



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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TWU Local 556
Third Membership Meeting Minutes
October 17-24, 2022

Baltimore
October 17, 2022

TWU Local 556 1st Vice President Michael Massoni called the Baltimore session of the Meeting to order at 1002 Eastern Standard Time (EST). Michael Massoni served as the Chairperson. Ashley Breuer served as the Recording Secretary.

Michael Massoni introduced those Executive Board Members, TWU Local 556 Committee Members, and Shop Stewards present at the Meeting.

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

The **TWU Membership Pledge** was read by Corliss King.

Michael Massoni explained that TWU Local 556 Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor. Michael reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that two copies of the written procedure were available for Member review. Michael reminded Members that video and/or audio recordings of the meeting were prohibited. Michael explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Michael detailed the contents of the Membership Meeting Packet.

Michael explained that the Membership will be voting today via secret ballot in regard to the Negotiation Assessment fee. Per TWU Local 556 Bylaws Article V Section 3(b), the following was read and explained to the Membership:

"...If an amendment is attached to a motion or if there is a proposal to refer the motion to a committee, then further deliberation on the motion shall be postponed and any such amendment or referral shall be set forth in the call of the subsequent scheduled Meeting.

Any such amended motion or referral shall be deliberated and it shall be considered adopted if a collective majority of the votes cast at the subsequent Meeting is achieved.

If the amendment or referral is not adopted, then the original motion as initially proposed shall be set forth in the call of the next subsequent scheduled Meeting and will be deliberated and voted on at the next subsequent Meeting.”

In response to a Member’s question, there was discussion regarding the Negotiation Assessment Fee.

In response to a Member’s question, there was discussion regarding voting procedures and process.

In response to a Member’s question, there was discussion regarding amendments to the motion.

Minutes

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

Financial Report

Michael Massoni submitted the TWU Local 556 Financial Report for review and answered Member questions.

General Union Business

Chair Report

Michael Massoni provided a Chair Report and answered Member questions.

Baltimore (BWI) Base Report:

Domicile Executive Board Member Damion West provided a base update and answered Member questions.

Unfinished Business

The Chair **ruled** motion (4) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion makes reference to sample rules. The Sample Rules also speak to amending the organization’s By-Laws to conform to the new version of Robert’s Rules- which requires adherence to the amendment provisions of the Local 556 By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (6) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the Constitution and Bylaws require “correct minutes.” The Recording Secretary keeps minutes of the meetings but is not required to keep a verbatim transcript. This motion is

also in conflict with the Bylaws and Constitution. The TWU Local 556 Bylaws (Article 2 Section C) allows for redaction and sanitization of minutes, and the Oath of the Constitution/Membership Pledge states we will not make known any private business of the Union, the motion should not be considered.

The Chair **ruled** motion (7) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the By-Laws do not account for hybrid meetings. Meetings may be held in person OR electronically, but not both. This motion would have to be voted on and adopted in the By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (8) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion is in conflict with the Constitution. We cannot give to a federal office without the approval of the International office. We don't give money to a political party. Any political funding is funded with a separate voluntary fund and is not general union funds. It's a choice to give to the PAC fund.

Assessment Fee

Michael Massoni opened the floor for discussion regarding the motion on the floor.

Motion 1:

"I move to remove the Negotiation Assessment Fee, effective immediately."

O'sha Stegall made a **motion (BW11)** to amend the motion on the floor by striking "effective immediately" and add "upon ratification of a Tentative Agreement approved by the Membership." Drew Shy **seconded** the motion.

Rationale:

Amending the motion and allowing the Assessment Fee to stand provides and equips our Negotiating Team with the tools and resources to help us get an industry-leading contract. Moreover, it provides a safeguard in future negotiations with Southwest Airlines.

Michael Massoni recessed the Meeting for a break at 1144.

The Meeting reconvened at 1158.

Tonia Williams made a **motion (BW12)** to amend the amendment on the floor by striking "upon ratification of a Tentative Agreement approved by the Membership." and inserting the words, "after the First Membership Meeting of 2023." Joanne Silen seconded the motion.

Corliss King chaired the meeting.

Corliss King recessed the Meeting for a break at 1220.

The Meeting reconvened at 1237.

Michael Massoni chaired the meeting.

The Chair ruled **motion (BW12)** out of order due to it conflicting with the TWU Local 556 Bylaws and TWU Constitution. The motion was reviewed by a parliamentarian and legal counsel.

Tonia Williams made a **motion (BW13)** to amend the amendment on the floor by striking “upon ratification of a Tentative Agreement approved by the Membership.” and inserting the words, “30-days after the last Membership Meeting of 2023.” Joanne Silen seconded the motion.

Rationale:

The Membership pays Union Dues for all Union business. Line items can be made to separate negotiations money. We collect enough regular dues for all business.

New Business

None

Good of the Union

In response to a Member’s question, there was discussion regarding Southwest Airlines' responsibility of non-payment of hotel charges at non-contracted hotels.

In response to a Member’s question, there was discussion regarding TWU Local 556 active litigation.

In response to a Member’s question, there was discussion regarding President Lyn Montgomery’s recent interview with Tomi Lahren.

In response to a Member’s question, there was discussion regarding Southwest Airlines’ policy acknowledgment.

In response to a Member’s question, there was discussion regarding third-party apps (i.e.: Crew Buddy, etc.).

In response to a Member’s question, there was discussion regarding diversity and inclusion, the use of pronouns, and Member education/awareness.

In response to a Member’s question, there was discussion regarding Southwest Airlines' social media policy.

In response to a Member's question, there was more discussion regarding Southwest Airlines' policy acknowledgments.

Member George Rousseau made a **motion (BW14)** to recess. Those Members present at the Meeting voted on the motion on the floor by show of hands. The motion **carried**.

Michael Massoni **recessed** the Baltimore Session of the Meeting at 1343.

Oakland

October 17, 2022

TWU Local 556 President Lyn Montgomery called the Oakland session of the Meeting to order at 1001 Pacific Standard Time (PST). Lyn Montgomery served as the Chairperson. David Jackson served as the Recording Secretary.

Executive Board Members Kristen Loucks, Josh Rosenberg were present at the Meeting.

Shop Stewards Sam Wilkins, Eric Hironymous, Francine Ferguson, Conrad Arnold and Janell Torres were present at the Meeting.

Lyn Montgomery introduced those Union Leaders present at the Meeting.

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

The **TWU Membership Pledge** was read by Kristen Loucks.

Lyn Montgomery explained that TWU Local 556 Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor. Lyn reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that two copies of the written procedure were available for Member review. Lyn reminded Members that video and/or audio recordings of the meeting were prohibited. Lyn explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Lyn detailed the contents of the Membership Meeting Packet.

Lyn explained that the Membership will not be voting today via secret ballot in regard to the Negotiation Assessment fee, due to a primary and secondary amendment that was made at the Baltimore (BWI)

session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws Article V Section 3(b), the following was read and explained to the Membership:

“...If an amendment is attached to a motion or if there is a proposal to refer the motion to a committee, then further deliberation on the motion shall be postponed and any such amendment or referral shall be set forth in the call of the subsequent scheduled Meeting.

Any such amended motion or referral shall be deliberated and it shall be considered adopted if a collective majority of the votes cast at the subsequent Meeting is achieved.

If the amendment or referral is not adopted, then the original motion as initially proposed shall be set forth in the call of the next subsequent scheduled Meeting and will be deliberated and voted on at the next subsequent Meeting.”

