



AUGUST 2018 OFFICER AND COMMITTEE REPORTS

PRESIDENT REPORT

Lyn Montgomery

- On July 10, Lyn scheduled and attended a Strategic Planning with the Executive Board
- Lyn chaired the July Executive Board Meetings
- On July 13, Lyn worked with Recording Secretary KeyAnder Early
- On July 13 Lyn hosted a meeting to discuss the Satellite Base Agreement with Lisa Trafton, Don Shipman, Alexander Ricker, Denny Sebesta and Liz Howayeck.
- On July 16, Lyn chaired the Houston Membership Meeting
- On July 17, Lyn chaired the Orlando Membership Meeting
- On July 18, Lyn chaired the Baltimore Membership Meeting
- On July 19, Lyn chaired the Atlanta Membership Meeting
- On July 20, Lyn worked on survey questions with the current members of the Negotiating Committee. Lyn negotiated \$2,000 off the price of the survey.
- On July 20, Lyn worked with Sara Nelson, International President of the Association of Flight Attendants-CWA to coordinate the 2Hot2Cold campaign.
- On July 23, First Vice President Chad Kleibscheidel began to chair the Chicago Membership meeting. Lyn arrived late due to a flight delay, but chaired the second portion of the meeting. Lyn wants to thank Chad, Donna Keith, Damion West and Donna Keith for their assistance in starting the meeting at the last minute due to the delay.
- On July 24, Lyn chaired the Phoenix Membership Meeting
- On July 25, Lyn chaired the Las Vegas Membership Meeting
- On July 26, Lyn chaired the Oakland Membership Meeting
- On July 27, Lyn met with Inflight Leadership to discuss the Check-In App and the issues with the new hire vacancies in Oakland
- On July 30, Lyn chaired the Denver Membership Meeting
- On July 31, Lyn chaired the Dallas Membership Meeting
- On August 1, Lyn, along with AFA's Sara Nelson and TTD's Greg Reagan, spoke at a press conference launching the 2Hot2Cold Campaign at Reagan National Airport in Washington, DC. Lyn wants to specially thank Chantil Huskey for her work and coordinating the event with AFA.
- On August 2, Lyn attended the AMFA roadshow with negotiators LaShaye Hutchinson and Denny Sebesta
- On August 3, Lyn and the NT met with the Hart survey company to discuss the Negotiations survey
- On August 6, Lyn met with Chuck Cerf, President of Local 555 to discuss issues for both Flight Attendants and Operations agents while boarding. Lyn attended the New Hire class presentation with Joe Skotnik and Charla Miller.
- On August 7, Lyn attended the monthly scheduling meeting with management accompanied by Gayle Ross and Brandon Hillhouse. Later that same day she attended a meeting with Henry Townsend to discuss Crew Scheduling and processes for IROPS.

- Lyn worked with KeyAnder and John Parrot concerning board minutes, agenda and other items.
- On August 8, Lyn attended a meeting with a crew member of flight 1380 and Management. She was accompanied by LaTonia Paul Benoit and Michelle Moore. The meeting with Sonya Lacore and Mike Sims was to ensure the wellness and needs of the crew member were being met.
- On August 9, Lyn attended a Salesforce training and met with previous contract negotiator Denny Sebesta to discuss technology privacies and on-board food options
- On August 10, Lyn prepared for Negotiations with LaShaye Hutchinson and Denny Sebesta.

OFFICE MANAGER REPORT

John Parrott

No Report

1ST VICE PRESIDENT REPORT

Chad Kleibscheidel

First Vice President, Chad Kleibscheidel, has had either daily briefing meetings or telephone call with the President to remain updated on critical items that could affect our Membership. He has also been kept informed and aware of the day to day proceedings of Union Matters. At the direction of the President as her designee, he has assisted in telephone calls, responding to emails, and other correspondence to other Departments and the Membership. Chad also monitored and reacted accordingly to TWU556 NOC events and multiple daily Inflight Scheduling Shift briefings. He attended a Strategic Planning event during Boards. Throughout July, he attended all Membership Meetings except Denver, due to flight diversion. Chad chaired the Chicago Membership Meeting as the president was affected by weather disruptions. Chad wants to thank the Members for the ideas, suggestions, and for all of the feedback from the Membership meetings.

2ND VICE PRESIDENT REPORT

LaTonia Paul-Benoit

- Meeting with Regina Luzincourt-Eberhart, TWU Director of Political Action, in D.C.
- Attended 2Hot2Cold Press Conference in D.C.
- Local Executive Board Meetings.
- Attended Fit For Duty with Flight Attendant in Houston
- Fact Finding in Houston
- Chaired Working Women Meeting in CoCo Beach, FL
- Meeting with Henry in Scheduling
- Meeting with Mike and Sonya

- Attended Harris County Central Labor Council Board Meeting, Houston
- Attended Picking event for TWU Local 525, Kennedy Space Center Fire Fighters.
- Attended CBTU Golf Tournament and Fund Raiser, Houston
- Attended Texas AFL-CIO Working Women Meeting, Austin

Thank you for the opportunity to service TWU Local 556

RECORDING SECRETARY REPORT

KeyAnder Early

KeyAnder would like to first thank everyone for their support in her new role as Recording Secretary. She is excited and is optimistic to be a part of the 2018-2021 TWU Local 556 Executive Board. Her commitment to serving the membership is top priority.

Since accepting the position on July 11th, she has had to jump right in and get started.

