



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
Second Membership Meeting Minutes
May 17, 2022
Virtual Meeting

May 17, 2022

All Bases

TWU Local 556 President Lyn Montgomery called the first session of the Meeting to order at 1204 Central. Lyn Montgomery served as the Chairperson. Ashley Breuer served as the Recording Secretary.

Lyn Montgomery welcomed everyone to the TWU Local 556 Second Membership Meeting of 2022 and read the following statement to the Membership.

“Our Bylaws permit electronic Meetings, and therefore, we are conducting this Meeting per our Bylaws and Constitution. Our Meeting will be run per our Constitution to ensure the leadership can communicate with the Membership without a single Member or small group of Members attempting to thwart the will of the body.

Robert’s Rules of Order has a process for virtual Meetings which, in the opinion of the Chair, has better characteristics of a Meeting than our old asynchronous base Meetings. These Meetings are considered private, and zoom will not allow recording of these Meetings just like in a regular Meeting. We ask that you not photograph, videotape, or otherwise record the day’s proceedings or documents. When you registered, you agreed to maintain confidentiality, and violations of confidentiality are against our Constitution and Bylaws.

Documents have been made available to you via the registration link and on the Member section of the TWU Local 556 Website. Your online registration and subsequent attendance will be the official attendance log for the Meeting. Your Membership status has already been verified.

In order to attend today, you must be logged in and using your own video. Just like you must have a seat at an in-person Meeting, you must have your own login. We will use the participant screen for voting and to obtain the floor. You will need to raise your hand to be recognized by the chair. You will see a button located at the bottom of your screen to raise your hand. Click that button to be on the speaker list. Once you have been called on, you will be able to unmute and speak to the chair. Q and A is not active during this Meeting. If you have a point of order or any other interrupting motion, place that motion in

the chat. The chat monitor will immediately prompt the chair to interrupt the speaker for a point of order or an appeal. The chat monitor will prompt the chair to answer parliamentary inquiries, requests for information (which is a request to receive information, not permission to give information), or other interrupting motions at the conclusion of the speaker.

To make any other motion, raise your hand to be called on and write your motion in the chat. Motions must be verbally stated by the maker once recognized by the chair. To second a motion, state “Second” in the chat. If the chair is uncertain if there is a second, they will ask for a second.

Chat to all participants will be disabled because this represents unmonitored debate without recognition which is a violation of Robert’s Rules of Order. Robert’s Rules of Order require that all participants have the opportunity for simultaneous aural communication. Just like in a regular Meeting, this does not mean that we can all talk at the same time. There is no requirement for all participants to be able to see each other because our governing documents do not dictate that our Meetings be held by video conference.

Finally, Roberts Rules of Order requires that if there is a violation of the rules, that violation be brought to the chair’s attention via a point of order immediately. Any delay, and certainly days later is too late to correct a violation of the rules of order. Robert’s Rules of Order also says you should not call a point of order on minor irregularities.

Some of these rules are prescribed in Roberts Rules of Order, and some are required to operate an electronic Meeting. Unless there is an objection, we will proceed under these rules. Finally, the Executive Board has asked a certified professional parliamentarian with a teacher designation and a Professional Registered Parliamentarian experienced in electronic Meetings, to assist us today, observe and provide recommendations for future practice, as well as develop permanent rules for electronic Meetings.”

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

Guests Denis Engle and Parliamentarian Al Gage were present.

TWU Local 556 Technical Services Chairperson Drew Kennedy served as the Sargeant in Arms and Teller.

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

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

Minutes

Ashley Breuer presented the **First Membership Meeting of 2022 Minutes** for approval. The minutes were entered as presented.

Financial Report

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

Michael Massoni Chaired the Meeting.

Michael Massoni recessed the Meeting for a break at 1228 due to technical difficulties.

The Meeting reconvened at 1240.

Lyn Montgomery Chaired the Meeting.

Melissa Leyva continued to present the Financial Report for review and answered Member questions.