Assessment Fee

Lyn Montgomery explained the primary and secondary amendments that were made to the motion on the floor, at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws, these amendments will be deliberated and voted on at the 2023 First Membership Meeting.

Main Motion 1:

“I move to remove the Negotiation Assessment Fee, effective immediately.”

Primary Amendment:

O’sha Stegall made a **motion (BWI1)** to amend the motion on the floor by striking “effective immediately” and adding “upon ratification of a Tentative Agreement approved by the Membership.” Drew Shy **seconded** the motion.

Rationale:

Amending the motion and allowing the Assessment Fee to stand provides and equips our Negotiating Team with the tools and resources to help us get an industry-leading contract. Moreover, it provides a safeguard in future negotiations with Southwest Airlines.

Secondary Amendment:

Tonia Williams made a **motion (BWI3)** to amend the amendment on the floor by striking “upon ratification of a Tentative Agreement approved by the Membership.” and inserting the words, “30-days after the last Membership Meeting of 2023.” Joanne Silen **seconded** the motion.

Rationale:

The Membership pays Union Dues for all Union business. Line items can be made to separate negotiations money. We collect enough regular dues for all business.

Minutes

Lyn Montgomery presented the **Second Membership Meeting of 2022 Minutes** for approval. The minutes were entered as presented.

Financial Report

David Jackson submitted the TWU Local 556 Financial Report for review and answered Member questions.

General Union Business

Chair Report

Lyn Montgomery provided a Chair Report and answered Member questions.

Base Report

Oakland (OAK) Base Report:

Domicile Executive Board Member Josh Rosenberg provided a base update and answered Member questions.

Unfinished Business

The Chair **ruled** motion (4) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion makes reference to sample rules. The Sample Rules also speak to amending the organization's By-Laws to conform to the new version of Robert's Rules which requires adherence to the amendment provisions of the Local 556 By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (6) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the Constitution and Bylaws require "correct minutes." The Recording Secretary keeps minutes of the meetings but is not required to keep a verbatim transcript. This motion is also in conflict with the Bylaws and Constitution. The TWU Local 556 Bylaws (Article 2 Section C) allows for redaction and sanitization of minutes, and the Oath of the Constitution/Membership Pledge states we will not make known any private business of the Union, the motion should not be considered.

The Chair **ruled** motion (7) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the By-Laws do not account for hybrid meetings. Meetings may be held in person OR electronically, but not both. This motion would have to be voted on and adopted in the By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (8) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion is in conflict with the Constitution. We cannot give to a federal office without the approval of the International office. We don't give money to a political party. Any

political funding is funded with a separate voluntary fund and is not general union funds. It's a choice to give to the PAC fund.

There was discussion on the motions ruled out of order.

There was discussion on the Assessment Fee.

There was discussion about COPE.

New Business

None

Good of the Union

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

In response to a Member's question, there was discussion regarding new hire Flight Attendants.

In response to a Member's question, there was discussion regarding the New Hire Committee and the Education Committee.

In response to a Member's question, there was discussion regarding Professional Standards.

In response to a Member's question, there was discussion regarding the responsibility of Southwest Airlines to train their Flight Attendants on their computer applications.

In response to a Member's question, there was discussion regarding the TWU app and TWU556.org.

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

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

In response to a Member's question, there was discussion regarding the Southwest Airlines' mentor program.

Mario-Galileo Cendejas made a **motion (#)** to recess. Janell Torrez **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands. The motion **carried**.

Lyn Montgomery **recessed** the Oakland Session of the Meeting at 1237.

Orlando

October 18, 2022

TWU Local 556 1st Vice President Michael Massoni called the Orlando session of the Meeting to order at 1001 Eastern Standard Time (EST). Michael Massoni served as the Chairperson. Ashley Breuer served as the Recording Secretary.

The **TWU Membership Pledge** was read by Corliss King.

Michael Massoni introduced those Executive Board Members, TWU Local 556 Committee Members, and Shop Stewards present at the Meeting.

Michael Massoni explained that TWU Local 556 Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor. Michael reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that two copies of the written procedure were available for Member review. Michael reminded Members that video and/or audio recordings of the meeting were prohibited. Michael explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Michael detailed the contents of the Membership Meeting Packet.

Michael explained that the Membership will not be voting today via secret ballot in regard to the Negotiation Assessment fee, due to a primary and secondary amendment that was made at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws Article V Section 3(b), the following was read and explained to the Membership:

"...If an amendment is attached to a motion or if there is a proposal to refer the motion to a committee, then further deliberation on the motion shall be postponed and any such amendment or referral shall be set forth in the call of the subsequent scheduled Meeting.

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If the amendment or referral is not adopted, then the original motion as initially proposed shall be set forth in the call of the next subsequent scheduled Meeting and will be deliberated and voted on at the next subsequent Meeting."

In response to a Member's question, there was discussion regarding the Negotiation Assessment Fee and voting procedures.

Minutes

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

Michael Massoni recessed the Meeting for a break at 1034.

The Meeting reconvened at 1054.

Financial Report

Michael Massoni submitted the TWU Local 556 Financial Report for review and answered Member questions.

General Union Business

Chair Report

Michael Massoni provided a Chair Report and answered Member questions.

Orlando (MCO) Base Report:

Domicile Executive Board Member Drew Shy provided a base update and answered Member questions.

Unfinished Business

The Chair **ruled** motion (4) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion makes reference to sample rules. The Sample Rules also speak to amending the organization's By-Laws to conform to the new version of Robert's Rules, which requires adherence to the amendment provisions of the Local 556 By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (6) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the Constitution and Bylaws require "correct minutes." The Recording Secretary keeps minutes of the meetings but is not required to keep a verbatim transcript. This motion is also in conflict with the Bylaws and Constitution. The TWU Local 556 Bylaws (Article 2 Section C) allows for redaction and sanitization of minutes, and the Oath of the Constitution/Membership Pledge states we will not make known any private business of the Union, the motion should not be considered.

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The Chair **ruled** motion (8) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion is in conflict with the Constitution. We cannot give to a federal office without the approval of the International office. We don't give money to a political party. Any political funding is funded with a separate voluntary fund and is not general union funds. It's a choice to give to the PAC fund.

Assessment Fee

Michael Massoni explained the primary and secondary amendments that were made to the motion on the floor, at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws, these amendments will be deliberated and voted on at the 2023 First Membership Meeting.

Main Motion 1:

"I move to remove the Negotiation Assessment Fee, effective immediately."

Primary Amendment:

O'sha Stegall made a **motion (BWI1)** to amend the motion on the floor by striking "effective immediately" and adding "upon ratification of a Tentative Agreement approved by the Membership." Drew Shy **seconded** the motion.

Rationale:

Amending the motion and allowing the Assessment Fee to stand provides and equips our Negotiating Team with the tools and resources to help us get an industry-leading contract. Moreover, it provides a safeguard in future negotiations with Southwest Airlines.

Secondary Amendment:

Tonia Williams made a **motion (BWI3)** to amend the amendment on the floor by striking "upon ratification of a Tentative Agreement approved by the Membership." and inserting the words, "30-days after the last Membership Meeting of 2023." Joanne Silen **seconded** the motion.

Rationale:

The Membership pays Union Dues for all Union business. Line items can be made to separate negotiations money. We collect enough regular dues for all business.