- She attending all ten Second Quarter Membership Meetings were she had the opportunity to meet and greet hundreds of members and congratulate the elected Shop Stewards.
- Jahnnah Dalak assisted KeyAnder with the Membership Meetings and Cuyler Thompson has been assisting by phone or email. She is thankful for both of them as she transitions and grows in her role.
- KeyAnder began working with President Lyn Montgomery and Treasurer John Parrott on the certification of nominated Shop Stewards.
- KeyAnder contacted all nominated Board of Elections Candidates regarding their nomination.

BOARD MEMBERS AT LARGE REPORTS

Sean Cooley

No Report

Kay Hogan

Kay attended the Executive Board Strategic Planning session on July 10th. Kay attended the Executive Board Meeting the afternoon of July 10th and July 12th. Kay was excused from the Executive Board on July 11th due to illness.

Kay traveled to Washington, DC on August 1st to attend the 2HOT2COLD media event with TWU Local 556 President Lyn Montgomery held on August 2nd at Reagan National Airport. TWU Local 556 has been invited to partner with AFA, led by AFA National President Sara Nelson to distribute thermometers to Flight Attendants. President Nelson and President Montgomery gave speeches covered by the news media and answered questions from the media

after. Flight Attendants can download the 2HOT2COLD App in order to record cabin temperatures. This data will be sent directly to the Department of Transportation with the goal of having cabin temperatures regulated by the DOT. Extreme cabin temperatures have become an increasing safety and health issue for Flight Attendants and Passengers. A huge thank you to BMAL Chantil Huskey for organizing this partnership with our fellow Flight Attendants at AFA.

Kay spent August 8th working at the Local 556 office with 2nd Vice President LaTonia Benoit.

Kay attended a morning Salesforce training session covering Grievances on August 9th conducted by Drew Kennedy.

Kay attended the DAL Lounge MOB on the afternoon of August 9th along with DAL DEBM Kristie Scarborough. Kay distributed the 2HOT2COLD thermometers, the flyers detailing the 2HOT2COLD campaign and talked to Flight Attendants about the importance of this campaign.

Chantil Huskey

- Attended the July Executive Board Meeting
- Was EOOB the week of July 23, 2018
- Came to Dallas to make grammar corrections to June 2018 Executive Board Minutes
- Put together the July 2018 Executive Board Minutes for incoming Secretary Keyander Early
- Shadowed the grievance team
- Attended the Labor Coalition Meeting
- Attended the Quarterly Profit meeting at Headquarters
- Attended the July 30 2018 Membership Meeting in Dallas
- Prepared SWAG bags for mobilization

Charla Miller

- Attended Membership Meetings and assisted with teller duties for the Shop Steward elections in HOU, MCO, BWI, ATL, MDW, PHX, DEN, and DAL.
- Began the process of updating our Reciprocal Cabin Seat Agreements as the Union point of contact
- Attended the TWU International Working Women's Committee in Cocoa Beach, Florida
- Attended the TWU Local 525 picket at the Kennedy Space Center
- Assisted FADAP Committee as the Board Liaison
- Assisted the New Hire Committee as the Board Liaison, and attended Joe Skotnik's talk to New Hire Class 395 at the Training and Operational Support Building (TOPS) and their following dinner at the Union Office, sponsored by TWU Local 556
- Attended training with the Grievance Team and Tech Ops
- Trained with the Grievance Team answering phones
- Assisted the Mobilization and Organizing Committee with the launch of the 2Hot2Cold campaign
- Worked on the Communications Committee with various projects and assignments

- Answered Members phone calls, emails, texts, and messages

Gayle Ross

Gayle continued her work as Grievance Chair for TWU 556. She is very proud of the Grievance Team and the numerous hours they contribute inside and outside of work hours to serve the Membership. July 9-12, 2018 she attended the TWU 556 Executive Board meeting. During that week, per Gayle's request, Ann Claire Crawford, the TWU 556 OJI & Leave Specialist, attended a Worker's Comp/On the Job Injury Convention for continued education.

July 25th the monthly grievance meeting with Labor Relations was held at the TWU 556 office. So far, three settlement offers have developed from this meeting. On July 27th, Gayle, Lyn Montgomery, and Denny Sebesta met with Brendon Conlon and Wayne Shaw to discuss New Hires and the Check-In App. Gayle attended the Dallas Membership Meeting on July 31st.

It is her continued honor to serve the Membership as a Board Member at Large and as the Grievance Chairperson.

Eric Weis

No Report

BASE REPORTS

ATLANTA

Pamila Forte-Oak

Pamila attended the Executive Board Meeting July 9-13. Pamila attended the Membership Meeting in Atlanta July 19. Pamila attended the TWU International Working Women's Committee Meeting hosted by TWU Local 525, July 25-28. Pamila attended the picketing event to support the Kennedy Space Center (KSC) Firefighters represented by TWU Local 525 in support of their contract fight. Those in attendance from TWU Local 556 were Denver Domicile Executive Board Member and Women's Issues, Service, and Education (WISE) Committee Chairperson Jessica Parker, 2nd Vice President and Co-Chairperson of the TWU International Working Women's Committee LaTonia Paul-Benoit, and Board Member At Large Charla Miller. Pamila attended the 2HOT2COLD Lounge Mobilization with Shop Stewards Travis Bruce and Eric McCulley, in the Atlanta Crew lounge August 9. Pamila wrote an E-Connection. Pamila updated the glass case, tidied the red rack and continues to answer calls, text messages and emails from Members.

