



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**Executive Board Meeting
November 13-15, 2018
Synopsis**

TUESDAY

November 13, 2018

CALL TO ORDER: Lyn Montgomery called the Meeting to order at 0900.

Jimmy West made a **Motion (1)** to excuse Donna Keith from the AM Session of today's Executive Board Meeting for personal reasons. Chantil Huskey **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR		
Kleibscheidel, 1 st VP	YEA	Forte (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	ABSENT	Brownfield (LAS)	YEA
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	ABSENT
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

Rachel Brownfield made a **Motion (2)** to excuse Kay Hogan from the entire November Executive Board Meeting for personal reasons. Chad Kleibscheidel **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR		
Kleibscheidel, 1 st VP	YEA	Forte (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	ABSENT	Brownfield (LAS)	YEA

Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	EXCUSED
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

AM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, KeyAnder Early, John Parrott, Sean Cooley, Chantil Huskey, Charla Miller, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Josh Rosenberg, and John DiPippa were present at the Meeting. Kay Hogan and Donna Keith were excused.

TWU MEMBERSHIP PLEDGE: Chad Kleibschedel

PLEDGE OF ALLEGIANCE: Executive Board Members

CORRESPONDENCE:

- None

NEW BUSINESS:

- LAX DEBM Interviews

The Executive Board reviewed and finalized the questions to ask the candidates.

*The Executive Board took a break at 1033
Lyn Montgomery called the Meeting to order at 1100*

All candidates were assigned in 30-minute sessions and answered questions prepared by the Executive Board.

- Guest Shelly Lefebvre (1110-1130)
- Guest Trish Damstra (1134-1156)

*The Executive Board went to lunch at 1200
Lyn Montgomery called the Meeting to order at 1330*

- Guest Jayson Schaal (1333-1403)
- Guest Mark Torrez (1410-1435)

PM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, KeyAnder Early, John Parrott, Sean Cooley, Chantil Huskey, Charla Miller, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Kay Hogan was excused.

The Executive Board took a break at 1437
Lyn Montgomery called the Meeting to order at 1450

Damion West made a **Motion (3)** to appoint Trish Damstra as the Los Angeles Domicile Executive Board Member. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR		
Kleibschedel, 1 st VP	YEA	Forte (ATL)	NAY
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Early, Recording Sec.	YEA	Parker (DEN)	NAY
Cooley - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	EXCUSED	Brownfield (LAS)	YEA
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	NAY
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	NAY
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

OFFICERS' REPORTS: *(All written reports are attached.)*

Lyn Montgomery submitted the **President's Report**.

Chad Kleibschedel submitted the **1st Vice President Report**.

LaTonia Paul Benoit submitted the **2nd Vice President Report**.

Sean Cooley presented the **Board Member at Large Report** verbally. No written report was submitted. The Executive Board was presented with concerns regarding Sean Cooley's behavior during a Union sponsored event.

The Executive Board took a break at 1600
Lyn Montgomery called the Meeting to order at 1630

Jessica Parker made a **Motion (4)** to suspend Sean Cooley per Article 21 of the TWU Constitution. Josh Rosenberg **seconded** the motion. The Executive Board entered discussion regarding the motion on the floor.

Damion West made an **amendment (4a)** to motion 4. Amend the motion to strike "suspend" and replace with "censure" and strike "Article 21 of the TWU Constitution" and replace with "Roberts Rules of Order". John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR		
Kleibschedel, 1 st VP	YEA	Forte (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	AWAY	Scarborough (DAL)	YEA

Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	ABSTAIN	Jackson (HOU)	YEA
Hogan - BMAL	EXCUSED	Brownfield (LAS)	YEA
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	YEA
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

Jessica Parker made a **Motion (4)** to *censure* Sean Cooley per *Roberts Rules of Order*. Josh Rosenberg **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR		
Kleibschedel, 1 st VP	NAY	Forte (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	AWAY	Scarbrough (DAL)	NAY
Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	ABSTAIN	Jackson (HOU)	YEA
Hogan - BMAL	EXCUSED	Brownfield (LAS)	YEA
Huskey - BMAL	NAY	J. West (MCO)	YEA
Miller- BMAL	NAY	Keith (MDW)	YEA
Ross Middleton - BMAL	NAY	Rosenberg (OAK)	YEA
Weis - BMAL	NAY	DiPippa (PHX)	YEA

The motion **carries**.

