



Executive Board Meeting July 10-13, 2018 Committee Reports

CISM

CISM Chairperson Eileen Rodriguez attended the ATL Health and Wellness Safety Fair with ATL CISM Team Member Stacy Beisheim on June 6th.

CISM Chairperson Eileen Rodriguez attended a Suicide Prevention Class on June 19th and a Mental Health First Aid certification class on June 20th with SWAPA. In attendance with her were DAL CISM Team Member Dina Hadwin, FADAP Co-Chairpersons Natalie Salser and Tom Spillers and Southwest Airlines, Sr. Mgr Inflight Operations Tom Crabtree.

The month of June was quite busy for the CISM Team. We responded to a total of 124 Incidents and spoke to a total of 177 Flight Attendants.

Aircraft Incident	3
Debriefing- Team Member	3
Declared Emergency	1
FADAP Team Referral	3
FA Death of Family Member	7
FA Exposure to Infectious Disease	1
FA Illness	4
FA Injury	12
Incident on RON	2
Mechanical	6
Medical Emergency	24
New Class Presentation	2
Passenger Misconduct	7
Personal Issue	41
Professional Standards Referral	1
Safety Fair- ATL	1
Suicide Attempt	3
Turbulence	2
Van Accident (RON)	1
 Total	 124
 FAs Assisted	 177

COMMUNICATIONS

Communications has been busy developing procedures for the creation and distribution of electronic and printed materials. The editorial team will be in place by the next Board Meeting to begin the task of creating the summer /fall edition of Unity Magazine with theme, information and design.

Communications has put together a video team to assist with videography for Shop Steward training and other projects as needed. A detailed examination of our existing equipment was made and will consult with the team members what might be needed.

A Flight Attendant who is a Graphic artist has offered assistance to the Committee.

Social Media: The TWU Local 556 Facebook page has recently seen an increase in "likes." Our Members are still continuing to display an interest when the Union uses Social Media. It is quick, easy and cheap. Charla Miller has resurrected the idea and returned to sending our messages through Twitter as well. She has informed me that we have a good following by our Members, but also other TWU Locals, and Labor Organizations (on Twitter).

Mass Emails: We have sent several Membership email campaigns this month and a dedicated Shop Steward email as well. Our emails are showing good participation and interaction through MailChimp statistics. Again, this is a very cost effective tool.

E-Connections have been quality and continue to be popular with our Members.

Communications and Tech Services agreed jointly on a flowchart that was emailed to the Executive Board as a guide on the process of start to finish of an E-Connection and other electronic information procedures. There had been some lack of communication during the transition and both Committees hope that the chart alleviates some confusion and provides better direction. They thank you again, for your understanding.

Cope Report

On June 27, 2018, a long awaited Supreme Court decision on Janus V. American Federation of State, County, and Municipal Employees (AFSCME) Council 31 was decided.

The Supreme Court ruling prevents Public Sector Unions from collecting agency fees from workers they represent, who choose not to join the Union or opt out of the Union.

It is important to point out this court decision has no direct impact on the Private Sector of Federal Employees. Collective Bargaining under the National Labor Relations Act and The Railroad Labor Act also remain the same. The collection of Agency Fees is still lawful in the Private Sector.

TWU Local 556, Southwest Airlines Flight Attendants, are not impacted by the ruling of the Supreme Court. Many of our TWU brothers and sisters will be impacted by this ruling. It is important for TWU Local 556 remain supportive.

Update: Federal Aviation Administration (FAA) Reauthorization Act of 2018, (H.R. 4) > 10 Crew Rest and Fatigue Policy For Flight Attendants. On April 27, 2018 the bill passed the House of Representatives, and now is in the Senate (S. 1405).

The House (H.R. 4) and Senate (S. 1405) versions of the bill are different. The bill must pass both The House and The Senate in identical form, then be signed by the President to become law.

