



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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

OCTOBER 2018 OFFICER REPORTS

Report From:	President
Report Status:	Submitted
Submitted Report:	
President's Report	
<p>October 13, 2018</p> <ul style="list-style-type: none"> • Lyn served on the Grievance Review Committee meeting. • Lyn chaired the September Executive Board meeting. • Lyn welcomed and congratulated newly elected members of the Negotiating Committee, Liz Howayeck, and Joe Skotnik. • Lyn and the Negotiating Committee attended a Strategic Planning Session with legal advisors. • Lyn attended the Monthly Grievance Meeting with General Counsel and Labor Relations. Two settlements resulted from this meeting. • Lyn and the Negotiating Committee met with SWAPA leaders. Shared goals and effective strategies were discussed. The two Unions will work together since our work groups share common interests. • Lyn sent an update on accomplishments made since taking office last May to the entire Membership. Lyn wants to thank the Executive Officers, Committee Chairpersons, Committee Members, Shop Stewards and Members who worked to make these accomplishments possible. • Lyn, Grievance Chairperson and Board Member at Large Gayle Middleton, and Grievance Team Member Marcy Vineyard met with Senior Inflight Director Base Operations Mike Sims and Inflight Director Rachel Loudermilk. The meeting was to discuss General Counsel tactics that are destructive to the Grievance process and the relationship between Labor and Management. General Counsel is refusing to accept valid attendance grievances and denying requests for complete and full point history data. Lyn and Gayle continue to work with Vice President of Inflight Sonya Lacore on the matter. • Lyn flew pairing DS16. • Lyn worked with the TWU International legislative department and legal counsel concerning the FAA Reauthorization Act of 2018. Lyn updated the board and the Negotiating Committee on the passing of the Act. A summary of the act was sent to the Membership by TWU and posted on Local 556 webpage and Facebook. Two blast emails were sent updating the Membership about the Act. Of most significance, the act requires Flight Attendants receive no less than ten hours consecutive 	

rest that cannot be reduced. Lyn informed Members via email, web, and Facebook that the time to enact the ten-hour rest is not yet determined. The Department of Transportation has thirty days to modify the regulation after which, the FAA will determine a compliance date, typically within six months. Lyn has initiated a request to Management to discuss the changes in rest.

- Lyn, Negotiator LaShaye Hutchinson, and LODO participant Egda Avila met with Senior Manager Crew Ops Research and Analysis Claire Taitte, Senior Manager Onboard Experience and Support Kevin Clark, and Manager Labor Relations Kevin Allen to discuss LODO hiring and vacancies.

Report From:	Vice President - 1
Report Status:	Submitted
Submitted Report:	
1st Vice President's Report	
<p>First Vice President, Chad Kleibscheidel, has had either daily briefing meetings or telephone calls 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 and has given opinion, direction, and counsel to the president when solicited. 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 monitors and reacts accordingly to TWU 556 NOC events and multiple daily Inflight Scheduling Shift briefings. He was present and attended all Executive Board meetings in September.</p> <p>With Contract negotiations approaching, he will become more directly involved with Union daily matters, as the president focuses resources and critical attention to the preparation and execution of negotiations. He continues to monitor the Uniform Committee as the official liaison. He also assists other Executive Board Members and Committee Members in their duties as called upon and needed. He continues to answer emails, questions, and concerns from our Members. Please continue to stay involved and united as we approach the opening of our Contract.</p>	

Report From:	Vice President - 2
Report Status:	Submitted
Submitted Report:	
<p>2nd Vice President's Report September 2018</p> <ul style="list-style-type: none"> • Conference Call Meeting: TWU Working Women With Chair and Co-Chairs • Conference Call Meeting: Russell McCrady Gregg Thorsen • Conference Call Meeting: Andrew Rangolan, TWU International COPE Release Staff • Attended: Texas AFL-CIO Board Meeting....Austin • Attended: Harris County Central Labor Council Board MeetingHouston • Attended: Harris County Central Labor Council Meeting • Attended: EB Meeting • Coordinated with President Lyn Montgomery on duties in office. • In Dallas Office 3 to 4 days a week • Worked on Article For Unity • Communicated with Education Committee Chair 	

Report From:	BMAL
Report Status:	Submitted
Submitted Report:	
<p>Officer Report for October – Chantil Huskey Board Member At Large</p> <ul style="list-style-type: none"> • BMAL Chantil Huskey attended the Shop Steward Training. • Attended Executive Board Meetings. • Attended a Step Two hearing at TOPS. • Assisted with Mobilization efforts system wide. 	

