

President's Report

TWU (Transport Workers Union) Local 556 President Lyn Montgomery (Lyn) attended the Grievance Review Committee (GRC) on June 11, 2018. Lyn chaired the June 2018 Executive Board Meeting, June 12-15, 2018. The assiduous Agenda for this meeting included conducting seventeen in- person interviews for the Board to appoint two Negotiating Committee Members. Denny Sebesta and LaShaye Hutchinson were appointed to the Committee which is led by President Montgomery. Two more Members will be elected to the Committee this September by a general election of the Membership.

On June 20, 2018, Lyn met with Shop Steward Committee Chairpersons Damion West and Lucy White-Lehman to review initial plans for Shop Steward Committee Training. Lyn is pleased with the current planning and is confident that the training will be informative offering both advanced and initial Shop Steward training.

Lyn communicated to the Membership privacy and contractual concerns regarding the Check-In app on June 21, 2018.

On June 21, 2018, President Montgomery attended an Informational Session and Campus Tour with Upper Management. Vice President Cabin Services Sonya Lacore, Senior Director Base Operations Mike Sims, Senior Director Labor Relations Brendan Conlon, Director Inflight Crew Analysis and Support Wayne Shaw, Director Labor Relations Tammy Shaffer, Senior Director Onboard Experience and Policy Steven Murtoff, Director Inflight Operations Planning Mike Sikes, Rachel Loudermilk Director of Operations, and Director Inflight Scheduling Ops Support Henry Townsend were in attendance for the Company. President Lyn Montgomery, First Vice President Chad Kleibscheidel, Second Vice President Latonia Paul Benoit, Board Members at Large- Kay Hogan, Sean Cooley, Eric Weis, Charla Miller, Gayle L Ross, Domicile Executive Board Members- John Di Pippa, David Jackson, Jessica Parker, Josh Rosenberg, Pamila Forte-Oak, Jimmy West, and Damion West attended for the Union. Management discussed their roles and ranks with Union Leaders. President Montgomery thanked Management and called for a return to the time when Southwest Airlines and TWU Local 556 had industry leading Labor and Management relationships, a relationship so unique that Herb Kelleher and Colleen Barrett were named Honorary Members of TWU Local 556. She commented that improving relations is achieved with the setting of clear boundaries, good communication, and adherence to agreements. She added that growth has been a factor that has injured the ability to accomplish goals.

Negotiating Committee Member Denny Sebesta, Grievance Chairperson Gayle L Ross, Contract Coordinator Brandon Hillhouse met with President Montgomery on June 22, 2018, to discuss the Satellite Base Agreement. A Satellite Base meeting is scheduled to get updates on past talks with Management so that we can meet with the Company in August for review.

President Montgomery organized and attended strategic planning with the newly appointed Negotiators, Denny Sebesta and LaShaye Hutchinson on June 26 -27, 2018. Legal and Strategic Advisor Mark Richard and past TWU Local 556 President Thom McDaniel (who were both at the table when TWU Local 556 negotiated Industry Leading Contracts in 2008 and 2002) discussed winning strategies from past Collective Bargaining with the newly appointed team Members and President. The three Negotiators developed a plan of action for the time until the remaining two Negotiators are elected. During the interim period, the current Members of the Negotiating Committee will begin research,

survey development, contractual analysis, communications, and other items to ensure readiness when Negotiations begin this November.

Lyn and Board Member at Large Charla Miller visited the Scheduling Committee and Chairperson Xander Ricker during line writing at headquarters on June 27, 2018. The Committee greatly appreciated the time spent with them stating that no other President had done that before.

President Montgomery chaired a Special Meeting via conference call on June 28, 2018, with the Executive Board to approve May Minutes and for the delivery of the Financial Report. The Board decided to hold a Strategic Planning Session on July 9 -10.

On July 3, 2018, Lyn and Discipline Coordinator Becky Parker met with Mike Sims and Brendan Conlon. The Union discussed recent grievances where discipline was given for a Delay of Flight based on Flight Attendants running to get food and issues with food availability. The Union asked for removal of the disciplines and discussed solutions to the problems Flight Attendants experience while trying to feed themselves. Mike Sims agreed to settle two cases. Continuing talks to reach solutions will be held.

On July 6, 2018, Lyn attended the Dallas (DAL) Lounge Mobilization with Dallas Domicile Executive Board Member Kristie Scarbrough and Board Member at Large Charla Miller. She handed out twenty Union pins and answered questions concerning upcoming Negotiations. Ground Time, Reserve Challenges, Duty Day and Fatigue, were common issues Flight Attendants discussed.