BALTIMORE

Damion West

- Met with New Baltimore Base Manager Danielle Santiago
- For July Baltimore had a total of 21 Fact Finding Meetings and 7 Step #2 Meetings
- The July Executive Board Meeting was held July 10 - 12
- July 18 Baltimore had its first Membership Meeting under the new Administration

Meeting Agenda

- Board of Election Nominations
- Negotiation Team Nominations
- Shop Steward Nominations and Election

Topics Discussed in the Meeting

- 2Hot2Cold Campaign and a tie into 2Hungry2Board Campaign
 - Upcoming Contract Negotiations
 - Fatigue Flight Attendants
 - Delay of Flight due to getting food
 - Boarding without Pilots
 - D Flight Attendants being used as Reserves
- Updated Baltimore glass case to reflect August Monthly Poster (Breastfeeding Awareness Month)
 - Met with Baltimore Coordinators about relocating Union Red Rack and Glass Case

CHICAGO

Donna Keith

Donna reports Fact-Finding Meetings and Step Two Meetings in the Chicago Base continue steadily for various reasons; including but not limited to delay of flight, late to gate, attendance points, Crew conflict, Social Media Violations, and Employee write ups. Donna has had conversations with Management several times during the month to discuss issues and concerns of Flight Attendants. Donna has been in communication with Shop Stewards, Grievance Staff, and Executive Board Members regarding base issues and Fact-Finding Meetings. Donna has been available to the Chicago Members via phone, email, and text. Donna attended the Chicago Membership Meeting on July 23. All publications have been distributed, the red rack tidied, and the glass case has been updated.

DALLAS

Kristie Scarbrough

Kristie attended the Board meeting in August. She sat emergency on call August 6-12. Kristie attended several fact finding meetings. There has been an increase of Class 1 and Class 2 meetings in DAL. Kristie met with base manager Tammi Fueling to discuss healthy vending

options for the DAL lounge as well as the issue with the SIDA badge for SWACU ATM. She was informed of plans for construction to make improvements in the lounge and quiet room. Kristie attended the DAL membership meeting on July 31st and nominated roughly 40 flight attendants for shop steward. Kristie attended the DAL safety fair on August 1st while conducting a FF meeting. She met with FADPA representative Natalie Salser. She also updated the glass case with a list of Negotiating Team nominees. On August 9th she held a lounge mobilization for the 2HOT2COLD campaign. BMAL Kay Hogan, FA Joy Bassinger and Kristie passed out 50 thermometers and flyers while educating on the use of the APP. They served over 70 grilled cheese sandwiches. Kristie continues to update the DAL membership by utilizing The Dallas Union Connection page and currently has 787 members in this group. She is spending time in the lounge before and after fact finding meetings to assist FAs and answer questions.

DENVER

Jessica Parker

Jessica attended Strategic Planning in Dallas facilitated by Mark Richard July 9-10. Jessica attended the Executive Board Meeting in Dallas July 10-12. Jessica published an E-Connection on July 13. On July 18, Jessica conducted a Lounge Mobilization with Denver Shop Stewards Carolee Weatherbee, Jamie Simpson, and Matthew Dunn and Denver Flight Attendants and Activists Michelle Abromowitz and Ryan Wagner. There was a make your own strawberry shortcake bar, flyers were passed out reminding Members about Denver's upcoming Membership Meeting, Union Pins were available, and Contract questions were answered. Jessica attended the Denver Membership Meeting on July 30. Jessica worked with Shop Steward Angie Kilbourne on creating a glass case poster for Breastfeeding Awareness Month and sent to Domicile Executive Board Members to use in their glass cases. Jessica represented Members in Fact-Finding Meetings and Step-Two Meetings. Jessica met with Denver Inflight Leadership to discuss issues specific to the Denver Base. Jessica updated the Union Glass Case with current material, including information sent by the Board of Election with nominees for Negotiating Committee, and tidied the Union Red Rack.

HOUSTON

David Jackson

David reports he attended the Executive Board Meeting in Dallas July 10-12. David attended the Houston Membership Meeting on July 16 and would like to congratulate all of the newly elected Shop Stewards. David conducted several Fact-Finding Meetings updated the glass case and red rack. David remained in constant contact with the Executive Board and Inflight Management.

LAS VEGAS

Rachel Brownfield

Rachel reports that she attended the July Executive Board Meeting and Strategic Planning Session held the week of July 9. Rachel attended the Las Vegas Membership Meeting July 25 and is very happy with how many Members attended and how many people stepped up to serve the Membership as Shop Stewards for a three year term. Rachel attended a lunch meeting with Las Vegas Inflight Base Manager Brandon Durbin, and Assistant Base Managers Lisa Winn, Brenda Burgett, Patricia Montemayor and Las Vegas Shop Stewards Devin Johnson, Rickie Spand, Amanda Gauger, and Mark Anthony Reyes. At the meeting, there was discussion regarding the Las Vegas Base and several issues important to Las Vegas-based Flight Attendants. Rachel sent an EConnection to the base and called and texted several Shop Stewards to ensure their paperwork was filled out and ready for processing. Rachel assisted Board Member at Large Chantil Huskey with the June 2018 Executive Board Meeting Minutes and assisted Recording Secretary KeyAnder Early with the July 2018 Executive Board Meeting Minutes. Rachel assisted Flight Attendants who reached out to the Union through the Official TWU Local 556 Facebook Group. Admins Patrick Paladino, Angie Kilbourne, Courtney Davis, Carolee Weatherbee Burnet, Sam Wilkins, and Brad Voyik have sent Flight Attendants in need of immediate assistance to Rachel and together they were able to assist Flight Attendants immediately without having to go through the grievance process. Rachel would like to thank them for all their hard work and assistance to the Membership. Rachel reports that the Union Glass case and Union Red Rack in the Lounge have been updated and thanks Amanda Gauger for assisting in the Base on several tasks helping Members.