Lyn Montgomery informed Sean Cooley that the Executive Board had censured him, and that the censure was a warning. If Sean Cooley does not act accordingly, he may be suspended or expelled.

Lyn Montgomery Recessed the Meeting at 1800.

WEDNESDAY

November 14, 2018

CALL TO ORDER: Lyn Montgomery called the Meeting to order at 0900.

AM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, KeyAnder Early, John Parrott, Sean Cooley, Chantil Huskey, Charla Miller, Gayle Ross Middleton, Eric Weis, Pamela Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Kay Hogan was excused.

GRIEVANCES: Gayle Ross Middleton presented the **Grievance Review Committee Report**.
Guest Grievance Team Member Barbara Fitzhugh entered the meeting at 0940.

Grievance Review Committee: Jessica Parker made a **Motion (5)** to proceed with a grievance case. Chad Kleibschedel **seconded** the motion. The motion **carries**.

Grievance Review Committee: John Parrott made a **Motion (6)** to not proceed, per the recommendation of the Grievance Review Committee on said cases. Damion West **seconded** the motion. The motion **carries**.

*Lyn Montgomery left the meeting to conduct Union Business at 1015.
Chad Kleibschedel chaired the meeting.*

Grievance Case:

Damion West made a **Motion (7)** to proceed with grievance case. Chantil Huskey seconded the motion. The motion **carries**.

Guest Grievance Team Member Beth Ross entered the meeting at 1018 and Grievant entered the Meeting at 1025. The Grievant and Beth Ross left the meeting at 1043.

*The Executive Board took a break at 1055.
Chad Kleibschedel called the meeting to order at 1105.*

Grievance Case:

John Parrott made a **Motion (8)** to proceed with grievance case. Eric Weis seconded the motion. The motion **carries**.

Guest Grievance Team Member John Moore entered the meeting at 1110 and Grievant entered the Meeting at 1115. The Grievant and John Moore left the meeting at 1126.

Grievance Case:

Jessica Parker made a **Motion (9)** to proceed with grievance case. Chantil Huskey seconded the motion. The motion **carries**.

Guest Grievance Team Member Beth Ross entered the meeting at 1134 and Grievant entered the Meeting at 1152. The Grievant and Beth Ross left the meeting at 1235.

*The Executive Board went to lunch at 1237.
Chad Kleibschedel called the meeting to order at 1350.*

John Parrott made a **Motion (10)** to excuse Pamila Forte from today's PM Session for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	AWAY		
Kleibschedel, 1 st VP	CHAIR	Forte (ATL)	ABSENT
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	EXCUSED	Brownfield (LAS)	YEA

Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	YEA
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

PM ROLL CALL: TWU Local 556 Executive Board Members Chad Kleibschedel, LaTonia Paul Benoit, KeyAnder Early, John Parrott, Sean Cooley, Chantil Huskey, Charla Miller, Gayle Ross Middleton, Eric Weis, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Lyn Montgomery, Kay Hogan and Pamila Forte were excused.

GRIEVANCES: Cont'd.

Grievance Case:

Jessica Parker made a **Motion (11)** to not proceed with grievance case. Eric Weis seconded the motion. The motion **carries**.

Guest Grievance Team Members Beth Ross and Barbara Fitzgerald entered the meeting at 1355 and Grievant entered the Meeting at 1400. The Grievant and Beth Ross left the meeting at 1420.

Grievance Case:

Damion West made a **Motion (12)** to not proceed with grievance case. John DiPippa seconded the motion. The motion **carries**.

Guest Grievance Team Member Renda Marsh entered the meeting at 1432. Grievant conference call began at 1439. The Grievant and Renda Marsh left the meeting at 1455.