2nd Vice-President Report

- **LaTonia attended TWU Texas/Oklahoma State Conference Meeting on June 6, 2018.**
- **LaTonia had AFL-CIO Working Women Meeting via conference call on June 8, 2018.**
- **LaTonia attended TWU Local 556 Executive Board Meetings in Dallas on June 11-15, 2018.**
- **LaTonia met with The Shop Steward Committee Chairperson, Lucy White-Lehman and Co-Chairperson, Damion West.**
- **LaTonia received tasks from Lucy and Damion for the upcoming Shop Steward Training on June 19-20, 2018.**
- **LaTonia attended meeting with Southwest Airlines Management and toured The Network Operations Control Center (NOC) on June 21, 2018.**
- **LaTonia contacted TWU COPE Field Representative, Andrew Rangolan and Heather Rose about materials for Shop Steward Training.**
- **LaTonia flew Houston two day pairing HS18 on June 25-26, 2018. LaTonia attended Harris County Executive Board Meeting in Houston on June 27, 2018.**
- **LaTonia is currently working with TWU Policy and Legislative Director, Andrea Wohleber and TWU Safety Chairperson, Michael Massoni on Senate Bill S. 2738. (Air Transport of Service Animals)**

**Board Member At Large
Kay Hogan**

Kay attended the Executive Board Meeting June 12 - 15. On June 21st, Kay attended an Informational Session between In Flight Leadership and the Executive Board. We were introduced to the members of the Inflight Leadership Team and heard from them about their responsibilities. Kay was also part of a tour of the NOC. Kay was able to observe several operational areas of the NOC as well as Scheduling.

Officer Report July 2018

Gayle Ross Middleton: Board Member at Large

Gayle was excused from the June 2018 Executive Board meeting due to her wedding and honeymoon. In June, she attended a Shop Steward Training meeting with Shop Steward Co-Chairs Lucy White-Lehman and Damion West. She also met with Brandon Hillhouse, Denny Sebesta, and Lyn Montgomery to discuss the Satellite Base agreement. On June 21st, she, along with other members of the Transport Workers Union Local 556 Executive Board, met with Management and toured Network Operations Control. Gayle has been learning and settling into her new role as TWU Local 556 Grievance Chair. Gayle, Brandon Hillhouse, Becky Parker, Barbara Fitzhugh, and Lisa Le met with Management June 26, 2018 for the monthly Grievance meeting where several settlements were reached.

**Board Member At Large
Charla Miller**

Since participating in June Boards, Charla has been busy with the Communications Committee; writing, editing, posting, answering Member's questions, working on projects, and working with social media.

Charla continues to decorate for our New Hire Dinners and enjoys answering questions and spending time with our newest Flight Attendants.

On June 21, Charla attended SWA Leadership training, detailing Management's structure and areas of responsibility. Charla, and other Board Members, also toured Network Operations Control (NOC), where several 24-hour operational work groups are housed to coordinate efforts, that keep the operation running.

From June 27-July 3, Charla worked with the Grievance Team scheduling Shop Stewards for Members, for Union representation in Fact-Finding and Step 2 Meetings.

On June 27, President Montgomery and Charla met with the Scheduling Committee, and saw them in action, working on writing the August Bid lines.

On June 27, Charla also attended a Grievance Team meeting and a meeting which discussed the Supreme Court's ruling on Mark Janus v. the Union of American Federation of State, County, and Municipal Employees (AFSCME).

With her Liaison duties, Charla worked with the Flight Attendant Drug and Alcohol Program Committee on projects for the upcoming annual FADAP Conference and upcoming Shop Steward Training.

On July 5, Charla attended an American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) digital strategies training course for locals, utilizing their UnionHall website tools for locals.

On July 6, Charla attended a Dallas lounge mobilization with Dallas Domicile Executive Board Member (DEBM) Kristie Scarbrough and President Montgomery, celebrating our Members, and the 4th of July. Aside from passing out chili Frito pies, cookies, and TWU Local 556 pins, Charla enjoyed speaking face to face with Members about their concerns, answered questions, and listened to suggestions for upcoming contract negotiations.

**Board Member At Large
Chantil Huskey**

Board Member at Large (BMAL) Chantil Huskey was with Education Committee Chairperson Steven Hobbs June 1 2018 through June 8 2018. Chantil and Steven conducted multiple Lounge Mobilizations. A more detailed report of said Lounge Mobilizations was attached to the June Executive Board minutes.