The current FAA Reauthorization legislation will expire in September 2018. Hopefully in the coming weeks the final bill will make it to the President's desk before the August recess.

EDUCATION COMMITTEE

Since the last report, the Education Committee has grown by 4 new Admins to the TWU Local 556 Facebook Group. Orlando Flight Attendants Drew Shy and Patrick Paladino. Dallas Flight Attendant Dedra Bass and Denver Flight Attendant Sara King. Drew and Dedra have both worked shifts for July. The feedback to the Education Chairs has been positive. They are all 4 resourceful and knowledgeable Brothers and Sisters. Widely respected around the system for their assistance with the Membership. That will bring the total to 10 Admins on the TWU 556 Facebook Group. An open call was placed on June 27th, for those interested in joining the team to submit a letter to the Education Committee.

The TWU 556 Facebook Group continues to be the “go-to” source for information from the Membership. As of July 6, there are 7,551 Members with 169 added in the past 4 weeks. There were 822 posts in those 4 weeks, which average out to 29.5 posts each day. Those posts could be questions from Members or they could posts from the Admin. The posted hours of 1500-0000 continue to be the busiest times of day on the Group, but there is also significant activity during the early morning and day that the Group is not Administered. There has been an increase of awareness, that the Union Office is available during the day.

In the June Report, it was suggested that the hours for the Admin be shifted from the current hours, to 1800-0000 and a reduction in the pay. After speaking with the Admins and with Members, the Chair no longer believes it would be in the best interest of this Membership to reduce the hours. While the budget is a major concern to the Chair, the importance of maintaining the powerful resource that is the Facebook Group is a high priority. It is the Chairs desire; to maintain the current hours and current pay for the Admin Shifts.

There was a join conference call between the Education Committee and Shop Steward Committee on July 2nd. Present were the Chairs and Co-Chairs. There was active discussion with regards to the upcoming Shop Steward Training taking place later this summer. The Education Chair and Co-Chair pledged their assistance and participation with that training.

The Scheduling Committee has also been in contact with the Education Committee about participating in an educational series. Centered on the line building processes and the responsibilities of the Scheduling Committee. The Education Chair and Co-Chair are excited and looking forward to working on this project.

FADAP

FADAP Co-Chairpersons Natalie Salser and Tom Spillers and FADAP Team Member Beth Kepple attended the Atlanta Safety Fair on June 6. Tom and Natalie made a Treatment Site Visit in Atlanta June 14-15. Team Member Lori Andrus participated in the Orlando Safety Fair July 19. Tom and Natalie along with Eileen Rodriguez from CISM attended Project Lift Training June 19-20.

GRIEVANCE COMMITTEE

July 2018
Executive Board Report

TOTAL NUMBER OF GRIEVANCES:

160 total grievances:

35 terminations
4 group grievances
50 non-term disciplinary
39 Attendance
40 individual contract

Total Contract Grievances on file: 44
Total Discipline Grievances on file: 116

Settled and Withdrawn Report:

Since the launch of the new Salesforce program, we are now able to track everything live. Nineteen grievances were settled; ten settled at the Step 2 level. Thirty-one grievances were withdrawn without prejudice. Three grievances proceeded to Arbitration, with awards to the Company. One grievance expired due to the Grievant choosing not to proceed on their own.

Of the thirty-nine Attendance grievances, eight No-Shows, five Unable to Contact, twelve Failure to Report, nine Sick Leave 1, and five No-Show Training.

The fifty non-term disciplinary grievances consisted of: forty-one written warnings, two final written warnings, three six-day suspensions, and four thirty-day suspensions.

Fact-Finding Meetings:

Eighty-one fact-finding meetings were held in the bases, in June 2018.

Board of Adjustment:

BOA scheduled for 06.28.18 cancelled.