ORLANDO

Jimmy West

Jimmy reported that Fact-Finding Meetings continue at a steady pace in Orlando. Jimmy reported that the Fact-Finding Meetings consist of delay of flights and late to gate infractions, however, there is an upswing in terminations due to attendance points. Jimmy reported he has received several phone calls from upset flight attendant's due to unscheduled overnights and reschedules resulting in extended duty days. Jimmy reported he has met with Orlando Base Management to discuss various topics in the base. Jimmy reported the check-in phone issue has been resolved so all flight attendants have access to the check-in phone. Jimmy reported that the Union Red Rack has been straightened and the Union Glass Case is up to date with the latest Negotiating Team Nominee information.

OAKLAND

Josh Rosenberg

The week of July 9 - 13, Josh attended strategic planning with the Executive Board as well as the July Executive Board Meeting.

On July 25, Josh attended the California Labor Federation's Biennial Convention with California State Conference Chair Matthew Hettich. They listened to many Labor activists and Labor friendly politicians describe the importance of electing pro Labor candidates in the upcoming election, tactics in fighting the recent Janus vs. AFSCME decision, and strategies to strengthen the Labor movement as a whole.

July 26 was our Membership Meeting in Oakland. We elected 46 Shop Stewards. Josh would like to thank everyone that came to the meeting and all the returning and newly elected Shop Stewards.

Over the past month Josh has had discussions with the Mayor of Oakland, Libby Schaff about our struggles with Oakland Sick Leave. The Mayor understand and supports our struggle. We continue to have talks about how she can support us further in this matter.

Throughout the month, Josh spent time in the lounge speaking with Oakland Flight Attendants and showing New Hires around the Oakland base. He did numerous Fact Finding and Step 2 Meetings. Josh also updated the glass case with a poster for Breast Feeding Awareness Month made by Oakland Shop Steward Angie Kilbourne. Josh would like to thank Angie for this poster and all the work she has done for our Membership.

PHOENIX

John DiPippa

John was in the lounge on July 17 and Friday, August 10 passing out Union Pins and receiving requests for thermometers. John has done 6 Fact-Finding Meetings and a Step 2 Meeting since his last report. After the Fact-Finding Meetings are done, John is also spending extra time in the lounge also visiting with Members. He is pleased to hear the many Contract suggestions that Members have told him and John is constantly directing them where to send those suggestions. John also attended a Celebration of Life for a Member.

John listened to the Shop Steward Conference Call.

John attended the Membership Meeting in July and is pleased to report that 20 Shop Stewards either new or returning were elected. John sent an email to each Shop Steward per the Shop Steward Committee asking their preference of doing Fact-Finding Meetings, Education Lounge Mobs, or Mob/Org Lounge Mobs like the 2hot2cold campaign. To date John has heard from about a third of them and will reach out again to the others to get their preferences. John wants to welcome incoming Recording Secretary KeyAnder Early to the Executive Board and wants to thank outgoing Recording Secretary Andrew Longan for his service to the Membership.

John wrote his base report and reviewed Grievances for the upcoming Board Meeting.

John has been in constant contact with the Executive Board and the Membership through phone calls, emails, and Facebook posts.

John reports that the new Base Manager position In Phoenix doesn't look to be filled anytime soon and the day-to-day operation of the base will be for filled by the three Assistant Base Managers and Dave Kissman.

John wants to you thank Shop Steward Sandra Rall for hanging up the Breast-Feeding poster and the NT Nomination poster.

John also wants to thank Jeff Baker, Bill Bradley, and Ray Presnall for volunteering their time in the lounge in regards to the 2hot2cold campaign.

As always, John is honored to represent the Phoenix Base and wants to remind Flight Attendants to reach out to him if they need anything.

STANDING COMMITTEE REPORTS

COPE

Committee report verbally submitted by LaTonia Paul-Benoit

CISM

Committee report submitted by Eileen Rodriguez

The CISM Team responded to a total of 138 Incidents called into our CISM hotline. We assisted 266 Flight Attendants. Below you will see the breakdown of the incident type classification.

Assault	2
Birdstrike	2
Crew Member Illness	1
Death on Board	2
Debriefing - Team Member	3
Declared Emergency	5
Decompression/Pressurization	1
Diversion	9
FADAP Team Referral	2
FA Death	2
FA Death of Family Member	15
FA Exposure to Disease	1
FA Illness	6
FA Injury	6
FA Involved in Incident Off Duty	5
Mechanical	3

Medical Emergency	26
Other	4
Passenger Misconduct	10
Personal Issue	29
Professional Standard Referral	1
Suicide Attempt/Intervention	1
Termination	1
Van Accident (RON)	1
 Total	 138
 FAs Assisted	 266

GRIEVANCE COMMITTEE

Committee report submitted by Gayle Ross Middleton

TOTAL NUMBER OF GRIEVANCES:

163 total grievances:

38 terminations

4 group grievances

37 non-term disciplinary

41 Attendance

43 individual contract

Total Contract Grievances on file: 53

Total Discipline Grievances on file: 110

Settled and Withdrawn Report:

Twenty-four grievances were settled; twelve settled at the Step 2 level. Thirty-one grievances were withdrawn without prejudice. One grievance proceeded to arbitration and settled.

Of the forty-one Attendance grievances, seven were No-Shows, four Unable to Contact, eleven Failure to Report, ten Sick Leave 1, one SLA, two MBL and six No-Show Training.

The thirty-seven non-term disciplinary grievances consisted of: twenty-eight written warnings, two final written warnings, three six-day suspensions, and four thirty-day suspensions.

Fact-Finding Meetings:

Eighty-six fact-finding meetings were held in the bases, in July 2018.

