



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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

TWU Local 556
Second Membership Meeting Minutes
April 17, 2023
Virtual Meeting

April 17, 2023

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 First Membership Meeting of 2023 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. Motions must be verbally stated by the maker once recognized by the chair. You must write your motion in the chat upon being recognized by the chair and subsequently stating your motion. Do not write your motion in the chat before being 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 explained that the Membership will be voting today in regard to the two (2) amendments made at the Baltimore 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. Lyn explained that probationary Flight Attendants were welcome at the Membership Meeting but that they could not vote on any matters during the Membership Meeting.

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

Guests TWU Local 556 legal counsel 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 **Third Membership Meeting of 2022 Minutes** for approval. The minutes were entered as presented.

Casey Rittner made a **motion (1)** to take a ten (10) minute recess to allow others into the Meeting. Stacy Lavalle **seconded** the motion. Those Members present at the Meeting voted by show of hands.

Yea - 156 Nay - 14

The motion **carried**.

Lyn Montgomery recessed the Meeting for a break at 1225.

The Meeting reconvened at 1236.

Kelly Martin made a **motion (2)** to suspend the agenda and move to the two motions on the floor regarding the assessment fee. Mario Galileo Cendejas **seconded** the motion. Those Members present at the Meeting voted by show of hands.

Yea - 162 Nay - 27

The motion **carried**.

Voting

Lyn Montgomery reviewed the two (2) amendments that are currently on the floor for voting.

Primary Amendment:

I move to amend the motion on the floor by striking “effective immediately” and adding “upon ratification of a Tentative Agreement approved by the Membership.”

Secondary Amendment:

I move 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.”

Lyn opened the floor for discussion regarding the secondary amendment.

Osha Stegall made a **motion (3)** to call the question. Bradley Steffens **seconded** the motion. Those Members present at the Meeting voted by show of hands.

Yea - 207 Nay - 14

The motion **carried** by $\frac{2}{3}$ vote.

Those Members present at the Meeting voted on the secondary amendment on the floor by show of hands. The amendment reads as follows: I move 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.” If the amendment carries, the main motion would read as follows: “I move to remove the Negotiation Assessment fee 30 days after the last Membership Meeting of 2023.”

Yea - 51 Nay - 192

The motion **failed**.

Lyn Montgomery opened the floor for discussion regarding the primary amendment

LaShaye Hutchinson made a **motion (4)** to call the question. Bradley Steffens **seconded** the motion. Those Members present at the Meeting voted by show of hands.

Yea - 238 Nay - 12

The motion **carried** by $\frac{2}{3}$ vote.

Those Members present at the Meeting voted on the primary amendment on the floor by show of hands. The amendment reads as follows: I move to amend the motion on the floor by striking “effective immediately.” and inserting the words “upon ratification of a Tentative Agreement approved by the Membership.” If the amendment carries, the main motion would read as follows: “I move to remove the Negotiation Assessment upon ratification of a Tentative Agreement approved by the Membership.”

Yea - 209 Nay - 48

The motion **carried**.

The amended main motion will read as follows: *“I move to remove the Negotiation Assessment Fee upon ratification of a Tentative Agreement approved by the Membership.”* This motion will be voted on at the 2023 Second Membership Meeting.

Financial Report

Melissa Leyva submitted the TWU Local 556 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 a Negotiating Committee Report and answered Member questions.

Lyn Montgomery recessed the Meeting for a break at 1421.

The Meeting reconvened at 1441.

Lyn answered a Member’s question regarding the Negotiating Committee report.

Grievance Committee Report

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

- Grievance Numbers:
 - 312 total grievances:
 - 25 terminations
 - 40 group grievances
 - 56 non-term disciplinary
 - 62 Attendance
 - 129 individual contract

- Total Contract Grievances on file: 169
- Total Discipline Grievances on file: 143

- Settled and Withdrawn Report:

In March, forty-five grievances were settled; of those fifteen were settled at the Step 2 level, eleven while preparing for Executive Board review, sixteen at the SWA Preliminary decision stage, and three at a grievance monthly Labor meeting. Thirty-eight grievances were withdrawn without prejudice and five grievances expired.

Of the sixty-two Attendance grievances, nine are No-Shows, ten Unable to Contacts, twenty-five Failure to Reports, nine Sick Leave 1, one SL, one SLA, six No-Show Trainings, and one MBL.