Upcoming Board of Adjustments:

07.24.18
07.26.18

Arbitration Update:

06.15.18 It was discovered during the prep of the case (the week of arbitration) that the company missed a timeframe pertaining to the mailing of the termination letter. The Flight Attendant was returned to work; however, was placed on a medical leave for the purpose of a mandatory referral to a clinician. This requirement was made by the Company due to the Flight Attendant's self-disclosure of alcoholism at their Step 2 Hearing.

06.27.18 Two days prior to arbitration, the Company offered a settlement to bring the Flight Attendant back to work. They included a requirement for a mandatory referral to an EAP for "anger issues." The Flight Attendant already made the contact and was advised to have five counseling sessions.

07.03.18 The Flight Attendant decided and was allowed to retire. Her grievance was withdrawn.

Arbitrations Scheduled

07.31.18 – Arbitrator Vaughn

08.17.18 – Arbitrator McKee

Arbitrations Slated

This thirty-day suspension was scheduled for Board of Adjustment on 06.28.18. The Flight Attendant was assaulted on the aircraft by another FA. The company issued both Flight Attendants discipline. The other FA accepted the settlement to reduce the thirty- day suspension to a seven-day suspension. This FA did not accept the settlement offer and appealed the thirty-day suspension. The Flight Attendant filed claims outside the grievance process with OSHA and the EEOC. As a result the company determined they were going to have an attorney present at the BOA hearing, which has never been done in the history of TWU Local 556. The Union ultimately bypassed BOA and slated the case to go to arbitration. The next arbitrator is Sara Adler (company pick) and dates have been sent for scheduling.

Arbitrations Proceeding on Their Own update:

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

Upcoming Grievance Meeting:

The Union and Management will be meeting on July 25, 2018 for our monthly grievance meeting. Three grievances were settled at the June 2018 meeting, including two terminations. One was re-instated and one chose to retire.

Union BOA Player Update:

Replacement Board of Adjustment Union players were selected. The Union BOA players are: Janet Bottles, Juls Humphries, Rebekka Kelly, Pamela McLaughlin, Dana Perkins, Amy Peters, Joe Rivera, Denny Sebesta, Shae Van Donk, and Fields Williams. The alternate is Sara King.

BOA Player Training:

Dates are being considered for an October 2018 one-day BOA training.

To: Gayle Ross
Date: July 10, 2018,
Re: Health Report for June Board Meeting

ASAP

There are 2 upcoming quarterly meetings scheduled in July. The first meeting will be attended by all of the ERC members (primaries and alternates) as well as a separate quarterly meeting that includes the FAA CMO.

We also are planning on having a Recommendation meeting to draft several 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. We also have an ASAP Alert coming out on the importance of landing in the jumpseat if possible during a medical situation. There has been an increase on Flight A landing in the cabin during minor medical situations (panic attacks, etc.), leaving their doors unattended for landing. In the event of an emergency, this has to potential to create an increased risk to the other 142 passengers.

Our reporting numbers continue to rise; I will be able to provide actual numbers after the data is received at the upcoming Quarterly meeting.

An ASAP Bio and Q&A was written for the Shop Steward booklet that will be distributed at the upcoming Shop Steward Training. ASAP will be on the schedule for a training module at the upcoming Shop Steward training, as well as on the Shop Steward Quarterly Conference call.

ENS Follow-ups:

TWU Local 556 Health and Safety continue to vet every email that is received from the NOC, Dispatch and Scheduling. This past month, it appears that the number of Flight Attendant injuries has increases. We continue to work closely with CISM to determine which events need follow up from the Health and Safety Team.

Uniform/Allergy Issues

We continue to meet with the company to discuss the health issues that our Membership is experiencing. The Safety Team was notified that due to the concerns that had been discussed at our previous meetings, a Toxicology study would be conducted by the company. The assurance was given that all pieces would be tested and the results supplied to us as soon as the testing was completed.

Management notified us 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. 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 requested that future correspondence reflect these changes.