Report From:	BMAL
Report Status:	Submitted
Submitted Report:	
<p>Officer Report for October – Gayle Ross Middleton Board Member At Large</p> <ul style="list-style-type: none"> • Gayle continued her work as Grievance Chair for TWU 556 • She continued her training and development with the Salesforce program. • September 7, 2018 Lyn Montgomery and Gayle met with Base Operations. • September 11-13, 2018 Shop Steward Training • September 19-20, 2018 Executive Board Meeting • September 26th: Monthly grievance meeting with Labor Relations was held. Two settlement offers have developed from this meeting • September 28-29, 2018 Quarterly Fly. • It is Gayle’s continued honor to serve the Membership as a Board Member at Large and Grievance Chairperson. 	

Report From:	BMAL
Report Status:	Submitted
Submitted Report:	
<p>Officer Report for October - Charla Miller Board Member At Large</p> <ul style="list-style-type: none"> • Participated in a Base lounge mobilization for the Negotiations and Mobilization/Organizing Committees • Assisted the New Hire and Flight Attendant Drug and Alcohol Committees as their Executive Board Liaison • Participated in the beta testing for Flight Attendant Recurrent Training 2019 as the TWU Local 556 representative • Attended a Committee On Political Education (COPE) event at the Union hall of TWU Local 513 with our COPE Co-Chairperson LaTonia Benoit • Assisted the Education Committee • As a member of the Communications Committee, worked on various projects and publications, coordinated committee members, and assignments, including management of TWU Local 556 social media • Worked in the Union office answering phones and serving our Members with the Grievance Team. • Assisted TWU Local 555, coordinating the Professional Standards Committee Chairpersons for the Unions of TWU Local 556, Southwest Airlines Pilots Association (SWAPA), and Aircraft Mechanics Fraternal Association (AMFA). • Worked with AMFA coordinating their upcoming LAX informational picket for TWU Local 556 participation • Assisted with Emergency Officer On Call coverage • Assisted Members via phone calls, face to face, emails, texts, and messages 	

Report From:	DEBM - ATL
Report Status:	Submitted
Submitted Report:	
ATLANTA BASE REPORT	
<p>Pamila attended the Executive Board Meeting September 17-20. Pamila attended Shop Steward training September 11-13. Pamila communicated regularly with Shop Steward Travis Bruce about the Atlanta Lounge Mobilization's for the Negotiations Team. Pamila made preparations for the upcoming Pride Parade, and Making Strides Against Breast Cancer. Pamila arranged shadowing for Fact-Finding Meetings, for the new Atlanta Shop Stewards. Pamila published an E-Connection. Pamila updated the glass case and tidied the Red-Rack. Pamila continues to answer calls, text messages, and calls from Members</p>	

Report From:	DEBM - BWI
Report Status:	Submitted
Submitted Report:	
BALTIMORE BASE REPORT	
<ul style="list-style-type: none"> • Worked as Shop Steward Committee Co-Chair • Attended the September Executive Board Meeting on September 17 - 20 in Dallas • Attended the New Hire dinner September 17 in Dallas • Attended Baltimore Spirit Party on September 20 • Sat Emergency Officer on Call on September 3 - 9 and 24 - 30 • Briefly met with Base Leadership about a point reduction plan for Flight Attendants in base with 9.5pts or more • Spent the first week of October promoting Negotiating Team petition, passing out terminator for 2Hot2Cold, updating Flight Attendant email addresses and answering general base questions • Updated glass case to reflect the NT Election results, September Suicide Awareness Month and October Breast Cancer Awareness Month • Breast Cancer Awareness lounge Mobilization October 11 <p><u>Baltimore Base Information</u> For the Month of September Baltimore had 14 Fact Finding Meetings and 9 Step #2 Meetings</p> <ul style="list-style-type: none"> • Points • Class 1.17 • Delay of Flight <p><i>(Items Baltimore needs to see a reduction in)</i></p> <p><u>Baltimore will have a big leadership change in the next few months</u> Baltimore has a new Asst Base Manager Samatha Alexander</p> <ul style="list-style-type: none"> • Other Leadership changes <ol style="list-style-type: none"> 1. One Inflight Sup was promoted to Asst Manager 2. Two Inflight Sups are transferring to different bases 3. One Inflight Sup went back on line 4. One Inflight Sup transferred to LODO program 	