Grievance Review Committee: John Parrott made a **Motion (13)** to proceed, on cases. Gayle Ross Middleton **seconded** the motion. The motion **carries**.

Grievance Review Committee: John Parrott made a **Motion (14)** to not proceed, on case. Damion West **seconded** the motion. The motion **carries**.

Grievance Review Committee: John Parrott made a **Motion (15)** to proceed, per the recommendation of the Grievance Review Committee, on said cases. KeyAnder Early **seconded** the motion. The motion **carries**.

*The Executive Board took a break at 1512.
Chad Kleibschedel called the meeting to order at 1540.*

Grievance Case:

John DiPippa made a **Motion (16)** to not proceed with grievance case. John Parrott seconded the motion. The motion **carries**.

Guest Grievance Team Member Lauren Childs entered the meeting at 1542. Grievant entered the Meeting at 1545. The Grievant, Lauren Childs, and Barbara Fitzgerald left the meeting at 1605.

Gayle Ross Middleton presented the **Grievance Committee Report**.

Guest Grievance Team Member Brandon Hillhouse entered the meeting at 1620 and exited the meeting at 1642.

- Representation During Step Two Meetings: The Executive Board requested that a legal opinion be provided regarding non-grievance staff Members representing Members during a Step Two Meeting.
- Guest Pass Grievance: The company denied the group grievance.
- Opentime Grievance: A group grievance has been filed. Awaiting a response from the company.

OFFICERS' REPORTS: Cont'd. *(All written reports are attached.)*

Sean Cooley: Board Member at Large Report cont'd. – The Executive Board agreed to have Lyn Montgomery or her designee contact said Member. The Member will be informed that the Executive Board heard their concern and have addressed the matter.

Eric Weis made a **Motion (17)** to recess. Chantil Huskey **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED		
Kleibscheidel, 1 st VP	CHAIR	Forte (ATL)	EXCUSED
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	NAY
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Early, Recording Sec.	NAY	Parker (DEN)	NAY
Cooley - BMAL	YEA	Jackson (HOU)	NAY
Hogan - BMAL	EXCUSED	Brownfield (LAS)	NAY
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	AWAY
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	NAY
Weis - BMAL	YEA	DiPippa (PHX)	NAY

The motion **carries**.

Chad Kleibscheidel Recessed the meeting at 1710.

Thursday

November 15, 2018

CALL TO ORDER: Chad Kleibscheidel called the Meeting to order at 0904.

Jimmy West made a **Motion (18)** to excuse Pamila Forte from today's AM Session for personal reasons. Kristie Scarbrough **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	AWAY		
Kleibschedel, 1 st VP	CHAIR	Forte (ATL)	ABSENT
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	EXCUSED	Brownfield (LAS)	YEA
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	YEA
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

John Parrott made a **Motion (19)** to excuse Lyn Montgomery from Wednesday PM session and today's Executive Board Meeting for Union Business. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	AWAY		
Kleibschedel, 1 st VP	CHAIR	Forte (ATL)	EXCUSED
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarborough (DAL)	YEA
Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	YEA	Jackson (HOU)	YEA
Hogan - BMAL	EXCUSED	Brownfield (LAS)	YEA
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	YEA
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

AM ROLL CALL: TWU Local 556 Executive Board Members Chad Kleibschedel, LaTonia Paul Benoit, KeyAnder Early, John Parrott, Sean Cooley, Chantil Huskey, Charla Miller, Gayle Ross Middleton, Eric Weis, Damion West, Kristie Scarborough, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Lyn Montgomery, Kay Hogan, and Pamila Forte were excused.

OFFICERS' REPORTS: Cont'd. *(All written reports are attached.)*

Charla Miller submitted the **Board Member at Large Report**.

Gayle Ross Middleton submitted the **Board Member at Large Report**.

STANDING COMMITTEE REPORTS: *(All written reports are attached.)*

LaTonia Paul Benoit submitted the **Committee on Political Education (COPE) Report**.