Board of Adjustment:

BOA scheduled for:

August 23, 2018

September 25, 2018

September 27, 2018

Group Grievance Update:

A Group Grievance was filed for the pass privilege practice being changed.

Settled Board of Adjustments:

July 24, 2018 – (FA) Class 3.8 – Company agreed to remove the Written Warning for not having his IEFB charged to 90% and replace it with a Coach and Counsel.

July 26, 2018 – (FA) Class 2.13 – Company agreed to settle the grievance by offering time served as of July 10, 2018 for the Class 2.13 Written Warning issued March 12, 2108.

Arbitration Update:

July 31, 2018: The Union prepped for this case on the 30th of July and appeared on the 31st ready to proceed to arbitration. The Company put on its first witness, the FA who was depicted in the FB post. After his testimony, the Union attorney requested the Company settle the grievance and discontinue the arbitration. Company agreed to settle – LCA in file for 18 months, no back pay, standard provisions regarding record improvement, vacation pay and releases.

Arbitrations Scheduled

August 17, 2018: (Arb McKee) Attorney Lucas Middlebrook will be presenting this case. Becky and Barbara will be 2nd/3rd chairs and David Jackson has requested to be a silent observer.

Arbitrations Slated

Slated with Arb. Gil Vernon – Deadline to hold 11.07.18 The Union has requested dates from the arbitrator.

Slated with Arb. Charlotte Gold – Deadline to hold 11.07.18 The Company will request dates from the arbitrator.

Slated with Arb. Joshua Javitz – Deadline to hold 11.07.18 The Union has requested dates from the arbitrator.

Will be slated soon. The next arbitrator in the rotation will be Matthew Franckiewicz.

Arbitrations Proceeding on Their Own update:

Flight Attendant released Transport Workers Union Local 556 of representation, but has not slated either of her two thirty-day suspension grievances for arbitration.

Upcoming Grievance Meeting:

The Union and Management will be meeting on August 21, 2018 for our monthly grievance meeting. Three grievances received settlement offers from our last meeting.

SCHEDULING COMMITTEE

Committee report submitted by Alexander Ricker

The number of line positions that a Flight Attendant could be awarded for the month of September increased by 476-line positions from 9490 in August to 9966 in September. The Scheduling Committee left 124 positions in open time for the month of September in comparison to 803 left in August.

The Committee for the month of September wrote an average of 89.32% pure Lines (Lines starting on the same day each week containing Pairings of the same length) maintained 38.52% of the Lines with all weekends off, and the Lines containing 3-on/off or 48-hour breaks did not exceed 18%. Our average lines paid 88.51 TFP average work days were 12.93. The contractual numbers above do not include the two satellite bases of FLL and AUS.

The AUS Satellite base had an average of 64.47% pure lines, 36.84% weekend off and 0% lines containing 3-on/off or 48-hour breaks. The average lines paid 85.3tfps.

The FLL Satellite base had an average of 66.67% pure lines, 37.68% weekend off and 17.39% lines containing 3-on/off or 48-hour breaks. The average line paid 97.8

The Line Writers for the September Primary Lines were: Shelley Taylor, B.R. Williamson, Laurie Calvagno and Xander Ricker. (We were short staffed due to 2 sick calls and a no show)

The Line Writers for September Secondary Lines were: Shelley Taylor, B.R. Williamson, Rebekah Knox, Kay McCurley, Lisa Trafton, Chase Goldman and Xander Ricker (Sean Cooley was also present as an observer for the Board).

Committee report submitted by Laurie Calvagno

On August 3, 2018, Alexander Ricker and Laurie Calvagno, Scheduling Committee Chair and CoChair, attended the Satellite Base meeting with Lyn Montgomery and the company regarding stats and progress of the testing period as of to date. Laurie Calvagno was present July 9th and 10th 2018 for VR Line Writing as well as July 25th and 26th 2018 for September primary line writing.

SAFETY COMMITTEE

Committee report submitted by Michael Massoni
Attached

HEALTH COMMITTEE

Committee report submitted by Michele Moore

ASAP

The ASAP ERC had 2 quarterly meetings in July; one with all of the ERC members (primaries and alternates), and one with all ERC members and the FAA CMO. January 2018-June 2018 we received 720 reports into the program, the same time frame of the previous year there were 475 reports. This is a 53% increase which is largely due to the increase in IEFB reporting. Removing the IEFB reports, there is still a 22% increase in reporting. The top categories of reporting are:

- IEFB events
- OWWE events
- Arming/disarming events
- Flight Attendant Duties/responsibilities
- Boarding events
- Cabin readiness events

We submitted two recommendations to the company; one in regard to the process of replacing a lost IEFB, one on the procedure of placing deployed masks into the overhead bins following a decompression. Both of these recommendations were accepted and will be implemented in the near future. The ERC plans to submit a recommendation on the Boarding Without Pilots procedure. The data that is being received shows that Ground Ops is in non-compliance the majority of the events.

The ERC will be attending the DAL Safety Fair in August as well as the ASAP InfoShare in September. The ERC will be involved in 2 presentations at InfoShare. The ERC visited American Airlines ERC meeting. The ERC periodically visits other airline ASAP meetings to determine if there are any beneficial adaptations to the program that would improve the efficiency. It was discovered at the meeting that our reporting surpasses that of American's even though they have approximately 10,000 more Flight Attendants.

The TWU556 Safety Team will be conducting an ASAP Training at the upcoming Shop Steward training.

ENS Follow-ups:

TWU Local 556 Health and Safety continue to vet every email that is received from the NOC, Dispatch and Scheduling. Year to date we have received 1,282 of these events. We had an

uptick of Fume events and mechanical turn backs that will be addressed at the monthly HASC meeting.