Hypodermic Needle Stick Injuries

We still have not received the final disposition of the recommendation that was submitted to the company in May. This was also discussed at the monthly Health and Safety Meeting.

Door Arming/Disarming

The final recommendation should be submitted to the company in late July/early August. The final working group meeting is scheduled in the upcoming weeks to finalize the recommendation.

Fume Mitigation Working Group

We still have not received the final disposition of the recommendation that was submitted to the company in May. This was also discussed at the monthly Health and Safety Meeting.

Flight #1380

The Flight Attendants are still off work and are recuperating. It is expected that they will return to work late July/early August. Preparations are being made to have the Flight Attendants fly with members of CISM or TWU Health and Safety for their first trip(s) back. Michele Moore remains in contact with the crew and is monitoring their progress and well-being.

We have not received notification of the public hearing as of yet, nor have we finalized our field notes for the Survival Factors investigation into the event therefore, it isn't expected that the hearing will occur until later in the year.

Health and Safety Meeting (HASC)

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

- 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
- Uniform accommodations/Toxicology Testing of the Uniforms/the need for additional cotton pieces/Change in the reporting process for Flight Attendants
- Mechanical issues (rise of events)/Aircraft Utilization – specific to mechanical diversions/turn backs
- Boarding without Pilots and the lack of understanding that Ground Operations and Flight Ops have about the procedure
- Ground Ops (LAS) and their apparent push to start boarding at 30 minutes prior to departure

Upcoming Meetings:

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

ASAP Quarterly Meeting with all ERC members

ASAP Quarterly Meeting with the FAA leadership

ASAP: Visit to AA ERC Meeting

ASAP: Recommendation Meeting

HASC: Monthly Meeting

Meeting with Steve Murtoff – monthly meeting

Mobilization and Organizing Committee Report July 4, 2018

Mobilization and Organizing Committee (MOB/ORG Committee) Chairperson Lyn Montgomery and MOB/ORG Co-Chairperson Chantil Huskey have been working with Association of Flight Attendants (AFA) Representative John Perry regarding a legislative campaign called the “2Hot2Cold” campaign. This effort seeks to establish federal temperature standards for aircraft. Data will be collected using thermometers and a mobile app. Along with AFA Representative John Perry, we have confirmed our logo design and number of thermometers. The campaign was scheduled to launch June 20, 2018, however there were issues with the manufacturing of the thermometers. Collectively, we are looking at a launch date of July 31, 2018, for a Nationwide Media Campaign. We are expecting 4,000 thermometers by the middle of July and will be delivering them to the Executive Board to begin distribution to Members. In tandem with the media launch, we hope to have a Nationwide Lounge Mobilization on July 31, 2018. We have been in talks with TWU International in hopes to broaden support with the help of our Brothers and Sisters at JetBlue and Allegiant Airlines.

For July, MOB/ORG Committee Co-Chairperson and Midway (MDW) based Flight Attendant, Robert Shepard have designed a “Push Pin” card to distribute to Members to honor the Independence Day Holiday. These cards will be distributed to the Board Members at Large and Domicile Executive Board Members to hand to Members during July Lounge Mobilization efforts.

Chantil Huskey, Robert Shepard, and Lyn Montgomery are developing a campaign to highlight the challenges Flight Attendants face while attempting to purchase food to address discipline given to those charged with delaying a flight due to food runs and availability for food for late night arrival and early morning departures. This was a directive given by the Executive Board in the June, 2018, Executive Board Meeting. A flyer developed by Robert Shepard and Chantil Huskey will be reviewed further in July, 2018, Executive Boards. The Executive Board will need to come to an agreement as to when to launch this campaign. Lyn Montgomery is in talks with Management on this matter which may also affect the launch date.

NEW HIRE COMMITTEE

Joe reports since the last New Hire Committee Report, he has spoken with Classes 392, 393, and 394. Prairie Firkus attended the graduation of Class 392 and 393. Joe would like to thank Prairie Firkus and Alison Hare for their continued help in making the New Hire folders. Joe reports there is a one-week break between Class 394, graduating on 7/6/18, and Class 395 which starts training on 7/16/18. There are nine more classes through the end of the year.