Eileen Rodriguez submitted the **CISM Committee Report**.

Alexander Ricker submitted the **Scheduling Committee Report**.

Jessica Parker made a **Motion (20)** to appoint David Jackson as the liaison to the Scheduling Committee. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED		
Kleibscheidel, 1 st VP	CHAIR	Forte (ATL)	EXCUSED
Paul Benoit, 2 nd VP	NAY	D. West (BWI)	YEA
Parrott, Financial Sec.	NAY	Scarborough (DAL)	NAY
Early, Recording Sec.	NAY	Parker (DEN)	YEA
Cooley - BMAL	NAY	Jackson (HOU)	ABSTAIN
Hogan - BMAL	EXCUSED	Brownfield (LAS)	YEA
Huskey - BMAL	NAY	J. West (MCO)	YEA
Miller- BMAL	NAY	Keith (MDW)	YEA
Ross Middleton - BMAL	NAY	Rosenberg (OAK)	YEA
Weis - BMAL	NAY	DiPippa (PHX)	NAY

The motion **fails**.

Michael Massoni submitted the **Safety Committee Report**.

Michele Moore submitted the **Health Committee Report**.

Steven Hobbs submitted the **Education Committee Report**.

Kurtis Beggs submitted the **Professional Standards Committee Report**.

Lisa Happer submitted the **Uniform Committee Report**.

Chad Kleibscheidel submitted the **Communications Committee Report**.

The Executive Board took a break at 1110.

Chad Kleibscheidel called the meeting to order at 1125.

STANDING COMMITTEE REPORTS: Cont'd *(All written reports are attached.)*

Pamila Forte submitted the **Civil and Human Rights Committee (CHRC) Report** verbally. No written report was presented.

- Scheduling Diversity and Inclusion Training for Professional Standards
- Working with Southwest on potentially partnering with TWU Local 556 on Pride Parades

Damion West submitted the **Shop Steward Committee Report**.

Chantil Huskey submitted the **Mobilization/Organization Committee Report**.

The Executive Board took a break at 1222.

Chad Kleibscheidel called the meeting to order at 1240.

-Working Lunch-

PM ROLL CALL: TWU Local 556 Executive Board Members Chad Kleibscheidel, LaTonia Paul Benoit, KeyAnder Early, John Parrott, Sean Cooley, Chantil Huskey, Charla Miller, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Kristie Scarborough, Jessica Parker,

David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Lyn Montgomery and Kay Hogan were excused.

BOARD AGREEMENT:

The Board agreed to review all reports submitted and address further as needed.

SPECIAL COMMITTEE REPORTS: *(All written reports are attached.)*

Joe Skotnik submitted the **New Hire Committee Report**.

VeAnne Reeder submitted the **Survey Committee Report**.

Drew Kennedy submitted the **Technical Services Committee Report**.

Chris Sullivan submitted the **Veterans Committee Report**.

Jessica Parker submitted the **Women's Issues, Service, and Education (WISE) Committee Report**.

Natalie Salser submitted the **Flight Attendant Drug and Alcohol Program (FADAP) Report**.

The Executive Board took a break at 1455.

Chad Kleibschidel called the meeting to order at 1515.

OFFICERS' REPORTS: Cont'd. *(All written reports are attached.)*

Pamila Forte (ATL) submitted the **Atlanta Base Report**.

Damion West (BWI) submitted the **Baltimore Base Report**.

Donna Keith (MDW) submitted the **Chicago Base Report**.

Kristie Scarbrough (DAL) submitted the **Dallas Base Report**.

Jessica Parker (DEN) submitted the **Denver Base Report**.

David Jackson (HOU) submitted the **Houston Base Report**.

Rachel Brownfield (LAS) submitted the **Las Vegas Base Report**.

Jimmy West (MCO) submitted the **Orlando Base Report**.

Josh Rosenberg (OAK) submitted the **Oakland Base Report**.