The fifty-six non-term disciplinary grievances consist of: forty-one written warnings, four final written warnings, four three-day suspensions, one six-day suspension, five thirty-day suspensions, and one under the “other” category.

- Fact-Finding Meetings:

One hundred and five fact-finding meetings were held in the bases, in March 2023. A very busy month. We are continuing to see numerous cases of Probationary Performance issues. We also saw several cases of Theft, Dishonesty, Endangering the Life & Safety, Intentional Disregard of Assignment, Term level points, Social Media violations, and Drug & Alcohol issues. We continue to see numerous cases of Class 1.17. Please be in Base when you are supposed to for Reserve. We had seven more cases this month for the use of electronic devices and eighteen more cases of Unprofessional Conduct. Once again, if you are in point trouble, please call the Union office for assistance with a plan to lower your points.

- Chat Apps

1,755 chat app messages received the month of March.

- COVID-19 Group Grievances

We have proposed and countered four (4) times either verbally or written regarding our eight Covid-19 grievances. We are very close to a settlement which will award our Members with protections and monetary means totaling over 1.14 million dollars. We were scheduled to have this settled by January, but we were delayed due to the Winter Storm Operational Meltdown.

- Operational Meltdown Group Grievance

I realize many of you want your money from this grievance and the Grievance Team and the Reschedule, Research and Analysis Committee have all been working non-stop to try and get this settled and get you your money. So far 254 Cases have been settled out of the 761 Members

in this precedent setting group. We have never had a Group Grievance this large. Just to give you perspective, in 2022 we filed 922 grievances. In this group we filed 761 individually to this group grievance, so in 4 months; time we have filed almost a year's worth of grievances. During the Executive Board meeting in March, I asked Mike Sims, Rachel Loudermilk, and Sonya Lacore to reach out to SWA Labor and explain the urgency of settling this grievance and giving our Members their hard-earned money.

The grievance process is not a fast process, but we are meeting weekly with SWA Labor to try and settle these cases. We did immediately get them to re-audit over 3,000 reserve FA's for their gratuity pay and get them paid. This past Thursday we met and told them we need get these cases settled. We have submitted explanations on each case. We are waiting for Labor to respond and pay you. They said they will have an offer to us on the remaining cases in two weeks. We emphasized the importance of paying each Member as their case is reviewed and not to wait on a total group settlement. We requested clerical issues be dealt with immediately and that those released in an out station have their screens rectified so payroll can adjust their pay.

- **LODO Agreement**

We have been busy working on a revised LODO agreement, and the talks are going very well and we feel the LODO's will be pleased.

Base Reports

Atlanta (ATL) Base Report:

Domicile Executive Board Member Alison Head provided a base update.

Orlando (MCO) Base Report:

Domicile Executive Board Member Drew Shy provided a base update.

Los Angeles (LAX) Base Report:

Domicile Executive Board Member Mark Torrez provided a base update.

Baltimore (BWI) Base Report:

Domicile Executive Board Member Melissa Grube provided a base update.

Denver (DEN) Base Report:

Domicile Executive Board Member Jamie Simpson provided a base update.

Houston (HOU) Base Report:

Domicile Executive Board Member David Jackson provided a base update.

Las Vegas (LAS) Base Report:

Domicile Executive Board Member Bryan Orozco provided a base update.

Dallas (DAL) Base Report:

Domicile Executive Board Member Kristie Scarbrough provided a base update.

Phoenix (PHX) Base Report:

Domicile Executive Board Member John DiPippa provided a base update.

Unfinished Business

The Chair **ruled** motion (DEN1) made during the Third Membership Meeting of 2022 out of order. The basis of the ruling is based on the motion alters the TWU Local 556 By-Laws Article II(c).

The Chair **ruled** motion (DEN2) made during the Third Membership Meeting of 2022 out of order. The basis of the ruling is based on the motion alters the TWU Local 556 By-Laws Article II(c).

The Chair **ruled** motion (DEN3) made during the Third Membership Meeting of 2022 out of order. The basis of the ruling is that the motion conflicts with the Union's duty to hold certain financials in confidence ("Member Requests to Examine Union Financial Records Under LMRDA")

The Chair **ruled** motion (DEN4) made during the Third Membership Meeting of 2022 out of order. The basis of the ruling is based on the TWU International Constitution sets forth the Order of Business, as does Robert's Rules of Order. New Business follows Old (or Unfinished) Business. Permitting New Business to supersede other items in the proper order of business could frustrate the ability of members to have their issues heard from meeting to meeting, where new business items consume the time allotted for the meeting. In addition, Roberts Rules of Order allows a motion in any meeting to go directly to a particular part of any agenda item.