New Business

None

Good of the Union

In response to a Member's question, there was discussion regarding crew scheduling issues and Crew Members being stranded mid-day on a pairing.

In response to a Member's question, there was discussion regarding violations of the FAA 10-hour rest rule.

In response to a Member's question, there was discussion regarding concerns around reserve gate-check time constraints.

In response to a Member's question, there was discussion regarding concerns around Sonya Lacore advocating for minimums to new-hire classes.

In response to a Member's question, there was discussion regarding concerns with new-hire flight attendants being scheduled as a full crew.

In response to a Member's question, there was more discussion regarding concerns with new-hire flight attendants being scheduled as a full crew.

In response to a Member's question, there was discussion regarding illegal work actions.

In response to a Member's question, there was more discussion regarding crew scheduling issues and Crew Members being stranded mid-day on a pairing.

In response to a Member's question, there was discussion regarding service on short-haul flights.

In response to a Member's question, there was discussion regarding thru flights and minimum crew requirements.

In response to a Member's question, there was discussion regarding Southwest Airlines' policy acknowledgment.

In response to a Member's question, there was more discussion regarding TWU Local 556 active litigation.

In response to a Member's question, there was discussion regarding ASAP reports.

In response to a Member's question, there was discussion regarding Negotiating Team (NT) webinars.

In response to a Member's question, there was discussion regarding Collective Bargaining Agreement (CBA) negotiations.

In response to a Member's question, there was discussion regarding airport standby and self-assignment.

Announcements

Michael Massoni reminded all Members in attendance that all Membership Meeting Packets and Financial Reports must be returned to the Recording Secretary.

Member Steven Hobbs made a **motion (MCO1)** to recess. Patrick Paladino **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands. The motion **carried**.

Michael Massoni **recessed** the Orlando Session of the Meeting at 1315.

Los Angeles October 18, 2022

TWU Local 556 President Lyn Montgomery called the Los Angeles session of the Meeting to order at 1002 Pacific Standard Time (PST). Lyn Montgomery served as the Chairperson. David Jackson served as the Recording Secretary.

Executive Board Members Mark Torrez , Kristen Loucks were present at the Meeting.

TWU Local 556 Shop Stewards Denise Deely and Della Saucier were present at the Meeting.

Lyn Montgomery introduced those Union Leaders present at the Meeting.

Lyn Montgomery explained that TWU Local 556 Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor. Lyn reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that two copies of the written procedure were available for Member review. Lyn reminded Members that video and/or audio recordings of the meeting were prohibited. Lyn explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Lyn detailed the contents of the Membership Meeting Packet.

Lyn explained that the Membership will not be voting today via secret ballot in regard to the Negotiation Assessment fee, due to a primary and secondary amendment that was made at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws Article V Section 3(b), the following was read and explained to the Membership:

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If the amendment or referral is not adopted, then the original motion as initially proposed shall be set forth in the call of the next subsequent scheduled Meeting and will be deliberated and voted on at the next subsequent Meeting.”

In response to a Member’s question there was discussion as to which meeting the vote will be referred to.

Assessment Fee

Lyn Montgomery explained the primary and secondary amendments that were made to the motion on the floor, at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws, these amendments will be deliberated and voted on at the 2023 First Membership Meeting.

Main Motion 1:

“I move to remove the Negotiation Assessment Fee, effective immediately.”

Primary Amendment:

O’sha Stegall made a **motion (BW11)** to amend the motion on the floor by striking “effective immediately” and adding “upon ratification of a Tentative Agreement approved by the Membership.” Drew Shy **seconded** the motion.

Rationale:

Amending the motion and allowing the Assessment Fee to stand provides and equips our Negotiating Team with the tools and resources to help us get an industry-leading contract. Moreover, it provides a safeguard in future negotiations with Southwest Airlines.

Secondary Amendment:

Tonia Williams made a **motion (BW13)** to amend the amendment on the floor by striking “upon ratification of a Tentative Agreement approved by the Membership.” and inserting the words, “30-days after the last Membership Meeting of 2023.” Joanne Silen **seconded** the motion.

Rationale:

The Membership pays Union Dues for all Union business. Line items can be made to separate negotiations money. We collect enough regular dues for all business.

There was discussion on the amendments proposed.

There was discussion on the assessment fee.

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

The **TWU Membership Pledge** was read by Kristen Loucks.

Minutes

Lyn Montgomery presented the **Second Membership Meeting of 2022 Minutes** for approval. The minutes were entered as **presented**.

Financial Report

David Jackson submitted the TWU Local 556 Financial Report for review and answered Member questions.

General Union Business

Chair Report

Lyn Montgomery provided a Chair Report and answered Member questions.

Base Report

Los Angeles (LAX) Base Report:

Domicile Executive Board Member Mark Torrez provided a base update and answered Member questions.

There was discussion about the California Meal and Rest Break Law.

Unfinished Business

The Chair **ruled** motion (4) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion makes reference to sample rules. The Sample Rules also speak to amending the organization's By-Laws to conform to the new version of Robert's Rules which requires adherence to the amendment provisions of the Local 556 By-Laws. The By-Laws cannot be amended in this calendar year.

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New Business

None

Good of the Union

In response to a Member's question, there was discussion regarding the assessment fee motion.

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

In response to a Member's question, there was discussion regarding the 10 hour rest rule.

In response to a Member's question, there was discussion regarding Southwest Airlines Management.

In response to a Member's question, there was discussion regarding drug testing procedures.

In response to a Member's question, there was discussion regarding New Hire Pairings.

In response to a Member's question, there was discussion regarding New Hire Training.

In response to a Member's question, there was discussion regarding New Hire Evaluations.

In response to a Member's question, there was discussion regarding the voting process at the next Membership Meeting.

Lyn Montgomery **recessed** the Los Angeles Session of the Meeting at 1237.

Atlanta

October 19, 2022

TWU Local 556 1st Vice President Michael Massoni called the Atlanta session of the Meeting to order at 1001 Eastern Standard Time (EST). Michael Massoni served as the Chairperson. Ashley Breuer served as the Recording Secretary.

Michael Massoni introduced those Executive Board Members, TWU Local 556 Committee Members, and Shop Stewards present at the Meeting.

Michael Massoni explained that TWU Local 556 Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor. Michael reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that two copies of the written procedure were available for Member review. Michael reminded Members that video and/or audio recordings of the meeting were prohibited. Michael explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Michael detailed the contents of the Membership Meeting Packet.

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Minutes

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

Financial Report

Michael Massoni submitted the TWU Local 556 Financial Report for review and answered Member questions.

General Union Business

Chair Report

Michael Massoni provided a Chair Report and answered Member questions.

Atlanta (ATL) Base Report:

Domicile Executive Board Member Alison Head provided a base update and answered Member Questions.

Unfinished Business

The Chair **ruled** motion (4) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion makes reference to sample rules. The Sample Rules also speak to amending the organization's By-Laws to conform to the new version of Robert's Rules- which requires adherence to the amendment provisions of the Local 556 By-Laws. The By-Laws cannot be amended in this calendar year.

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Assessment Fee

Michael Massoni explained the primary and secondary amendments that were made to the motion on the floor, at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws, these amendments will be deliberated and voted on at the 2023 First Membership Meeting.

Main Motion 1:

“I move to remove the Negotiation Assessment Fee, effective immediately.”

Primary Amendment:

O’sha Stegall made a **motion (BWI1)** to amend the motion on the floor by striking “effective immediately” and adding “upon ratification of a Tentative Agreement approved by the Membership.” Drew Shy **seconded** the motion.