- The Board agreed to purchase Four (4) Alameda Firefighters Gala Tickets for November 24th at \$100 each through the COPE Committee.
- The Board agreed to support the teachers' Unions in California. The Resolution is Attached

John DiPippa (PHX) submitted the **Phoenix Base Report**.

PROPOSED OPERATING BUDGET:

John Parrott presented the **2018-2019 Proposed Operating Budget** and led discussion. Rachel Brownfield made a **motion (21)** to table discussions regarding the 2018-2019 TWU Local 556 Operating Budget. Chantil Huskey **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED		
Kleibschidel, 1 st VP	CHAIR	Forte (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	YEA	Jackson (HOU)	AWAY

Hogan - BMAL	EXCUSED	Brownfield (LAS)	YEA
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	AWAY
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

MINUTES:

KeyAnder Early presented the **October 2018 Executive Board Meeting Minutes** for review. LaTonia Paul Benoit a **motion (22)** to approve the October 2018 Executive Board Meeting Minutes as amended. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED		
Kleibschedel, 1 st VP	CHAIR	Forte (ATL)	NAY
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	YEA	Jackson (HOU)	AWAY
Hogan - BMAL	EXCUSED	Brownfield (LAS)	NAY
Huskey - BMAL	NAY	J. West (MCO)	ABSTAIN
Miller- BMAL	YEA	Keith (MDW)	AWAY
Ross Middleton - BMAL	ABSTAIN	Rosenberg (OAK)	NAY
Weis - BMAL	AWAY	DiPippa (PHX)	YEA

The motion **carries**.

KeyAnder Early presented the **October 2018 Voting Record and Tally** for review. John Parrott made a **motion (23)** to approve the October 2018 Voting Record and Tally as amended. LaTonia Paul Benoit **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED		
Kleibschedel, 1 st VP	CHAIR	Forte (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	AWAY	Jackson (HOU)	AWAY
Hogan - BMAL	EXCUSED	Brownfield (LAS)	YEA
Huskey - BMAL	AWAY	J. West (MCO)	ABSTAIN
Miller- BMAL	YEA	Keith (MDW)	AWAY
Ross Middleton - BMAL	ABSTAIN	Rosenberg (OAK)	YEA
Weis - BMAL	AWAY	DiPippa (PHX)	YEA

The motion **carries**.

KeyAnder Early presented the **October 2018 Executive Board Meeting Attendance Report** for review. John Parrott made a **motion (24)** to approve the October 2018 Executive Board Meeting Attendance Report as presented. Kristie Scarbrough **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED		
Kleibschedel, 1 st VP	CHAIR	Forte (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	AWAY	Jackson (HOU)	AWAY
Hogan - BMAL	EXCUSED	Brownfield (LAS)	YEA
Huskey - BMAL	AWAY	J. West (MCO)	ABSTAIN
Miller- BMAL	YEA	Keith (MDW)	AWAY
Ross Middleton - BMAL	ABSTAIN	Rosenberg (OAK)	YEA
Weis - BMAL	AWAY	DiPippa (PHX)	YEA

The motion **carries**.

UNFINISHED BUSINESS:

- None

NEW BUSINESS:

- BOE Election Results
- Special Assessment Fee Results
- Final BOE Report
- LAX DEBM Onboarding

ANNOUNCEMENTS:

- None

John DiPippa made a **motion (25)** to Adjourn the Meeting. LaTonia Paul Benoit **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED		
Kleibschedel, 1 st VP	CHAIR	Forte (ATL)	YEA
Paul Benoit, 2 nd VP	YEA	D. West (BWI)	YEA
Parrott, Financial Sec.	YEA	Scarbrough (DAL)	YEA
Early, Recording Sec.	YEA	Parker (DEN)	YEA
Cooley - BMAL	AWAY	Jackson (HOU)	AWAY
Hogan - BMAL	EXCUSED	Brownfield (LAS)	YEA
Huskey - BMAL	AWAY	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	AWAY

Ross Middleton - BMAL	AWAY	Rosenberg (OAK)	YEA
Weis - BMAL	AWAY	DiPippa (PHX)	YEA

The motion **carries**.