General Union Business

President's Report and Negotiating Committee Report

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

Michael Massoni Chaired the Meeting and reminded the Membership that the chat feature is only to be used for points of order and requests for information.

Lyn Montgomery Chaired the Meeting.

Member Chantil Huskey made a **motion (1)** that any business be limited to twenty (20) minutes.

Michael Massoni **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands:

Yea - 175 Nay - 125

The motion **failed**.

The Negotiating Committee provided a Negotiating Committee Report and answered Member questions.

Michael Massoni Chaired the Meeting.

Grievance Committee Report

Gayle Ross Middleton provided a Grievance Report and answered Member questions.

- Grievance Numbers:
 - 192 total grievances:
 - 23 terminations

- 40 group grievances
 - 21 non-term disciplinary
 - 45 Attendance
 - 63 individual contract
- Total Contract Grievances on file: 103
- Total Discipline Grievances on file: 89
- Settled and Withdrawn Report:

In April, thirty-four grievances were settled; of those ten were settled at the Step 2 level, thirteen while preparing for Executive Board review, six at the SWA Preliminary decision stage, and five at a grievance monthly Labor meeting. Thirty-one grievances were withdrawn without prejudice and one grievance expired.

Of the forty-five Attendance grievances, eighteen are No-Shows, three Unable to Contact, fourteen Failure to Report, eight Sick Leave 1, one No-Show Training, and one SLA.

The twenty-one non-term disciplinary grievances consist of: eleven written warnings, three final written warnings, five thirty-day suspensions, one six-day suspension, and one under the “other” category.
- Fact-Finding Meetings:

54 fact-finding meetings were held in the bases, in April 2022. We are seeing several cases of Class 1.17 (not within 2 hours driving time when on reserve), Probationary Performance, and unprofessional conduct.
- Chat Apps

1,668 chat app messages were received during the month of April.
- Board of Adjustments:
 - FA: scheduled May 26, 2022. Settled.
- Arbitration Schedule:
 - FA-30-day- Settled.
 - Group: ESCP: Held on April 28-29, 2022, Preparing Brief
 - FA-Term-June 7, 2022
 - FA-Term-June 30, 2022
 - FA-Term-July 14, 2022
 - Arbitration-Proceeding on Their Own:
 - FA: Written Warning Class 2.13

- FA: Termination hearing, held May 4, 2022.
- Upcoming Grievance Meeting: The Union and Management have agreed to a Labor meeting to be held on May 19, 2022.

Lyn Montgomery Chaired the Meeting.

Gayle Ross Middleton continued to answer Member questions.

Member Elizabeth Gonzalez made a **motion (2)** to suspend the rules and to extend discussion on the Grievance Report for ten (10) minutes. Stacy Lavalley **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands:

Yea - 150 Nay - 96

The motion **failed**.

Corliss King made a **motion (3)** to take a ten (10) minute function break. Tiffanie Morris **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands:

Yea - 159 Nay - 80

The motion **carried**.

Lyn Montgomery recessed the Meeting for a break at 1615.

The Meeting reconvened at 1626.

Base Reports

Phoenix (PHX) Base Report:

Domicile Executive Board Member John DiPippa provided a base update.

Atlanta (ATL) Base Report:

Domicile Executive Board Member Alison Head provided a base update.

Denver (DEN) Base Report:

Domicile Executive Board Member Jamie Simpson provided and submitted a base update.

- The new lounge is scheduled to open July 22nd and moving starts July 18th, this will be a long walk about 15 minutes from the old lounge so give yourself time.

- We cut the ribbon on the 16 new gates and are planning on using them starting May 26th, still tentative.
- DEN is always growing and we are now at 2,377 Flight Attendants based in DEN. Along with growing as you are all aware we welcome several 100s of probationary FAs monthly. Please make sure to take the time to fill out those evaluations especially when someone does an awesome job.
- Join your Union family at the Pride Parade on June 26, we have a spot in the parade and I will be emailing out the details closer to the date.
- The CO Department of Labor has issued a judgment against SWA for not following the Healthy Families and Workplace Act of \$1.3 million, this does not include fines for each member that was affected, which was exciting and much anticipated news. Unfortunately, SWA has decided that they will continue to fight this law and not allow us to care for our family using our earned pay it may end up in court. TWU Local 555 has been working with me on this and we are reaching out to all other airline unions to join us in this fight.