SCHEDULING COMMITTEE

Committee report submitted by Alexander Ricker.

The number of line positions that a Flight Attendant could be awarded for the month of August decreased by 67-line positions from 9557 in July to 9490 in August. The Scheduling Committee left 803 positions in open time for the month of August in comparison to 2018 left in July.

The Committee for the month of August wrote an average of 73.5% pure Lines (Lines starting on the same day each week containing Pairings of the same length) maintained 35.43% 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 99.01 TFP average work days were 14.16. The contractual numbers above do not include the two satellite bases of FLL and AUS.

The AUS Satellite base had an average of 94.44% pure lines, 47.22% weekend off and 0% lines containing 3-on/off or 48-hour breaks. The average lines paid 99.01.

The FLL Satellite base had an average of 78.26% 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 July Primary Lines were: Shelley Taylor, Richard Locher, B.R. Williamson, Lisa Trafton and Xander Ricker.

The Line Writers for July Secondary Lines had not yet been written for August when the Committee Report was submitted.

Scholarship Committee Report – July 2018

Jessica sent out a publication on June 20 reminding Members that the deadline for scholarship applications and essay questions for the four scholarships offered by TWU Local 556 was quickly approaching. The scholarship reminder was posted on the TWU Local 556 Website, TWU Local Facebook Page, and via email to the Membership. All scholarship applications and essay questions must be postmarked no later than June 30 in order to be eligible. Jessica contacted Clark Jones, Professor at Texas Christian University (TCU), and he agreed to serve on the Scholarship Selection Committee. The Scholarship Selection Committee will consist of President Lyn Montgomery, Scholarship Committee Chairperson Jessica Parker, and TCU Professor Clark Jones. The Scholarship Selection Committee will meet on July 20 in Dallas to review scholarship applications and essay questions and determine winners for each scholarship. On July 2, Jessica published information to the TWU Local 556 Website regarding the Arnold/Jones/Evans Scholarship available to Nevada high school seniors. Jessica has answered Members' calls and emails regarding the scholarships offered by TWU Local 556.

Shop Steward June Committee Report

The Shop Steward Committee met on June 8 to finalize a proposed agenda and to work on information to be put in the Resource Manual and Training Booklet. The Shop Steward Committee choose a date for Shop Steward training September 11-13. On June 19 The Shop Steward Committee travel to Dallas for meetings at the Union Office. The Shop Steward Committee filmed an introduction video that was sent to all Shop Steward. The Shop Steward Committee finalized the Hotel choice and lunch menu for the training. The Shop Steward Committee met with Drew Kennedy and Thom Reeder Tech Services Team to discuss the role Salesforce will have with new Shop Steward. The Shop Steward Committee met with Gayle Ross Grievance Chair to talk about the Grievance Teams role in upcoming Shop Steward training. The Shop Steward Committee met with Lyn Montgomery President to present proposed curriculum and agenda. The Shop Steward Committee is planning to set up a video with CISM and FADAP to used in the Shop Steward training. The Shop Steward Committee is finalizing the election acceptance process for the upcoming Shop Steward election. On July 9 the Shop Steward Committee is having it's first conference call.

Survey Committee Report

July 2018

VeAnne reports she is still compiling questions for the comprehensive survey to be sent out to all eligible members

VeAnne Reeder

Survey Committee Chairperson

Uniform Committee: June 2018 Monthly Report

June 19 Lisa and Chad met with key uniform players in the new Wings bldg. in DAL. Those in attendance were: Steve Murtoff: Dir. IF Safety Compliance, Suzanne Ferrier: Mgr. Onboard Supply, Jamie Dotson: Employee Insight (LINK), Reina Torres: Onboard Experience, and John Andros: Dir. Safety Programs. They discussed with Lisa and Chad their roles with the uniform. Discussion included the increase in allergic reactions and available alternative options. The importance of going through the process with ACT and Elise May for these issues was discussed as the Company's only means for seeing the "numbers" of the actual problem. Uniform issues not relating to health or safety were asked to go through LINK. Lisa and Chad opened dialogue regarding discipline/points for those whom had to call out sick on/for trips due to reactions with the uniform and the possibility of lessening the friction for those who need/desire the cotton option. Both topics will be revisited in the coming months.