Rationale:

Amending the motion and allowing the Assessment Fee to stand provides and equips our Negotiating Team with the tools and resources to help us get an industry-leading contract. Moreover, it provides a safeguard in future negotiations with Southwest Airlines.

Secondary Amendment:

Tonia Williams made a **motion (BWI3)** to amend the amendment on the floor by striking “upon ratification of a Tentative Agreement approved by the Membership.” and inserting the words, “30-days after the last Membership Meeting of 2023.” Joanne Silen **seconded** the motion.

Rationale:

The Membership pays Union Dues for all Union business. Line items can be made to separate negotiations money. We collect enough regular dues for all business.

New Business

None

Good of the Union

In response to a Member’s question, there was discussion regarding Flight Attendant safety.

In response to a Member’s question, there was more discussion regarding Flight Attendant safety and safety reporting.

In response to a Member’s question, there was discussion regarding Flight Attendant assaults on the aircraft.

In response to a Member’s question, there was more discussion regarding Flight Attendant safety.

In response to a Member's question, there was discussion regarding the Assessment Fee motion and amendments that were made at the Baltimore session of the 2022 Third Membership Meeting.

In response to a Member's question, there was discussion regarding negotiating team expenses.

In response to a Member's question, there was discussion regarding President Lyn Montgomery's recent interview with Tomi Lahren.

Member Nate Wyson made a **motion (ATL1)** to recess. Karla Braxton **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands. The motion **carried**.

Michael Massoni **recessed** the Atlanta Session of the Meeting at 1130.

Las Vegas

October 19, 2022

TWU Local 556 President Lyn Montgomery called the Las Vegas session of the Meeting to order at 1002 Pacific Standard Time (PST). Lyn Montgomery served as the Chairperson. David Jackson served as the Recording Secretary.

Executive Board Members Bryan Orozco were present at the Meeting.

TWU Local 556 Committee Members Amanda Gauger were present at the Meeting.

Shop Stewards Rachel Brownfield, Maria Teresa Hank, Charles Green were present at the Meeting.

Lyn Montgomery introduced those Union Leaders present at the Meeting

Lyn Montgomery explained that TWU Local 556 Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor. Lyn reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that two copies of the written procedure were available for Member review. Lyn reminded Members that video and/or audio recordings of the meeting were prohibited. Lyn explained that the Meeting Agenda was contained

in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Lyn detailed the contents of the Membership Meeting Packet.

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

The **TWU Membership Pledge** was read by Kristen Loucks.

Lyn explained that the Membership will not be voting today via secret ballot in regard to the Negotiation Assessment fee, due to a primary and secondary amendment that was made at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws Article V Section 3(b), the following was read and explained to the Membership:

“...If an amendment is attached to a motion or if there is a proposal to refer the motion to a committee, then further deliberation on the motion shall be postponed and any such amendment or referral shall be set forth in the call of the subsequent scheduled Meeting.

Any such amended motion or referral shall be deliberated and it shall be considered adopted if a collective majority of the votes cast at the subsequent Meeting is achieved.

If the amendment or referral is not adopted, then the original motion as initially proposed shall be set forth in the call of the next subsequent scheduled Meeting and will be deliberated and voted on at the next subsequent Meeting.”

Lyn answered Member’s questions regarding the voting process.

Minutes

Lyn Montgomery presented the **Second Membership Meeting of 2022 Minutes** for approval. The minutes were entered as presented.

Financial Report

David Jackson submitted the TWU Local 556 Financial Report for review and answered Member questions.

General Union Business

Chair Report

Lyn Montgomery provided a Chair Report and answered Member questions.

Base Report

Las Vegas (LAS) Base Report:

Domicile Executive Board Member Bryan Orozco provided a base update and answered Member Questions.

Unfinished Business

The Chair **ruled** motion (4) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion makes reference to sample rules. The Sample Rules also speak to amending the organization's By-Laws to conform to the new version of Robert's Rules which requires adherence to the amendment provisions of the Local 556 By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (6) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the Constitution and Bylaws require "correct minutes." The Recording Secretary keeps minutes of the meetings but is not required to keep a verbatim transcript. This motion is also in conflict with the Bylaws and Constitution. The TWU Local 556 Bylaws (Article 2 Section C) allows for redaction and sanitization of minutes, and the Oath of the Constitution/Membership Pledge states we will not make known any private business of the Union, the motion should not be considered.

The Chair **ruled** motion (7) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the By-Laws do not account for hybrid meetings. Meetings may be held in person OR electronically, but not both. This motion would have to be voted on and adopted in the By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (8) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion is in conflict with the Constitution. We cannot give to a federal office without the approval of the International office. We don't give money to a political party. Any political funding is funded with a separate voluntary fund and is not general union funds. It's a choice to give to the PAC fund.

Assessment Fee

Lyn Montgomery explained the primary and secondary amendments that were made to the motion on the floor, at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws, these amendments will be deliberated and voted on at the 2023 First Membership Meeting.

Main Motion 1:

"I move to remove the Negotiation Assessment Fee, effective immediately."

Primary Amendment:

O'sha Stegall made a **motion (BW11)** to amend the motion on the floor by striking "effective immediately" and adding "upon ratification of a Tentative Agreement approved by the Membership." Drew Shy **seconded** the motion.

Rationale:

Amending the motion and allowing the Assessment Fee to stand provides and equips our Negotiating Team with the tools and resources to help us get an industry-leading contract. Moreover, it provides a safeguard in future negotiations with Southwest Airlines.

Secondary Amendment:

Tonia Williams made a **motion (BW13)** to amend the amendment on the floor by striking "upon ratification of a Tentative Agreement approved by the Membership." and inserting the words, "30-days after the last Membership Meeting of 2023." Joanne Silen **seconded** the motion.

Rationale:

The Membership pays Union Dues for all Union business. Line items can be made to separate negotiations money. We collect enough regular dues for all business.

New Business

None

Good of the Union

In response to a Member's question, there was discussion regarding President Lyn Montgomery's recent interview with Tomi Lahren.

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

In response to a Member's question, there was discussion regarding discussion regarding crew scheduling issues and Crew Members being stranded mid-day on a pairing.

In response to a Member's question, there was discussion regarding the Railway Labor Act.

In response to a Member's question, there was discussion regarding stranding and unscheduled overnights.

In response to a Member's question, there was discussion regarding LIMO bars on CWA screens and the pay.

In response to a Member's question, there was discussion regarding the thirty minute debrief on pairings.

In response to a Member's question, there was more discussion regarding negotiations and grass root COPE initiatives.

In response to a Member's question, there was discussion regarding OJI and Nevada laws.

Lyn Montgomery **recessed** the Las Vegas Session of the Meeting at 1153.

Chicago

October 20, 2022

TWU Local 556 1st Vice President Michael Massoni called the Chicago session of the Meeting to order at 1004 Central Standard Time (CST). Michael Massoni served as the Chairperson. Ashley Breuer served as the Recording Secretary.

Michael Massoni introduced those Executive Board Members, TWU Local 556 Committee Members, and Shop Stewards present at the Meeting.

Michael Massoni explained that TWU Local 556 Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor. Michael reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that two copies of the written procedure were available for Member review. Michael reminded Members that video and/or audio recordings of the meeting were prohibited. Michael explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Michael detailed the contents of the Membership Meeting Packet.

The **TWU Membership Pledge** was read by Corliss King.