Report From:	DEBM - DAL
Report Status:	Submitted
Submitted Report:	
DALLAS BASE REPORT	
<p>October is Breast Cancer Awareness month. Kristie held two mobilizations on the 4th and the 10th. Shop steward Joy Bassinger assisted on the 4th. They handed out shower cards and Union Pins. Lanyards were included on the 10th. Kristie updated the glass case to include the Breast Cancer Awareness poster. We also held weekly Negotiation team petition lounge mobilizations encouraging flight attendants to sign the petition to show unity and support. In addition several fact finding meetings were held and 2 shop stewards, Tiffany Padilla and Michael Kassulker were trained by shadowing Kristie during the meetings. Kristie initiated a FB group called DAL Stew Crew exculsivly for DAL shop stewards. This group is primarily for mobilization and additional shop steward opportunities. Kristie attended the October board meetings from the 16th- 18th.</p>	

Report From:	DEBM - DEN
Report Status:	Submitted
Submitted Report:	
DENVER BASE REPORT	
<p>Jessica attended the Executive Board Meeting in Dallas September 18-20. On September 23, Jessica volunteered at SafeHouse Denver with Denver Flight Attendants Jamie Simpson, Juli Johnson, Amanda Eyrich, and Heather Siler. Jessica assisted in coordinating Lounge Mobilizations for Breast Cancer Awareness Month by ordering self-exam shower cards and pink lanyards to be distributed to Members.</p> <p>On September 27, Jessica and Denver Shop Steward Jamie Simpson attended the Denver Area Labor Federation Meeting on behalf of TWU Local 556. At the Meeting, Jamie did a presentation for the Rocky Mountain Chapter of Pride at Work and her efforts to assist in organizing and rebuilding the Chapter.</p> <p>Jessica was Emergency Officer on Call (EOOC) October 3-8. Jessica published an E-Connection on October 5. On October 11, Jessica and Denver Shop Steward Megan Corbett conducted a Lounge Mobilization for Breast Cancer Awareness. Jessica remains in contact with Denver Inflight Leadership on issues specific to the Denver Base. Jessica has updated the Union Glass Case with current material and answered Members' emails, calls, and texts.</p>	

Report From:	DEBM - HOU
Report Status:	Submitted
Submitted Report:	
HOUSTON BASE REPORT	
<ul style="list-style-type: none">• New Supervisor, Shari McMinn• New Coordinator, Leslie Diaz• Conducted several Fact-Finding and Step Two Meetings• Scheduled new Shop Stewards to shadow• One newly elected Shop Steward is already conducting meetings• Breast Cancer Awareness Lounge Mobilization on 10/8• Upcoming additional Breast Cancer Awareness Mobilization to be conducted by two newly elected Shop Stewards.	

Report From:	DEBM - LAS
Report Status:	Submitted
Submitted Report:	
LAS VEGAS BASE REPORT	
<p>Rachel reports that she attended the Executive Board Meeting in Dallas September 18-20. Rachel represented Members in Fact-Finding Meetings with Management. Rachel reports that Fact-Finding Meetings in the Las Vegas Base have been mostly for Flight Attendants charged with delaying a flight or being late to the gate. Rachel has been calling the newly elected Shop Stewards to shadow Fact-Finding Meetings so they can be cleared to conduct meetings on their own. The number of Mandatory Meetings with Management has decreased recently.</p> <p>Rachel has been in contact with Las Vegas Shop Steward Addie Crisp to identify Members who are willing to volunteer in the upcoming election cycle. Addie is looking for Members who would like to campaign for Labor-Endorsed Candidates by knocking on doors to distribute literature or phone banking.</p> <p>Rachel met with Las Vegas Leaders including Senior Manager Inflight Dave Kissman to discuss issues within the Base. Rachel spent time with Chief Operating Officer Mike Van de Ven to discuss topics brought forward by Las Vegas Members. Rachel spoke with Director Base Operations Rachel Loudermilk to discuss Maternity Uniforms and the need for communication to all Bases and Women in need of the Maternity Uniform to be informed of the process for receiving Loaner Pieces or purchasing their own black maternity pants and the process for reimbursement.</p> <p>Rachel reached out to several Shop Stewards to assist them in the Lounge Mobilizations to promote the Negotiating Team Petition and the Membership Meeting November 1. Rachel spent time in the lounge educating Members on the upcoming Negotiations process. Rachel would like to welcome newly elected Negotiating Team Members Liz Howayeck and Joe Skotnik to the NT.</p> <p>Rachel has been busy preparing for the Las Vegas Pride Parade taking place October 19. The Las Vegas Pride Parade is a night parade and one of only three nighttime parades for Pride. Rachel looks forward to a large turnout of Members to celebrate and support Pride. Rachel has coordinated a Lounge Mobilization for Breast Cancer Awareness Month.</p>	

Rachel distributed Union Pins in the lounge and answered Members' questions through Facebook, calls, texts, and emails. Most of Rachel's calls involve Members who are being called multiple times while on the Crew Rest and in many cases involve Hotel Staff informing them to call Scheduling. This topic has been addressed multiple times with Director Inflight Scheduling Ops Support Henry Townsend yet the incessant calls and messages continue. Rachel would like to see the Executive Board approve a campaign to educate Members of their Contractual Rights while on their overnights and free from duty.