Uniform/Allergy Issues

We continue to meet with the Company to discuss the health issues that our Membership is experiencing. Due to the concerns that we have continually voiced at our HASC meetings, the Company agreed to do toxicology testing on each uniform piece at their expense. The testing is taking place at an Intertech lab that is located in Taiwan. We received word from Corporate Safety this past week that individual results have started to come in. We were told the Company will need time to review the results and put together a summary and communication initially. We have requested a time frame for all of the results coming in. Also, we asked that the Company set up a meeting once all the results have been reviewed that includes all the affected committees/parties (Safety, Uniform, EB, etc.)

Management again requested that moving forward all requests for accommodation by the Membership should be sent directly to the Act Team, in lieu of them being sent to Elise May. They were disappointed in the recent communication that went out that did not reflect this change, as the request was made prior to the communication being sent. Management felt this is a more stream-lined, and confidential process for the Membership and could speed up the accommodation process as Elise was receiving the information then sending it to the ACT Team. Elise would become involved if the Flight Attendants were not getting the assistance they needed from the ACT Team. They again requested that future correspondence reflect these changes.

The additional cotton pieces that are being added will be available in a roll-out phase. They will have a “piece for piece” cotton option available by the time the roll-out is complete.

Hypodermic Needle Stick Injuries

The final disposition of the recommendation is in the implementation process. Management made the decision that a higher grade of gloves will not mitigate the injuries so additional training and visibility of the events will be published to the flying public as well as all the parties that have had this type of event.

Door Arming/Disarming

The recommendation was finalized and submitted to Management. The final disposition of the recommendation has not been determined as of yet.

Fume Mitigation Working Group (Southwest specific)

We still have not received the final disposition of the recommendation that was submitted to the company in May. This is due to the fact that the project leader was on military duty and once he returns the project will finalize.

Flight #1380

The Flight Attendants are still off work and in the process of healing.

Each Flight Attendant has a CISM representative that they are in daily contact with and Michele Moore has been available anytime the Flight Attendants have requested assistance. The Flight Attendants are being well taken care of by CISM and TWU556 Safety and feel they are in a “safe zone” when speaking with either Team. It was requested by one of the Flight Attendants that Michele Moore relay to TWU556 and the Company she appreciates the calls but is too overwhelmed at the current time to return calls or texts other than to CISM and TWU556 Safety.

CISM and TWU556 Safety have been involved with the 1380 crew since the date of the accident and have been available to answer any questions that should arise and will continue to be available.

The crew flew will fly to Austin in August to meet Governor Abbot and are doing a press visit in September in California. They will also be attending a Gala in New York at an event the the Captain will be speaking at.

The NTSB public hearing on Flight #1380 will be held on November 14th in Washington, DC. Michael Massoni and Michele Moore will be in attendance at the hearing. The Flight Attendants will not have to testify or attend the hearing.

Health and Safety Meeting (HASC)

The following topics were discussed at the HASC Meeting in July:

- Hot cans on the aircraft/Provisioning initiatives. The Safety team was adamant that action needed to be taken to mitigate this as we have had Flight Attendant injuries and it was not an acceptable risk
- The bases lack of understanding/knowledge of how to handle a needle stick injury. A recent needle stick injury occurred and the Flight Attendant was given misinformation or no information on the steps to take when she contacted Management. The Flight Attendant contacted TWU556 Safety and Michele Moore was able to contact the appropriate parties at Southwest to make sure the medication needed was available immediately
- International crew meals and a Flight Attendant that was diagnosed with E-coli
- Follow-ups on the final disposition of recommendations that were a result of the Working Groups regarding Fumes in the Cabins, Hypodermic Needle Sticks, Door Procedures (Arming/Disarming)
- Hot Aircraft Initiatives and reporting tools – what changes have been implemented as well as Airport Services. We requested an analysis be conducted to see if there is a correlation between boarding without Pilots and hot aircraft
- Uniform accommodations/Toxicology Testing of the Uniforms
- Mechanical issues (rise of events)/Aircraft Utilization – specific to mechanical diversions/turn backs – this will be discussed at length at the August meeting
- Boarding without Pilots and the lack of understanding that Ground Operations and Flight Ops have about the procedure. The cause of the issue is with Ground Operations and Flight Operations so the changes should not be directed at Flight Attendant duties. The root cause needs to be addressed

Upcoming Meetings:

ASAP ERC: Weekly Meeting with a day of preparation and follow-up

ASAP DAL Safety Fair

ASAP Info Share

ASAP: Recommendation Meeting

HASC: Monthly Meeting

Safety Catch Up Meeting with Michael Massoni and Jannah Dalak

Shop Steward Training on ASAP

Meeting with Steve Murtoff – monthly meeting

Go Team Training – company – wide training

EDUCATION COMMITTEE

Committee report submitted by Steven Hobbs

The Education Committee continues to be busy with the Facebook Group. This summer has brought a great deal of operational issues with the flight schedules, which has resulted in a high percentage of reroutes, extended duty days and unscheduled overnights. These situations have been addressed by the Facebook Admins with complete professionalism and dedication to our Members. There was a large amount of volunteer hours done by the Admins to answer questions outside of the assigned 1500-0000 shifts.

The Facebook Group grew by 230 Members in the last 28 days. This growth came not from new hires, but from established Flight Attendants. There are currently 7,800 Flight Attendants on the Group. The Chair would like to see this number continue to grow not only from New Hires, but also from a raised awareness about the benefits of this Group among our Membership.

In the past 28 days, the Facebook Group had 977 posts, 4,133 comments and 4,963 reactions. The Group itself averages over 2,000 views per day.