Michael explained that the Membership will not be voting today via secret ballot in regard to the Negotiation Assessment fee, due to a primary and secondary amendment that was made at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws Article V Section 3(b), the following was read and explained to the Membership:

“...If an amendment is attached to a motion or if there is a proposal to refer the motion to a committee, then further deliberation on the motion shall be postponed and any such amendment or referral shall be set forth in the call of the subsequent scheduled Meeting.

Any such amended motion or referral shall be deliberated and it shall be considered adopted if a collective majority of the votes cast at the subsequent Meeting is achieved.

If the amendment or referral is not adopted, then the original motion as initially proposed shall be set forth in the call of the next subsequent scheduled Meeting and will be deliberated and voted on at the next subsequent Meeting.”

Minutes

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

Financial Report

Michael Massoni submitted the TWU Local 556 Financial Report for review and answered Member questions.

General Union Business

Chair Report

Michael Massoni provided a Chair Report and answered Member questions.

Chicago (MDW) Base Report

Domicile Executive Board Member Donna Keith provided a base update and answered Member questions.

Unfinished Business

The Chair **ruled** motion (4) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion makes reference to sample rules. The Sample Rules also speak to amending the organization’s By-Laws to conform to the new version of Robert’s Rules- which requires adherence to the amendment provisions of the Local 556 By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (6) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the Constitution and Bylaws require “correct minutes.” The Recording Secretary keeps minutes of the meetings but is not required to keep a verbatim transcript. This motion is also in conflict with the Bylaws and Constitution. The TWU Local 556 Bylaws (Article 2 Section C)

allows for redaction and sanitization of minutes, and the Oath of the Constitution/Membership Pledge states we will not make known any private business of the Union, the motion should not be considered.

The Chair **ruled** motion (7) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the By-Laws do not account for hybrid meetings. Meetings may be held in person OR electronically, but not both. This motion would have to be voted on and adopted in the By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (8) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion is in conflict with the Constitution. We cannot give to a federal office without the approval of the International office. We don't give money to a political party. Any political funding is funded with a separate voluntary fund and is not general union funds. It's a choice to give to the PAC fund.

Assessment Fee

Corliss King chaired the Meeting and had discussion about misinformation that is going around the Membership in regards to the amendments made at the Baltimore session of the 2022 Third Membership Meeting.

Michael Massoni chaired the meeting.

Michael Massoni explained the primary and secondary amendments that were made to the motion on the floor, at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws, these amendments will be deliberated and voted on at the 2023 First Membership Meeting.

Main Motion 1:

“I move to remove the Negotiation Assessment Fee, effective immediately.”

Primary Amendment:

O'sha Stegall made a **motion (BWI1)** to amend the motion on the floor by striking “effective immediately” and adding “upon ratification of a Tentative Agreement approved by the Membership.” Drew Shy **seconded** the motion.

Rationale:

Amending the motion and allowing the Assessment Fee to stand provides and equips our Negotiating Team with the tools and resources to help us get an industry-leading contract. Moreover, it provides a safeguard in future negotiations with Southwest Airlines.

Secondary Amendment:

Tonia Williams made a **motion (BW13)** to amend the amendment on the floor by striking “upon ratification of a Tentative Agreement approved by the Membership.” and inserting the words, “30-days after the last Membership Meeting of 2023.” Joanne Silen **seconded** the motion.

Rationale:

The Membership pays Union Dues for all Union business. Line items can be made to separate negotiations money. We collect enough regular dues for all business.

Corliss chaired the Meeting and continued discussion about misinformation that is going around the Membership in regards to the amendments made at the Baltimore session of the 2022 Third Membership Meeting.

Michael Massoni chaired the meeting.

New Business

None

Good of the Union

In response to a Member’s question, there was discussion regarding crew scheduling issues and Crew Members being stranded mid-day on a pairing.

In response to a Member’s question, there was more discussion regarding crew scheduling issues and Crew Members being stranded mid-day on a pairing.

In response to a Member’s question, there was discussion regarding Crew Scheduling issues and concerns.

In response to a Member’s question, there was discussion regarding Minimum Crew requirements.

In response to a Member’s question, there was discussion regarding the Illinois Workers Rights Campaign and voting.

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 the Paid Family Leave Act.

Corliss King chaired the meeting.

In response to a Member’s question, there was discussion regarding sick bank hours and points.

Michael Massoni chaired the meeting.

In response to a Member's question, there was discussion regarding record improvement.

In response to a Member's question, there was discussion regarding the use of a PIN and doctor's note.

In response to a Member's question, there was discussion regarding FMLA and medical leave.

In response to a Member's question, there was discussion regarding the TWU Local 556 Chat App.

In response to a Member's question, there was discussion regarding the negotiation process in regards to a Tentative Agreement (TA).

In response to a Member's question, there was discussion regarding the Railway Labor Act (RLA).

Member Roy Soria made a **motion (MDW1)** to recess. Suzie Lyons **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands. The motion **carried**.

Michael Massoni **recessed** the Chicago Session of the Meeting at 1244.

Phoenix

October 20, 2022

TWU Local 556 President Lyn Montgomery called the Phoenix session of the Meeting to order at 1002 Mountain Standard Time (MST). Lyn Montgomery served as the Chairperson. David Jackson served as the Recording Secretary.

Executive Board Members John DiPippa and Charla Miller were present at the Meeting.

Shop Stewards Rob Riddell and Tina Coffee were present at the Meeting.

Lyn Montgomery introduced those Union Leaders present at the Meeting.

Lyn Montgomery explained that TWU Local 556 Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor. Lyn reported that the Meeting

would be conducted by the parliamentary procedure Robert's Rules of Order and noted that two copies of the written procedure were available for Member review. Lyn reminded Members that video and/or audio recordings of the meeting were prohibited. Lyn explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Lyn detailed the contents of the Membership Meeting Packet.

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

The **TWU Membership Pledge** was read by Rob Riddell.

Lyn explained that the Membership will not be voting today via secret ballot in regard to the Negotiation Assessment fee, due to a primary and secondary amendment that was made at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws Article V Section 3(b), the following was read and explained to the Membership:

"...If an amendment is attached to a motion or if there is a proposal to refer the motion to a committee, then further deliberation on the motion shall be postponed and any such amendment or referral shall be set forth in the call of the subsequent scheduled Meeting.

Any such amended motion or referral shall be deliberated and it shall be considered adopted if a collective majority of the votes cast at the subsequent Meeting is achieved.

If the amendment or referral is not adopted, then the original motion as initially proposed shall be set forth in the call of the next subsequent scheduled Meeting and will be deliberated and voted on at the next subsequent Meeting."

There was discussion on the next scheduled Membership Meeting and voting procedures.

Minutes

Lyn Montgomery presented the **Second Membership Meeting of 2022 Minutes** for approval. The minutes were entered as presented.

Financial Report

David Jackson submitted the TWU Local 556 Financial Report for review and answered Member questions.

General Union Business

Chair Report

Lyn Montgomery provided a Chair Report and answered Member questions.

In response to a Member's question, there was discussion regarding discussion regarding crew scheduling issues and Crew Members being stranded mid-day on a pairing.

In response to a Member's question there was discussion about report times.

In response to a Member's question there was discussion about the FAA 10 hour rest rule.