BMAL Chantil Huskey attended the Executive Board meeting in Dallas June 11 2018 through June 15 2018. Chantil stood in place of Recording Secretary Andrew Longan. Chantil Huskey then sent all meeting minutes to Recording Secretary Andrew Longan to be typed up for review by the Executive Board.

ATL Base Report (July)

Pamila attended the Executive Board Meeting in Dallas June 12-16. Pamila and Executive Board Members attended the Informational Session with Management and Network Operations Control (NOC) Tour, and Luncheon on June 21. Pamila and Shop Steward Eric McCulley attended the monthly TWU Georgia State Conference Meeting in Augusta, June 23. The Special Guest for the Meeting was Democratic Nominee for Georgia State Governor, Stacey Abrams. Pamila attended the Executive Board conference call June 28. Pamila attended the conference call with RDR Group CEO Rich Brandt, to schedule Diversity and Inclusion Training for the Executive Board. Pamila updated the glass case and tidied the Red-Rack. Pamila continues to answer calls, text messages and emails from Members.

BWI July Base Report

On June 5th Damion worked 2-Day Pairing BAAX to fulfill his quarterly flying obligation. Damion did a Lounge Mob with Melissa Grube on June 8 celebrating National Pride month. Damion attended Executive Boards in Dallas from June 12th to June 15th. Damion represented 11 Flight Attendants in Fact Finding Meetings throughout the month of June. Damion took a phone call and answered email from several BWI Members in June. Damion attended Inflight Management informational session and tour of the NOC on June 21st. Damion reached out to CISM and BWI Inflight Base Management on June 23rd on behalf of a Flight Attendant. Damion did an Airport day on June 28th with Ayanna Nophlin and June 29th promoting the Membership Meeting on July 18th and the importance of using a Professional Standards. Damion participated in an Executive Board Conference call on June 28.

Kristie Scarbrough July DALLAS Base Report:

Kristie received communication from a few flight attendants, regarding the lack of information and phone list that is required in each jetway for boarding without pilots. She was notified of ROC and at BWI gate 6 locations along with photos that confirm the information was missing. She sent grievance team member Lauren Childs the information for documentation.

Kristie participated in fact finding meetings for delay of flight, termination points and NS. She has noticed an improvement in the meetings in general. Kristie contacted the Attendance and Leave department to verify that communication through email is not being sent to the flight attendants when their FMLA is about to expire. She was informed that the A&L department will no longer provide an advance notice.

Kristie continues to utilize The Dallas Union Connection page as an additional source of communication. She continues to promote this page as often as possible and updates this page daily on all Union information and issues concerning the DAL base. She also provides a monthly Econnect.

Kristie spoke with members about uniform issues and the statement put out from the Health and Safety committee.

Kristie also organized a Frito pie Friday 4th of July lounge mobilization for July 6th. President Lyn Montgomery and BMAL Charla Miller participated assisting flight attendants with questions and concerns. They served chili, in bowls with Fritos and shredded cheese.

She had a productive meeting with Base Manager Tammi Fueling to discuss improvements and concerns.

Kristie stuffed boxes with Pride Union pin requests.

Kristie attended a conference call with other EB members on June 28th.

She also directed members to the TWU 556 website for the location of a list of shop stewards in all bases. She continues to receive requests and has compiled a list of potential shop stewards for nomination/election on July 31st at the DAL meeting. Kristie provided flyers in the lounge announcing the Union meeting date for DAL .

Denver Base Report – July 2018

Jessica reviewed grievances for the June Executive Board Meeting. Jessica attended the Executive Board Meeting June 12-15 in Dallas. On June 17, Jessica marched alongside her Union Sisters and Brothers in Denver PrideFest. To date, this was the biggest turnout of TWU Local 556 Members for Denver PrideFest and Jessica would like to thank all who showed up to march in support of Unions, equality, and love. Jessica attended the Informational Session with Management and Network Operations Control (NOC) Tour on June 21. Jessica researched the Minutes and provided information, including a Board Agreement, regarding the Minutes Review Committee (MRC) to Recording Secretary Andrew Longan. Jessica has answered Members' emails, calls, and texts. Jessica has conducted Fact-Finding Meetings and stayed in contact with Denver Inflight Leadership regarding issues specific to the Denver Base.