On August 1, 2018 started the month with Admins Dedra Bass and Sara King beginning their scheduled shifts. The Chair would like to point out that Sara King stepped up at the last minute; to cover shifts caused by an injury and Sara worked 6 shifts in a 7-day period. The Chair would like to publicly THANK Sara for her hard work under some very stressful situations.

Currently, there are 6 working Admins for the month of August. There are 5 potential Admins who are being prepared to work shifts and the Chair hopes to have them ready to work a single shift each in September.

During the 2nd Membership Meetings in July, the Chair was able to attend the meetings in Houston, Orlando, Baltimore, Atlanta, Denver and Dallas. The Chair was available to the

Members in attendance to ask questions. The Chair also enjoyed the opportunity to meet the Members in each Base and listen to their concerns.

The Chair also participated in the launch of the “2Hot2Cold” Campaign in Washington DC with other TWU Brothers and Sisters. Then on August 3, the Chair participated with MCO Shop Steward Drew Shy with a joint Lounge Mobilization between the Mobilizing and Education Committees. The Chair shared Contract 101’s with Members and spoke with Members about Education resources available.

PROFESSIONAL STANDARDS

Committee report submitted by Kurtis Beggs

Professional Standards Activity Report

June 2018

CRM 2

July 2018

SECURITY/SAFETY 1

NOT TAKEN 6

I.R. FILED 7

CRM 6

WITHDRAWN 3

SOCIAL MEDIA 2

CAB (HOTEL) 2

PILOT 2

TRIP TRADE 1

COMPANY POLICY 1

IN PROGRESS 1

TOTAL CASES 32

UNRESOLVED 5

POSITIVE RESOLUTION 10

NEGATIVE RESOLUTION 1

BASE

MCO 3

OAK 3
MDW 3
DEN 3
BWI 5
DAL 3
HOU 4
PHX 3
LAS 3
ATL 2

UNIFORM COMMITTEE

Committee report submitted by Lisa Happer

As shown in the June monthly report, management agreed to undertake fabric testing of the entire uniform line. The announcement of the testing was postponed until a timeline for results could be established. The first week of July Lisa received the timeline for the testing and an announcement went out to the entire membership on July 9th. The pieces were to be sent out that week and the results were to take up to 14 days after they arrived, putting it around the middle to end of July. Lisa received an update on July 30th from Jamie Dotson stating that the pieces arrived at the lab and were approved for testing that day (July 30th). The results are now expected in 8 days. The delay in the testing was not stated. Lisa hopes to acquire more information in the upcoming days. There was a large positive reaction by the membership to the testing. The membership is grateful and pleased steps are being taken in regards to the uniform issues. Lisa is awaiting a return call from Michelle at Cintas in regards to the current wear testing and other concerns by the membership. Lisa also attended membership meetings in MCO and BWI to show involvement by the union and information about the uniform concerns.

COMMUNICATIONS COMMITTEE

Committee report submitted by Chad Kleibscheidel

Communications has been busy developing relationships with local and national media outlets. The CC (Communications Committee) helped establish a media awareness and PR campaigning partnering with AFA in the 2Hot2Cold effort. As a result, the CC was able to gain national attention and recognition from national news outlets including the USA Today, FOX News, Bloomberg News, Conde Nast Publications, travel blogs, and over 45 television stations.

The CC continues to work on the planning of electronic and printed materials for upcoming campaigns and Contract Negotiations. A detailed examination of our existing equipment was made, and our tools are now in line with our needs. Video production for Shop Steward Training is now intense and fully engaged.

The CC will be meeting with TWU International to begin building resources and the development of a Strategic Communications Plan for Negotiations. Also developing emergency response statements, and creating a media toolkit.

Other highlights include: working with MOB/ORG, Shop Steward Committee, assisting with E-Connections, emails, Committee updates, Facebook Page updates, mass emails, and working closely with Tech Services almost on a daily basis.

CIVIL AND HUMAN RIGHTS COMMITTEE (CHRC)

Committee report verbally submitted by Pamila Forte-Oak

SHOP STEWARD COMMITTEE

Committee report submitted by Damion West

- Did a site visit on hotel hosting Shop Steward Training
- Held Shop Steward Conference Call on July 9
- Shop Steward Committee Newsletter went out to Shop Stewards on July 16

Conference Call

- Discussed Delay of Flight as the trending discipline of the last few months
- Michele Moore Health Committee Chair presented the importance of the ASAP Program
- As of Thursday 8/9 the Shop Steward Conference Call had 71 playbacks

Newsletter

- Delay of Flight discipline and using ASAP
- Overall Breakdown of all Fact Finding Meetings for the month of June
- The Shop Steward Committee attended all 10 Membership Meetings to hold Shop Steward Nominations and Election

Shop Stewards Election Results

- 400 Shop Stewards Were Nominated and Elected
- 5 were not Elected
- 13 declined
- 18 not eligible
- 7 no responses

Total of 350 as of 8/9

MOBILIZATION/ORGANIZING COMMITTEE

Committee report submitted by Chantil Huskey

- Conference call was held with Mob/Org Committee Member volunteer to ensure the launch of the 2Hot2Cold campaigns successful launch in August
- Committee Chairperson and Co-Chairperson ensured dates, times, meeting location, and attendees regarding the media launch of the 2Hot2Cold campaign in Washington, D.C.
- Finalized the thermometer design and order via Association of Flight Attendants' vendor
- Ensured that Association of Flight Attendants (AFA) was given addresses to send said thermometers

- Attended the campaign media launch in Washington, D.C. August 1, 2018

SPECIAL COMMITTEE REPORTS

NEW HIRE COMMITTEE

Committee report submitted by Joe Skotnik

Joe reports since the last New Hire Committee Report, he has spoken with Class 395 and would like to thank Lyn Montgomery and Charla Miller for going with him. Joe attended the graduation of Class 395. Joe would like to thank Prairie Firkus and Alison Hare for their continued help making the New Hire folders. Joe would also like to thank Tiffanie Morris for volunteering her time and attending the Union-hosted dinner for Class 395.