Unfinished Business

The Chair **ruled** motion (4) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion makes reference to sample rules. The Sample Rules also speak to amending the organization's By-Laws to conform to the new version of Robert's Rules- which requires adherence to the amendment provisions of the Local 556 By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (6) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the Constitution and Bylaws require "correct minutes." The Recording Secretary keeps minutes of the meetings but is not required to keep a verbatim transcript. This motion is also in conflict with the Bylaws and Constitution. The TWU Local 556 Bylaws (Article 2 Section C) allows for redaction and sanitization of minutes, and the Oath of the Constitution/Membership Pledge states we will not make known any private business of the Union, the motion should not be considered.

The Chair **ruled** motion (7) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the By-Laws do not account for hybrid meetings. Meetings may be held in person OR electronically, but not both. This motion would have to be voted on and adopted in the By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (8) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion is in conflict with the Constitution. We cannot give to a federal office without the approval of the International office. We don't give money to a political party. Any political funding is funded with a separate voluntary fund and is not general union funds. It's a choice to give to the PAC fund.

Assessment Fee

Lyn Montgomery explained the primary and secondary amendments that were made to the motion on the floor, at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws, these amendments will be deliberated and voted on at the 2023 First Membership Meeting.

Main Motion 1:

"I move to remove the Negotiation Assessment Fee, effective immediately."

Primary Amendment:

O'sha Stegall made a **motion (BWI1)** to amend the motion on the floor by striking "effective immediately" and adding "upon ratification of a Tentative Agreement approved by the Membership." Drew Shy **seconded** the motion.

Rationale:

Amending the motion and allowing the Assessment Fee to stand provides and equips our Negotiating Team with the tools and resources to help us get an industry-leading contract. Moreover, it provides a safeguard in future negotiations with Southwest Airlines.

Secondary Amendment:

Tonia Williams made a **motion (BWI3)** to amend the amendment on the floor by striking "upon ratification of a Tentative Agreement approved by the Membership." and inserting the words, "30-days after the last Membership Meeting of 2023." Joanne Silen **seconded** the motion.

Rationale:

The Membership pays Union Dues for all Union business. Line items can be made to separate negotiations money. We collect enough regular dues for all business.

Base Report**Phoenix (PHX) Base Report:**

Domicile Executive Board Member John DiPippa provided a base update and answered Member questions.

New Business

None

Good of the Union

In response to a Member's question, there was discussion regarding KCM random inspections.

In response to a Member's question, there was discussion regarding the picketing phone banking.

In response to a Member's question, there was discussion regarding contract negotiations.

In response to a Member's question, there was discussion regarding current litigation.

In response to a Member's question, there was discussion regarding mediation and future picketing events.

In response to a Member's question, there was more discussion regarding negotiations.

In response to a Member's question, there was discussion regarding pilots and random screenings at KCM.

In response to a Member's question, there was discussion regarding hazard pay for COVID.

In response to a Member's question, there was discussion regarding the President's Council Meeting.

In response to a Member's question, there was discussion regarding Executive Board transparency.

In response to a Member's question, there was discussion regarding pilot pay.

In response to a Member's question, there was discussion regarding satellite bases.

In response to a Member's question, there was discussion regarding 24 hour reserve rules.

In response to a Member's question, there was discussion regarding Article 19/21 charges.

Lyn addressed the text message and Right to Work.

In response to a Member's question, there was discussion regarding the budget surplus.

In response to a Member's question, there was more discussion regarding negotiations and the picket.

In response to a Member's question, there was discussion regarding parliamentarian Al Gage being present at the Membership Meeting.

In response to a Member's question, there was discussion regarding being a wage earning employee and a 1099 bonus.

In response to a Member's question, there was discussion regarding information presented during Recurrent Training.

Lyn Montgomery recessed the Meeting for a break at 1250

The Meeting reconvened at 1256

In response to a Member's question, there was discussion regarding the fourth jumpseat policy.

In response to a Member's question, there was discussion regarding Southwest Airlines' Apps and privacy.

In response to a Member's question, there was discussion regarding Southwest Airlines' Company Policy Acknowledgments.

In response to a Member's question, there was discussion regarding CBA length.

In response to a Member's question, there was more discussion regarding the Satellite Base Agreement.

In response to a Member's question, there was more discussion regarding ongoing litigation.

In response to a Member's question, there was more discussion regarding Southwest Airlines' Policy acknowledgments.

In response to a Member's question, there was discussion regarding reroutes on ground time.

In response to a Member's question, there was discussion regarding through passengers and Southwest Airlines' Contract of Carriage and the minimum crew test.

In response to a Member's question, there was discussion regarding pilot scheduling and being released for assignments.

In response to a Member's question, there was discussion regarding self-help and the RLA.

In response to a Member's question, there was discussion regarding minimum crew.

Member Mitch Petersen made a **motion (1)** to recess. Gayle Meyer **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands. The motion **carried**.

Lyn Montgomery **recessed** the Phoenix Session of the Meeting at 1341.

Houston

October 21, 2022

TWU Local 556 President Lyn Montgomery called the Houston session of the Meeting to order at 1000 Central Standard Time (CST). Lyn Montgomery served as the Chairperson. David Jackson served as the Recording Secretary.

Shop Stewards Lisa Thomas, Anthony Wood and Marcellaus Roberson were present at the Meeting.

Lyn Montgomery introduced those Union Leaders present at the Meeting.

Lyn Montgomery explained that TWU Local 556 Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor. Lyn reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that two copies of the written procedure were available for Member review. Lyn reminded Members that video and/or audio recordings of the meeting were prohibited. Lyn explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Lyn detailed the contents of the Membership Meeting Packet.

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

The **TWU Membership Pledge** was read by David Jackson.

Lyn explained that the Membership will not be voting today via secret ballot in regard to the Negotiation Assessment fee, due to a primary and secondary amendment that was made at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws Article V Section 3(b), the following was read and explained to the Membership:

"...If an amendment is attached to a motion or if there is a proposal to refer the motion to a committee, then further deliberation on the motion shall be postponed and any such amendment or referral shall be set forth in the call of the subsequent scheduled Meeting.

Any such amended motion or referral shall be deliberated and it shall be considered adopted if a collective majority of the votes cast at the subsequent Meeting is achieved.

If the amendment or referral is not adopted, then the original motion as initially proposed shall be set forth in the call of the next subsequent scheduled Meeting and will be deliberated and voted on at the next subsequent Meeting."

There was discussion on the voting procedures and Member's questions were answered.

Minutes

Lyn Montgomery presented the **Second Membership Meeting of 2022 Minutes** for approval. The minutes were entered as presented.

Financial Report

David Jackson submitted the TWU Local 556 Financial Report for review and answered Member questions.

General Union Business

Chair Report

Lyn Montgomery provided a Chair Report and answered Member questions.

Base Report

Houston (HOU) Base Report:

Domicile Executive Board Member David Jackson provided a base update and answered Member questions.

Unfinished Business

The Chair **ruled** motion (4) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion makes reference to sample rules. The Sample Rules also speak to amending the organization's By-Laws to conform to the new version of Robert's Rules- which requires adherence to the amendment provisions of the Local 556 By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (6) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the Constitution and Bylaws require "correct minutes." The Recording Secretary keeps minutes of the meetings but is not required to keep a verbatim transcript. This motion is also in conflict with the Bylaws and Constitution. The TWU Local 556 Bylaws (Article 2 Section C) allows for redaction and sanitization of minutes, and the Oath of the Constitution/Membership Pledge states we will not make known any private business of the Union, the motion should not be considered.