Houston July Base Report

David reports he attended the Executive Board Meeting in Dallas June 12-14. David conducted a Pride Lounge Mobilization on June 18 and would like to thank Glenn Thompson, Jermaine Keelan and Shop Steward Crystal Reven for helping with the event. On June 21 David attended a meeting with the Executive Board and Inflight Leadership at the TOPS building. David conducted several Fact-Finding Meetings. David remained in constant contact with the Executive Board and Inflight Management.

MCO July Base Report

Jimmy reported that Fact-Finding Meeting numbers continue to remain low. There has been a spike in written warnings for Flight Attendant's not having their credit card sleds when reporting for recurrent training. January 1, 2018, to present, there have been 27 written warnings issued, with one being settled and removed from the flight attendants file. Jimmy reported the Union Glass Case and Union Red Rack were finally set up in the new lounge the third week of June. Jimmy reported that he provided lunch to the Orlando Flight Attendants on July 3, 2018, and a breakfast on July 4th in conjunction with the holiday. Jimmy has met with Base Management to discuss issues in the Orlando Base.

**Chicago Base Report
July 2018**

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 attended the Executive Board meeting in Dallas the week of June 11. Donna served as Emergency Officer on Call the weeks of June 4 and June 25. Donna has represented Flight Attendants in Fact-Finding, Step 2 Meetings. Donna has met with and had conversations with Management several times during the month to discuss issues and concerns of Flight Attendants. Donna sent out an E-Connection and has been in communication with Shop Stewards. Donna has spent time in the lounge and been available to the Chicago Members. All publications have been distributed, the red rack tidied, and the glass case has been updated.

OAK July Base Report

Josh attended the June session of Executive Board Meeting from June 12 - June 15.

On June 18, Josh held a Lounge Mobilization informing Members that TWU Local 556 would have a presence in the San Francisco Pride Parade on June 24.

That week, Josh received concerns from Members about a parking situation in the OMC parking lot. Part of the parking lot had been blocked off due to an event that weekend. There was limited parking and notices that cars parked in a certain area would be towed. Josh contacted the Port of Oakland to see to it that Members who had to pay to park during that period or had their car towed were working with the Port of Oakland to remedy the situation. Josh requested that any future changes in parking situations should be communicated earlier and directly to Josh so he can distribute the information to Oakland Members.

On June 21, Josh attended a tour of Networks Operations Control (NOC) and a meet and greet with Southwest Airlines Management with the TWU Local 556 Executive Board.

On June 24, TWU Local 556 marched with the TWU California State Conference in the San Francisco Pride Parade. We had many Local 556 Members take part in the parade as well as Members from TWU Local 505, TWU Local 250A, and TWU Local 100 who graciously supported the event by bringing the TWU coach bus out for the parade. That morning, Josh along with Oakland Members Matt Hettich, Sam Wilkins, and Julie Sadowski attended the Alice B. Toklas breakfast, commonly referred to as the San Francisco political event of the year, where we met and heard from many Labor friendly politicians including Mayor of Oakland, Libby Schaff whom we spoke to about our concerns about the way that Southwest Airlines applies Oakland Sick Leave. We received assurance from her that she is aware of the situation and open to discussing the issue with us further. It was a great day celebrating love, inclusion, diversity, and recognizing the ongoing struggle of human rights and equality for all.

Josh would like to congratulate Former Contract Negotiator Bill Holcomb on his retirement from Southwest Airlines and thank him for his service to our Members. His hard work and dedication in helping us secure an industry leading Contract is something that was not only appreciated and felt within our Membership, but the Airline Industry as a whole.

Josh would also like to congratulate Oakland Member Lori Lochelt on receiving the *Inclusion Champion Award* from Southwest Airlines. I can think of no one more deserving of this award than Lori. She is a fierce advocate for any victim of discrimination or injustice and a true champion for equality.

The next Oakland Membership Meeting is on Thursday, July 26 at 10:00 am local at the Holiday Inn Hotel and Suites at 77 Hegenberger Road in Oakland. We will be holding elections for Shop Stewards and taking nominations for Negotiators and the Board of Election. Members are encouraged to attend and be involved in their Union.

July 2018 PHX Base Report

On June 21, John had a meet and greet with Inflight Management and toured the Network Operations Control Center along with several other Executive Board Members. John sat Emergency Officer on Call on July 2-July 8 and wants to thank Baltimore Domicile Executive Board Member Damion West for taking his Officer on Call duties while John was flying.

John was on a Executive Board Conference Call on June 28.

John sent out an E-Connection for July.

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.

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