June 28 Lisa was in attendance at the Cintas location in Chicago. She along with others in the wear test were able to see and feel the tested items for the first time. Lisa felt that a big step was made in the cotton alternative pieces. They are more cohesive with the current line. The cotton options that are currently available are from a third party vendor and not made by Cintas. Lisa was able to discuss several concerns with Cintas including possible toxins in the materials as well as defects in the finished products. Chrissy Cicero-Johnson: Acct Mgr. told Lisa that returns/replacements would be available to any items including altered items if it was due to defect or quality control. Return labels would be sent if employee called customer service. Toxins in the materials was addressed. Cintas is open to the discussion of material testing through InterTech Labs. Lisa will be following up with Cintas this week.

July 2018 Veterans Committee Report

The Veterans Committee Co-Chairman, Denver Flight Attendant Chris Sullivan, reports that Members of the Committee will attend the next scheduled meeting of the Transport Workers Union Veterans Committee (TWUVC) August 6-8 in Chicago, Illinois. Scheduled to attend along with Chris are Phoenix Flight Attendant and Veterans Committee Co-Chair Wayne Tipton and Chicago Flight Attendant and Executive Board Member at Large Eric Weis.

Chris would like to make the following correction to the Committee report from June 2018.

Chris would like to thank the TWU Local 556 Executive Board for appointing Phoenix Flight Attendant Wayne Tipton to serve the Membership as the Committee Co-Chair. Wayne will make a fine addition to the Committee and no doubt lead by example.

On June 25 Chris met with Owner representatives of the Monarch Casino in Black Hawk, Colorado. The discussion centered on the possibility of a future Honor Flight sponsorship program. The parent company of Monarch has been financially supportive of Nevada Honor Flight for several years.

Chris met with Southwest Airlines Senior Management representatives on June 26 in Denver, Colorado. Items discussed included re-establishing talks with the Committee regarding Veterans and Military initiatives at Southwest Airlines.

The Committee plans to participate in a Free Post Exchange (PX) in Waco, Texas on November 30.

Women's Issues, Service, and Education (WISE) Committee Report – July 2018

Denver Women's Issues, Service, and Education (WISE) Committee Members will be volunteering at the Book Bonanza on July 21. The Book Bonanza will have over 2,000 attendees and more than 130 authors. All proceeds from the Book Bonanza will benefit survivors of domestic violence at SafeHouse Denver. Jessica is in the process of organizing a system-wide "Volunteer Week" for WISE Committee Members. Jessica would like WISE Committee Members to find a volunteer project during the month of August that directly benefits women. Last year, WISE Members volunteered for The Body Positive, SafeHouse Denver, and conducted a book drive for women in prison in the Chicago area. Jessica hopes that this year's WISE Volunteer Week is a success and that each Domicile will participate.

Professional Standards Activity Report For June 2018

May 2018

PILOT	1
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June 2018

WITHDRAWN	5
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CRM	8
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COMPANY POLICY	4
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I.R. FILED	3
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NOT TAKEN	4
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PILOT	3
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IN PROGRESS	4
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TOTAL CASES	32
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POSITIVE RESOLUTION	12
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UNRESOLVED	3
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BASE

DEN	7
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OAK	2
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PHX	4
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BWI	1
DAL	4
ATL	2
MDW	5
HOU	1
LAS	1
AUS	1
TOTAL	28