The Chair **ruled** motion (7) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the By-Laws do not account for hybrid meetings. Meetings may be held in person OR electronically, but not both. This motion would have to be voted on and adopted in the By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (8) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion is in conflict with the Constitution. We cannot give to a federal office without the approval of the International office. We don't give money to a political party. Any political funding is funded with a separate voluntary fund and is not general union funds. It's a choice to give to the PAC fund.

Assessment Fee

Lyn Montgomery explained the primary and secondary amendments that were made to the motion on the floor, at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws, these amendments will be deliberated and voted on at the 2023 First Membership Meeting.

Main Motion 1:

"I move to remove the Negotiation Assessment Fee, effective immediately."

Primary Amendment:

O'sha Stegall made a **motion (BW11)** to amend the motion on the floor by striking "effective immediately" and adding "upon ratification of a Tentative Agreement approved by the Membership." Drew Shy **seconded** the motion.

Rationale:

Amending the motion and allowing the Assessment Fee to stand provides and equips our Negotiating Team with the tools and resources to help us get an industry-leading contract. Moreover, it provides a safeguard in future negotiations with Southwest Airlines.

Secondary Amendment:

Tonia Williams made a **motion (BW13)** to amend the amendment on the floor by striking "upon ratification of a Tentative Agreement approved by the Membership." and inserting the words, "30-days after the last Membership Meeting of 2023." Joanne Silen **seconded** the motion.

Rationale:

The Membership pays Union Dues for all Union business. Line items can be made to separate negotiations money. We collect enough regular dues for all business.

New Business

None

Good of the Union

In response to a Member's question, there was discussion regarding Southwest Airlines' wifi onboard the aircraft.

In response to a Member's question, there was discussion regarding the lack of provisioning onboard Southwest Airlines' aircraft.

In response to a Member's question, there was discussion regarding IEFB's and credit card sleds.

In response to a Member's question, there was discussion regarding crew planning building -800 pairings with four Flight Attendant positions.

In response to a Member's question, there was discussion regarding Inflight Staffing levels and RIG affected pairings.

In response to a Member's question, there was discussion regarding downgrading aircraft and the D position Flight Attendant.

In response to a Member's question, there was discussion regarding the New Hire LOA.

In response to a Member's question, there was discussion regarding negotiations and 24 hour reserve call out.

Lyn Montgomery **recessed** the Houston Session of the Meeting at 1123.

Denver

October 21, 2022

TWU Local 556 1st Vice President Michael Massoni called the Denver session of the Meeting to order at 1002 Mountain Standard Time (MST). Michael Massoni served as the Chairperson. Ashley Breuer served as the Recording Secretary.

Michael Massoni introduced those Executive Board Members, TWU Local 556 Committee Members, and Shop Stewards present at the Meeting.

Michael Massoni explained that TWU Local 556 Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor. Michael reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that two copies of the written procedure were available for Member review. Michael reminded Members that video and/or audio recordings of the meeting were prohibited. Michael explained that the Meeting

Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Michael detailed the contents of the Membership Meeting Packet.

Michael explained that the Membership will not be voting today via secret ballot in regard to the Negotiation Assessment fee, due to a primary and secondary amendment that was made at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws Article V Section 3(b), the following was read and explained to the Membership:

“...If an amendment is attached to a motion or if there is a proposal to refer the motion to a committee, then further deliberation on the motion shall be postponed and any such amendment or referral shall be set forth in the call of the subsequent scheduled Meeting.

Any such amended motion or referral shall be deliberated and it shall be considered adopted if a collective majority of the votes cast at the subsequent Meeting is achieved.

If the amendment or referral is not adopted, then the original motion as initially proposed shall be set forth in the call of the next subsequent scheduled Meeting and will be deliberated and voted on at the next subsequent Meeting.”

The **TWU Membership Pledge** was read by Ashley Breuer.

Minutes

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

Financial Report

Michael Massoni submitted the TWU Local 556 Financial Report for review and answered Member questions.

Michael Massoni recessed the Meeting for a break at 1113.

The Meeting reconvened at 1125.

General Union Business

Chair Report

Michael Massoni provided a Chair Report and answered Member questions.

Denver (DEN) Base Report:

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

Unfinished Business

The Chair **ruled** motion (4) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion makes reference to sample rules. The Sample Rules also speak to amending the organization's By-Laws to conform to the new version of Robert's Rules- which requires adherence to the amendment provisions of the Local 556 By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (6) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the Constitution and Bylaws require "correct minutes." The Recording Secretary keeps minutes of the meetings but is not required to keep a verbatim transcript. This motion is also in conflict with the Bylaws and Constitution. The TWU Local 556 Bylaws (Article 2 Section C) allows for redaction and sanitization of minutes, and the Oath of the Constitution/Membership Pledge states we will not make known any private business of the Union, the motion should not be considered.

The Chair **ruled** motion (7) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the By-Laws do not account for hybrid meetings. Meetings may be held in person OR electronically, but not both. This motion would have to be voted on and adopted in the By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (8) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion is in conflict with the Constitution. We cannot give to a federal office without the approval of the International office. We don't give money to a political party. Any political funding is funded with a separate voluntary fund and is not general union funds. It's a choice to give to the PAC fund.

Assessment Fee

Michael Massoni explained the primary and secondary amendments that were made to the motion on the floor, at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws, these amendments will be deliberated and voted on at the 2023 First Membership Meeting.

Main Motion 1:

"I move to remove the Negotiation Assessment Fee, effective immediately."

Primary Amendment:

O'sha Stegall made a **motion (BWI1)** to amend the motion on the floor by striking "effective immediately" and adding "upon ratification of a Tentative Agreement approved by the Membership." Drew Shy **seconded** the motion.

Rationale:

Amending the motion and allowing the Assessment Fee to stand provides and equips our Negotiating Team with the tools and resources to help us get an industry-leading contract. Moreover, it provides a safeguard in future negotiations with Southwest Airlines.

Secondary Amendment:

Tonia Williams made a **motion (BWI3)** to amend the amendment on the floor by striking "upon ratification of a Tentative Agreement approved by the Membership." and inserting the words, "30-days after the last Membership Meeting of 2023." Joanne Silen **seconded** the motion.

Rationale:

The Membership pays Union Dues for all Union business. Line items can be made to separate negotiations money. We collect enough regular dues for all business.

New Business

Jessica Parker made a **motion (DEN1)** that all votes by the TWU Local 556 Executive Board, not including votes involving individual grievances, or specific issues governed by the TWU International Constitution, or state or federal law, shall be held by roll call vote and reported the Membership. Matthew Lanclos **seconded** the motion.

Matthew Lanclos made a **motion (DEN2)** that all charges brought against a Member of the TWU 556 Executive Board shall be held outside of Executive Session and by a roll call vote only. Evan Turner **seconded** the motion.

Troy Playman made a **motion (DEN3)** that the audit report generated by the Certified Public Accountant responsible for auditing TWU Local 556 be made available to any Member upon request. Jana Hill **seconded** the motion.

Taylor Woodard made a **motion (DEN4)** that we establish a standing rule that establishes that "new Business" at the beginning of each meeting, after the Minutes and before the Financials. Once we move to adopt the new amended agenda, we vote. There will be two votes, one to amend and one to approve. Jana Hill **seconded** the motion.

Good of the Union

In response to a Member's question, there was discussion regarding President Lyn Montgomery's recent interview with Tomi Lahren.