Report From:	DEBM - MDW
Report Status:	Submitted
Submitted Report:	
CHICAGO BASE REPORT	
<p>Donna reports during the month of September 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, no shows, Crew conflict, and Employee write ups. Donna has had conversations with Management several times during the month to discuss issues and concerns of Flight Attendants.</p> <p>Donna spent time in the Chicago Lounge on September 5. Donna attended Shop Steward training on September 11-13. Donna attended the Illinois AFL-CIO Convention with Shop Steward Brendon Remezas September 20-21. Donna has been in communication with current and new Shop Stewards, Grievance Staff, and Executive Board Members regarding issues in the Chicago Base and Fact-Finding Meetings.</p> <p>Donna has been available and in communication with the Chicago Members via phone, email, and text. All publications have been distributed, the red rack tidied, and the glass case has been updated.</p>	

Report From:	DEBM - OAK
Report Status:	Submitted
Submitted Report:	
OAKLAND BASE REPORT	
<p>Josh attended the Executive Board Meeting in Dallas September 18-20. Josh Reported that Fact Finding and Step 2 Meetings have been low. The vast majority of meetings have been Probationary Review meetings, followed by Delay of Flight Meetings. Josh and Shop Steward Sam Wilkins met with Oakland Base Manager Carolene Goulbourne to discuss Flight Attendants that have relatively high points, and ways that we could assist them before they reached termination level.</p> <p>Throughout the month, Josh answered phone calls and emails from Members about various subjects including Oakland Sick Leave and doctor pre-designation forms. Josh reports that these forms can be found on the Union Red Rack in the lounge. Josh Spent time in the lounge informing Members that they should sign the “2 Ready 2 Negotiate” petition and that our Contract is amendable on November 1.</p> <p>Josh also passed out information regarding our next Membership Meeting, resources available including CISM, FADAP, and Clear Skies, as well as what to do if they believe their attendance points to be high. Josh also held a Breast Cancer Awareness lounge mobilization with Julie Sadowski. Josh updated the Union Glass Case with provided materials.</p> <p>Josh spoke with legal counsel about the status of our disagreement with Southwest Airlines on their implementation of Oakland Sick Leave. Josh has asked Oakland based Flight Attendants to submit their stories so legal counsel can have a clear picture of how this adversely affects Flight Attendants.</p> <p>Josh attended many events supporting Labor friendly candidates running for office in the upcoming midterms. Josh attended the Alameda Labor Council Delegates Meeting. Josh walked the picket line with UNITE NOW Local 2850 who represent striking Marriot workers in downtown Oakland.</p>	

Report From:	DEBM - PHX
Report Status:	Submitted
Submitted Report:	
PHOENIX BASE REPORT	
<ul style="list-style-type: none"> • Attended the September Executive Board Meeting (9/18-9/20) • Wrote Base Report • Reviewed Grievances & Reports for upcoming Board meeting • Read and sent several emails to Shop Stewards, the Executive Board/Office Staff, and the Membership • Made and received several phone calls from Members • Update and interact with Members about weekly traffic conditions in PHX and TUS via Facebook • Updated and interact with Members about September airport shutdown via Facebook in a general sense • Updated and interact with Members about FAA 10 hour rest provision and how this will take time to implement via Facebook in a general sense • Updated Members about Breast Cancer Awareness Lounge Mob and poster that was created via Facebook • Thanked Tina Coffee, Heather Campbell and Nancy Kallas via Facebook for doing a Breast Cancer Awareness Lounge Mob • Update Membership about various Union news via Facebook and respond to Members queries on the PHX pages in regards to various Base and Union issues • Wrote October E-Connection • Did 2READY2NEGOTIATE Lounge Mob on 10/2 • Printed out and dropped off flyers and candy for the 2READY2NEGOTIATE Lounge Mobs • Updated Glass Case with new Shop Steward pictures • Tidied Red Rack • Donated to the Membership several items that were no longer needed that were purchased by the Union • Did 2 Fact-Finding Meetings • Thank you to DAL and DEN DEBM's Kristie Scarbrough and Jessica Parker for getting Breast Cancer awareness shower cards and pink lanyards. 	