SCHOLARSHIP COMMITTEE

Committee report submitted by Jessica Parker

On July 20, Jessica met with the Scholarship Selection Committee consisting of herself, TWU Local 556 President Lyn Montgomery, and Professor at Texas Christian University Clark Jones. The Scholarship Selection Committee selected Sam Schaefer, son of Lori Campbell-Schaefer, to receive the Madeleine Howard Scholarship. TWU Local 556 Member and Critical Incident Stress Management (CISM) Team Member Lisa Wilkes was selected to receive the Robert “Trebor” McDowell-Akins Scholarship. TWU Local 556 Members Kathryn Franks and Julie Turpin were selected to receive the Gwen York Scholarship. Because no eligible applicants submitted for the Paul Gaynor Scholarship, the Scholarship Selection Committee made the decision to award two Gwen York Scholarships. Jessica notified those who were selected for scholarships and requested she be provided with school information including school name, address, and phone number along with their student ID number so that the scholarship checks could be processed. Jessica received the information requested and sent it to Treasurer John Parrott and Finance Manager Madeleine Howard. Jessica notified the applicants who were not selected for scholarships and encouraged them to apply again in the future. On August 7, Jessica submitted a publication to Communications Committee and Tech Services announcing scholarship winners.

SURVEY COMMITTEE

Committee report submitted by VeAnne Reeder

VeAnne reports she is continuing research on a comprehensive survey.

VETERANS COMMITTEE

Committee report submitted by Chris Sullivan

The Veterans Committee Co-Chairman, Denver Flight Attendant Chris Sullivan, reports that he joined Board Member at Large Eric Weis and Veterans Committee Co-Chairman Wayne Tipton

at the Transport Workers Union Veterans Committee (TWUVC) meeting on August 6-8 in Chicago, Illinois. The meeting was hosted by TWU Local 514 and held at the International Union of Elevator Constructors Local 2 offices. Chicago Flight Attendant and TWUVC Co-Chair Brendon Remezas was also in attendance. Congressman Daniel Lipinski from Illinois' 3rd District spoke to the Committee regarding Veterans related legislation. Items discussed at the meeting included current legislative support efforts, future volunteer opportunities for the Committee and updates from each Local in attendance.

The next scheduled meeting of the TWUVC will be in Augusta, Georgia November 14-16 and hosted by TWU Local 527. Chris and Wayne plan to attend.

Wayne created a Facebook page for the Committee. The name of the page is TWU 556 Veterans Community. The purpose of this page is to provide a social media platform to share Veterans related information with Members who are Veterans, military spouses or family members of Veterans.

Chris and Wayne will be holding a taco fundraiser in the Denver Inflight lounge on August 28. All proceeds will be donated to a local Veterans charity.

Wayne and Eric plan to participate in a Free Post Exchange (PX) in Waco, Texas on November 30.

WOMEN'S ISSUES, SERVICE, AND EDUCATION COMMITTEE (WISE)

Committee report submitted by Jessica Parker

On July 21, Jessica volunteered with Denver Flight Attendants Christina Johnson and Juli Johnson and Denver Shop Steward Jamie Simpson at the Book Bonanza in Denver. The Book Bonanza was a book signing featuring over 300 authors and more than 2,000 attendees. The Book Bonanza raised \$50,000 which will go directly to SafeHouse Denver to assist victims of domestic violence and their families through emergency shelter and an advocacy center. On July 26 and 27 Jessica attended the Working Women's Committee (WWC) Meeting in Cocoa Beach, Florida with Atlanta Domicile Executive Board Member and Chairperson of the Civil and Human Rights Committee (CHRC) Pamila Forte-Oak, Co-Chairperson of the Working Women's Committee and 2nd Vice President LaTonia Paul Benoit, and Board Member at Large Charla Miller. During the Meeting, CPR Training was conducted by the Kennedy Space Center Firefighters, there were presentations by WWC Members who perform jobs in non-traditional roles, there was discussion regarding locations and dates for the next WWC Meeting, and there was discussion regarding ideas for training and community service projects. On July 27, those in attendance attended a rally in support of TWU Local 525, the Firefighters at the Kennedy Space Center (KSC), who have been in Contract Negotiations for over a year. Local 525 Members are facing having their sick bank all but eliminated, 80% cuts to retirement benefits, and huge

decreases in pay, among other things. Jessica is organizing a Lounge Mobilization and Education visit regarding Breastfeeding Awareness Month. The Lounge Mobilization is tentatively scheduled for the week of August 20.

FLIGHT ATTENDANT DRUG AND ALCOHOL PROGRAM (FADAP)

Committee report submitted by Natalie Salser

Tom and Natalie met with the Local TWU 556 Executive Board July 11. Natalie and Tom attended the Labor Assistance Professional Conference (Lap) in Las Vegas, July 15-20. The Conference consisted of meetings with different treatment centers and daily seminars concerning Trauma, addiction, drugs in the workplace, Flying Drunk, DOT Regulations, Addiction of the brain, the Opioid epidemic and Criteria for selecting best treatment. Oakland FADAP member Jade Wilson hosted the National FADAP Telephonic Meeting July 17. Natalie had lunch with a Dallas sober living facility July 25. Natalie had breakfast with Summit Behavioral Health in Dallas July 27.