familiarize yourself with these policies and guidelines.
- The base continues to provide additional food options during IROPS and will be providing a Thanksgiving and Christmas dinner.
- Be sure you are a member of Dallas Union Connection on Facebook to help you stay informed.
- Thank you for the opportunity to represent you.

Atlanta (ATL) Base Report:

Domicile Executive Board Member Alison Head provided a base update.

- Parking all Southwest Ground Ops, Inflight and Flight Ops have moved back to Lot 2. Please make sure that you have a new medallion. The new medallions have a chip that will active the security gate for you to enter and exit. The chip will also record when you enter and exit the parking lot.
- A Thanksgiving meal will be provided in the lounge.
- The lounge has grab and go snacks available.

New Business

None

President Lyn Montgomery **recessed** the meeting at 1224 Central.

Tuesday, November 9

DEN / LAS / LAX / OAK / PHX

This Meeting was held via Zoom

TWU Local 556 President Lyn Montgomery called the first session of the Meeting to order at 1501 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.

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Lyn Montgomery chaired the Meeting.

Lyn Montgomery explained that in accordance with the Bylaws, Members present during the 3rd Membership Meeting would vote on motions to amend the TWU Local 556 Bylaws offered during the 2nd Membership Meeting of 2021. Lyn reported that motions to amend the Bylaws must be approved by a two-thirds majority of those Members casting votes during the 3rd Membership Meeting. Lyn noted that in order to be incorporated into the Local's Bylaws, the TWU International Administrative Council (IAC) must approve any amendments approved by the Local's Membership.

Lyn referred those Members present to the Membership Meeting information on the Website, which contained the proposed motions to amend the TWU Local 556 Bylaws.

Those Members present voted on motions to amend the TWU Local 556 Bylaws, offered during the 2nd Membership Meeting of 2021, by show of hands:

Amendment (1b):

to amend Motion 1 to add “TWU” consistently before “International Constitution” throughout the document.

There was discussion regarding the motion on the floor.

Yea – 59 Nay – 6 (65 votes cast)

Amendment (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.

There was discussion regarding the motion on the floor.

Yea – 8 Nay – 52 (60 votes cast)

Motion (1):

To repeal the TWU local 556 Bylaws and replace with the draft Bylaws as submitted and presented. This revision will be in compliance with the TWU International Constitution and the Department of Labor.

There was discussion regarding the motion on the floor.

Member Andrew Kane made a **motion (3)** to call the question. Kelly Martin **seconded** the motion. Those Members present voted by show of hands:

Yea – 43 Nay – 37 (80 votes cast)

The motion **failed**.

Discussion continued regarding the motion on the floor. Those Members present voted by show of hands:

Yea – 46 Nay – 33 (79 votes cast)

Board of Election (BOE) Voting

Recording Secretary Ashley Breuer chaired the Meeting.

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Baltimore Domicile Executive Board Member Damion West and Orlando Domicile Executive Board Member Drew Shy 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.

Lyn Montgomery recessed the Meeting for a break at 1630 Central.

Ballots were distributed electronically at 1635 Central.

Ballots were closed at 1645 Central.

The Meeting reconvened at 1645 Central.

Moment of Silence

A moment of silence was observed in honor of TWU Local 556 Member, Shop Steward, and International Delegate Zach Berry.

TWU Local 556 Bylaw Amendments (cont.)

Those Members present voted on the motion to amend the TWU Local 556 Bylaws, offered during the 2nd Membership Meeting of 2021, by show of hands:

Motion (2):

To strike Article X - Recall of Officers and all sub-sections.

There was no discussion regarding the motion on the floor.

Yea – 45 Nay – 20 (65 votes cast)

Minutes

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

Financial Report

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

President's Report

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- ASAP continues to be a beneficial reporting system – only reporting system seen by TWU Local 556, the FAA and Inflight Management
- Flight Attendant Fatigue Risk Mitigation Program
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- Even though Marijuana is legal in many states, still not federally legal and is tested for by the DOT – same for CBD oils – not regulated, if taking and it causes you to test positive no forgiveness
- By the end of the year Management has stated we will have 9 aircraft retiring and end the year with 728 aircraft.

Denver (DEN) Base Report

Domicile Executive Board Member Jamie Simpson provided a base update.

- New lounge is scheduled to open in March, it's about a 15 minute walk from the current lounge area.
- Issues with saving seats in the lounge. Management is overlooking the fact that we sleep in the lounge since it is not zoned for that. Do not fill out its as complaints about this because upper management would like nothing more than to not allow any sleeping in the lounge. Our base manager has worked very hard to offer this to our commuters but if problems continue there may have to be rules put into place.
- We continue to have high Fact-Finding Meetings in DEN, especially class one violations which can lead to termination. Continue to know how many points you have and always be within 2 hours driving distance of the base when on reserve. Lastly ESCP or not, please call in sick as soon as you know you are sick, this has been the case in many 1.17s.
- The janitors represented by SEIU have held a walkout earlier this month and there are plans for another one. Please support them in this and if I receive the dates of their walkout I will let you all know. They are in contract negotiations and were only offered a \$0.13 raise above minimum wage. If anything please tell them thank you when you see them and let them know you support their fight.
- HFWA passed in July 2020 and so far SWA has not been abiding by it. Anytime SWA refuses to allow you your earned sick pay to care for your family please add your name to the group grievance. When SWA requires a doctor's note for a sick call of less than 4 days or for COVID related reasons they are not following this law as well, please email me so that I can assist you with filing a complaint with the CDLE.

Oakland (OAK) Base Report

Domicile Executive Board Member Josh Rosenberg provided a base update.

Los Angeles (LAX) Base Report

Domicile Executive Board Member Mark Torrez provided a base update.

Las Vegas (LAS) Base Report

Domicile Executive Board Member Bryan Orozco provided a base update.

Board of Election (BOE) Final Voting Results

The results of the 2021-2024 TWU Local 556 Board of Election (BOE) were presented by Recording Secretary Ashley Breuer:

1. Tiffanie Morris – **BOE Chairperson** (81 Votes)
2. Jay McCleave – **BOE Member** (76 Votes)
3. Lucy White-Lehman – **BOE Member** (74 Votes)
4. Shelly Lefebvre – **BOE Alternate** (68 Votes)
5. David Kirtley – **BOE Alternate** (54 Votes)

TWU Local 556 Bylaw Amendment Final Voting Results

Amendment 1b	Total Votes Cast = 115	Yea Votes = 109	Nay Votes = 6	Carried
Amendment 1a	Total Votes Cast = 100	Yea Votes = 38	Nay Votes = 62	Failed
Motion 1	Total Votes Cast = 134	Yea Votes = 100	Nay Votes = 34	Carried
Motion 2	Total Votes Cast = 107	Yea Votes = 76	Nay Votes = 31	Carried

New Business

In response to a Member’s question, there was discussion regarding the “Assault Won’t Fly Campaign”.

In response to a Member’s question, there was discussion regarding current grievances.

Lyn Montgomery adjourned the Meeting at 1623 Central.

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



Ashley Breuer
TWU Local 556 Recording Secretary