Dallas (DAL) Base Report:

Domicile Executive Board Member Kristie Scarbrough provided a base update.

Orlando (MCO) Base Report:

Domicile Executive Board Member Drew Shy provided a base update.

Las Vegas (LAS) Base Report:

Domicile Executive Board Member Bryan Orozco provided a base update.

Baltimore (BWI) Base Report:

Domicile Executive Board Member Drew Shy provided a base update on behalf of Domicile Executive Board Member Damion West.

Unfinished Business

The Chair **ruled** motion (2) made during the First Membership Meeting of 2022 out of order. The basis of the ruling is based on Robert's Rules of Order 63:5 as well as Article XIX of the TWU International Constitution (2021). The motion is dilatory and the Chair stated that the ruling of the Chair could not be appealed during the Meeting based on Robert's Rules of Order 24:3 sub-paragraph 2.b.

New Business

Brigett Gladden made a **motion (4)** that all members in attendance online via virtual membership meetings known as electronic meetings, internet meetings, or Zoom meetings, shall not be muted and shall be visible to one another for the entire duration of the meeting.

It should be stated for the record that by muting all online attendees, as well as not providing visibility of all attendees, the Chair and her fellow board members are refusing to recognize the membership, thus

causing TWU Local 556 to be in violation of the following Parliamentary Procedures. This can be found in RONR, Sample Rules for Electronic Meetings, pages 637-644. In addition, RONR 9:33 specifically states that “the meeting must be conducted by a technology that allows all participating members to see each other, as well as to hear each other, at the same time”. RONR 9:34 goes on to state that “regardless of the technology used, the opportunity for simultaneous aural communication is essential to the deliberative character of the meet simultaneous aural communication is essential to the deliberative character of the meeting”. Robert’s Rules of Order Newly Revised In Brief states that videoconference or teleconference meetings “must be conducted in such a way that all members participating can hear each other at the same time, and rules should be adopted to specify the equipment required to participate, as well as methods for seeking recognition, obtaining the floor, submitting motions in writing, determining the presence of a quorum and taking and verifying votes. Stacy Lavalley **seconded** the motion.

Paula Conner made a **motion (5)** to remove the Negotiation Assessment fee effective immediately. Stacy Lavalley **seconded** the motion.

Stacy Lavalley made a **motion (6)** that all motions made or taken up before the assembly be documented, verbatim, to include the specific wording in which the motion was made. Detail shall also include the specific wording in which each motion was adopted or otherwise disposed of (with the facts as to whether the motion may have been debated or amended before disposition being mentioned only parenthetically), and the disposition of the motion.

TWU Local 556 Meeting Minutes shall include all topics addressed and discussed, in addition to a complete listing of all members in attendance.

TWU Local 556 Meeting Minutes shall include all points of order and appeals, whether sustained or lost, together with the reasons given by the chair for his or her ruling. Katrina Johnson **seconded** the motion.

Victor Conejo made a **motion (7)** that all TWU 556 meetings from this point forward be held both electronically and in person, that an option be given to the membership. Brigett Gladden **seconded** the motion.

Susan Gollihair made a **motion (8)** that all political funding being spent for any political coalitions, PAC, women’s education committee etc, be equally matched and funded for all Republican National Convention or their counterparts to help create unity and diversion that all members are adequately represented regarding political funding. Cara Stewart **seconded** the motion.

Chantil Husky made a **motion (9)** to adjourn. LaShaye Hutchinson **seconded** the motion.

Those Members present at the Meeting voted on the motion on the floor by show of hands:

Yea - 167 Nay - 126

The motion **carried**.

Lyn Montgomery adjourned the Second Membership Meeting of 2022 at 1757 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 slightly slanted and connected in a cursive-like style.

Ashley Breuer
TWU Local 556 Recording Secretary