The Chair **ruled** motion (DAL2) made during the Third Membership Meeting of 2022 out of order. The basis of the ruling is this motion was raised previously and was deemed out of order for several reasons. Membership meetings cannot be "open" and simultaneously fulfill the requirement that the confidential business of the union will not be disclosed. The phrase "full access to features that allow full transparency" is vague and unclear. The virtual platform does not permit "the ability to see all in attendance" if the number of people exceeds a certain number, which cannot be predicted and is ordinarily exceeded, as the number is relatively small. Without the ability to mute all but the speaker, the virtual platform ceases to be functional. Those who do not have the floor could interrupt the speaker on the electronic platform (as the electronic platform only permits one speaker at a time). The Chair determines the order of the speakers – which the electronic queue sequences. The electronic queue is the basis upon which one seeks to be recognized by the Chair. It is the equivalent of standing at the microphone or raising one's hand at in-person meetings. The hand raising function permits the Chair to maintain proper order of the meeting.

The Chair **ruled** motion (DAL3) made during the Third Membership Meeting of 2022 out of order. The basis of the ruling is based on the motion alters the TWU Locals 556 By-Laws. The Executive Board adopts a budget - Article X(a) - which sets the expenses/compensation of the Negotiating Team. In addition, trips are not just pulled for contract negotiations, the NT performs mobilization work and public relations work associated with contract battles. This provision would prohibit negotiators from being paid to do such work.

Good of the Union

Corliss King provided an update regarding the Protection from Abusive Passengers Act and the Assault Won't Fly campaign.

In response to a Member's question, there was discussion regarding Yahoo email issues.

In response to a Member's question, there was discussion regarding critical phases of flight and cell phone usage onboard the aircraft.

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

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

In response to a Member's question, there was discussion regarding office lease expenses on the financial report.

In response to a Member's question, there was discussion regarding earlier report times and the California Meal and Rest Break legislation.

In response to a Member's question, there was discussion regarding the TWU Local 556 Health and Safety Committee.

In response to a Member's question, there was discussion regarding the Union vehicle.

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

In response to a Member's question, there was discussion regarding Executive Session voting at Executive Board Meetings.

In response to a Member's question, there was discussion regarding picketing the company spirit parties in DEN and MDW.

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

In response to a Member's question, there was discussion regarding the MDW Base Report.

In response to a Member's question, there was discussion regarding active litigation and Union communication around the case

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

In response to a Member's question, there was discussion regarding helping new hires in education around how to engage in Union business.

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

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

In response to a Member's question, there was discussion regarding Membership Meeting scheduling and voting processes.

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

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

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

Bradley Steffens made a **motion (5)** to adjourn. Sam Wilkins **seconded** the motion. There was discussion. Those Members present at the Meeting voted on the motion on the floor by show of hands:

Yea - 47

Nay - 88

The motion **failed**.

New Business

Dawn LeClair made a **motion (6)** to that we adopt a rule that in all future elections and contracts, the ballots are collected and counted and the results reported by a Certified Public Accounting firm to be paid by Local 556. Stacy LaValle **seconded** the motion.

Karla Braxton made a **motion (7)** to adopt Election Runner for Zoom meetings going forward to validate votes. LaShaye Hutinson **seconded** the motion.

Julie Morrissey made a **motion (8)** to move our negotiations from “closed door” negotiations to “open door negotiations to engage our membership further in the detailed process of negotiations. Adrienne Gregory **seconded** the motion.

Sue McCarthy made a **motion (9)** to add language to our contract to specifically require the Scheduling Committee to build clean lines with the same trip starting on the same day of the week when there is a trip available to build a clean line and thus ending the practice of the Scheduling Committee being able to build rotating lines. The motion was not seconded.

Kimberly Colaluca made a **motion (10)** that we add to our contract negotiations that we add language to substitute parental flight benefits to two people of our choice. Myron Knight **seconded** the motion.

Corliss King made a **motion (11)** to adjourn. Drew Shy **seconded** the motion. Those Members present at the Meeting voted on the motion on the floor by show of hands:

Yea - 87

Nay - 43

The motion **carried**.

Lyn Montgomery **adjourned** the First Membership Meeting of 2023 at 1701 Central.

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

Ashley Breuer

Ashley Breuer
TWU Local 556 Recording Secretary