In response to a Member's question, there was more discussion regarding President Lyn Montgomery's recent interview with Tomi Lahren.

In response to a Member's question, there was discussion regarding the NT advertising campaigns.

In response to a Member's question, there was discussion regarding a strike vote.

In response to a Member's question, there was discussion regarding Southwest Airlines response to the TWU Local 556 picket.

In response to a Member's question, there was discussion regarding the mediation timeline.

In response to a Member's question, there was discussion regarding the TWU Local 556 picket and use of social media for blitzes.

In response to a Member's question, there was discussion regarding Bylaw amendments.

In response to a Member's question, there was discussion regarding a Group Grievance in regards to COVID-19 pulls without pay.

In response to a Member's question, there was discussion regarding XIX Charges.

In response to a Member's question, there was discussion regarding internal communications in the TWU Local 556 office.

In response to a Member's question, there was discussion regarding the Negotiation Assessment Fee.

In response to a Member's question, there was discussion regarding the process of how motions are made and voted on per the TWU Local 556 Bylaws.

In response to a Member's question, there was discussion regarding crew scheduling issues and Crew Members being stranded mid-day on a pairing.

In response to a Member's question, there was more discussion regarding crew scheduling issues and Crew Members being stranded mid-day on a pairing.

In response to a Member's question, there was discussion regarding Southwest Airlines' policy acknowledgment.

In response to a Member's question, there was more discussion regarding Southwest Airlines' policy acknowledgment.

Member Kendra Carter made a **motion (DEN5)** to recess. Jerry Beth Owen **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands. The motion **carried**.

Michael Massoni **recessed** the Denver Session of the Meeting at 1251.

Dallas

October 24, 2022

TWU Local 556 President Lyn Montgomery called the Dallas session of the Meeting to order at 1002 Central Standard Time (CST). Lyn Montgomery served as the Chairperson. Ashley Breuer served as the Recording Secretary.

Lyn Montgomery explained that TWU Local 556 Membership Meetings were open only to TWU Local 556 Members in Good Standing and noted that while Probationary Flight Attendants were encouraged to attend Meetings, they were not allowed to vote on motions on the floor. Lyn reported that the Meeting would be conducted by the parliamentary procedure Robert's Rules of Order and noted that two copies of the written procedure were available for Member review. Lyn reminded Members that video and/or audio recordings of the meeting were prohibited. Lyn explained that the Meeting Agenda was contained in the Membership Meeting Packet, which should be returned to the Recording Secretary before attendees left the Meeting. Lyn detailed the contents of the Membership Meeting Packet.

Lyn Montgomery introduced those Executive Board Members, TWU Local 556 Committee Members, and Shop Stewards present at the Meeting.

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

The **TWU Membership Pledge** was read by Ashley Breuer.

Lyn explained that the Membership will not be voting today via secret ballot in regard to the Negotiation Assessment fee, due to a primary and secondary amendment that was made at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws Article V Section 3(b), the following was read and explained to the Membership:

“...If an amendment is attached to a motion or if there is a proposal to refer the motion to a committee, then further deliberation on the motion shall be postponed and any such amendment or referral shall be set forth in the call of the subsequent scheduled Meeting.

Any such amended motion or referral shall be deliberated and it shall be considered adopted if a collective majority of the votes cast at the subsequent Meeting is achieved.

If the amendment or referral is not adopted, then the original motion as initially proposed shall be set forth in the call of the next subsequent scheduled Meeting and will be deliberated and voted on at the next subsequent Meeting.”

Minutes

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

Sue McCarthy made a **motion (DAL1)** to suspend the agenda and move directly to New Business. Bridget Gladden **seconded** the Motion. Those Members present at the Meeting voted on the motion on the floor by show of hands. The motion **failed**.

Yea - 7 Nay - 10

Financial Report

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

General Union Business

Chair Report

Lyn Montgomery provided a Chair Report and answered Member questions.

Dallas (DAL) Base Report:

Domicile Executive Board Member Kristie Scarbrough provided a base update and answered Member questions.

Unfinished Business

The Chair **ruled** motion (4) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion makes reference to sample rules. The Sample Rules also speak to amending the organization's By-Laws to conform to the new version of Robert's Rules- which requires adherence to the amendment provisions of the Local 556 By-Laws. The By-Laws cannot be amended in this calendar year.

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The Chair **ruled** motion (7) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that the By-Laws do not account for hybrid meetings. Meetings may be held in person OR electronically, but not both. This motion would have to be voted on and adopted in the By-Laws. The By-Laws cannot be amended in this calendar year.

The Chair **ruled** motion (8) made during the Second Membership Meeting of 2022 out of order. The basis of the ruling is that this motion is in conflict with the Constitution. We cannot give to a federal office without the approval of the International office. We don't give money to a political party. Any political funding is funded with a separate voluntary fund and is not general union funds. It's a choice to give to the PAC fund.

Assessment Fee

Lyn Montgomery explained the primary and secondary amendments that were made to the motion on the floor, at the Baltimore (BWI) session of the 2022 Third Membership Meeting. Per TWU Local 556 Bylaws, these amendments will be deliberated and voted on at the 2023 First Membership Meeting.

Main Motion 1:

"I move to remove the Negotiation Assessment Fee, effective immediately."

Primary Amendment:

O'sha Stegall made a **motion (BWI1)** to amend the motion on the floor by striking "effective immediately" and adding "upon ratification of a Tentative Agreement approved by the Membership." Drew Shy **seconded** the motion.

Rationale:

Amending the motion and allowing the Assessment Fee to stand provides and equips our Negotiating Team with the tools and resources to help us get an industry-leading contract. Moreover, it provides a safeguard in future negotiations with Southwest Airlines.

Secondary Amendment:

Tonia Williams made a **motion (BW13)** to amend the amendment on the floor by striking “upon ratification of a Tentative Agreement approved by the Membership.” and inserting the words, “30-days after the last Membership Meeting of 2023.” Joanne Silen **seconded** the motion.

Rationale:

The Membership pays Union Dues for all Union business. Line items can be made to separate negotiations money. We collect enough regular dues for all business.

New Business

Travi Carr made a **motion (DAL2)** that all meetings beginning in 2023, that are conducted electronically, like Zoom, will be open and allow all Members full access to features that allow full transparency and the ability to see all in attendance and speak without being muted and/or having to wait in a queue to be called on by the Chair. The hand raising motion will only be used for voting. Sue McCarthy **seconded** the motion.

Bridgett Gladden made a **motion (DAL3)** that compensation paid to the TWU Local 556 Contract Negotiating Team, when trips are pulled for contract negotiations, not including the Local 556 President, will be based on the average TFP line paid, at each Member’s appropriate pay step, as built by SWA Crew Scheduling, not including any additional picked up trips. Sue McCarthy **seconded** the motion.

Good of the Union

In response to a Member’s question, there was discussion regarding the President’s Council Meeting.

In response to a Member’s question, there was discussion regarding company policies.

In response to a Member’s question, there was discussion regarding a COVID-19 Group Grievance.

In response to a Member’s question, there was discussion regarding Executive Board Meetings and the Grievance Review Committee.

In response to a Member’s question, there was discussion regarding Fact-Finding Meetings.

In response to a Member’s question, there was discussion regarding new hire training.

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

In response to a Member's question, there was discussion regarding the new IEFB and credit card sleds.

Lyn Montgomery adjourned the Third Membership Meeting of 2022 at 1140 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