Chad Kleibschedel Adjourned the Meeting at 1804.

To the best of my knowledge, these Minutes are an accurate account of these proceedings. All Officer and Committee reports presented are attached.



KeyAnder Early
TWU Local 556 Recording Secretary



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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NOVEMBER 2018 OFFICERS REPORTS

Report From:	President
Submitted Report:	
<p>November 12, 2018</p> <ul style="list-style-type: none"> • Lyn chaired the October 2018 Executive Board meeting. On the second day of the session, she left to prepare with the Negotiations Committee and returned when work permitted. • On October 23 and 24, Lyn served on a panel at the NATCA (National Air Traffic Controllers Association) Communicating for Safety Conference in Las Vegas. The session was called “CFS Panel: Tried, True and Tested - Aviation Safety Professionals: Unforeseen Circumstances Put these Professionals to the Test.” Members of the panel were Steve Jangelis, Aviation Safety Chairman, ALPA, Jamaal Haltom, FacRep, Las Vegas ATCT (LAS), NATCA, Anthony Borgert, FacRep, Las Vegas TRACON (L30), NATCA, Jared Mike, FacRep, Seattle TRACON (S46), NATCA, Kimberly Brooks, Certified Professional Controller, S46, NATCA, Jon Weak, President, SWAPA. Lyn wants to thank Trish Gilbert, Executive Vice President, NATCA for the opportunity. For more information about this conference, please visit https://www.natca.org/index.php/news/2632-tried-true-and-tested-aviation-safety-professionals-unforeseen-circumstances-put-these-professionals-to-the-test • On October 15, Lyn participated at the Labor Summit at SWAPA offices. Leaders from other Southwest Unions discussed the earnings and challenges they faced. • On October 15, Lyn attended the Union Quarterly Earnings Meeting. CFO Tammy Romo and CEO Gary Kelly (among other Company officials) briefed the Unions and answered questions on the quarterly earnings. • Lyn worked with the Negotiating Committee to prepare for upcoming contract negotiations and was therefore unable to chair the Membership Meetings. • On October 31, Lyn met with Managers, Brendan Conlon, Henry Townsend, Wayne Shaw, and Tammy Shaffer to discuss the FAA Reauthorization Bill and its impact. In attendance was <ul style="list-style-type: none"> • The Negotiating Committee created and developed a Negotiations Task Force (NTF) to assist the Negotiating Committee with mobilizing the Membership. The NTF and the Negotiating Committee developed a program fashioned similar to the 2002 Precinct Captain Program. This program will utilize grassroots and encourage face to face conversations to educate Members on Negotiations. • On November 6, Lyn and the Negotiating Committee attended day 1 of bargaining for the 2018 CBA. Lyn presented the Opening Statement for the Union. • On November 7, 2018, Lyn spoke at the Negotiations Task Force training. She also participated in a question and answer session with the Negotiating Committee. Lyn would like to thank Chantil Huskey, Travis Bruce and Susan 	

Johnson for their hard work and dedication in establishing the NTF and organizing training in minimal time.

- Lyn and the Negotiating Committee met with Management on November 12.

Report From:	Vice President - 1
Submitted Report:	
<p>First Vice President, Chad Kleibscheidel, has had 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 the entire Executive Board meeting in October and assisted with the Grievance Review Committee and worked closely with the Uniform Committee. He was absent from all but Chicago Midway Membership Meetings due to critical illness. Although ill, he continued to work when able while on a sick call. He thanks the Membership for the get well wishes and a special thank you to LaTonia Paul Benoit for her hard work and ability to chair the meetings. He also assisted other Executive Board Members in their duties as called upon and needed.</p>	

Report From:	Vice President - 2
Submitted Report:	
<p align="center">2nd Vice President</p> <p>Worked in the office 3 to 4 days a week in October. Officer on Call Attended Executive Board Meeting in Dallas Attended GRC Attended TWU Texas/Oklahoma State Conference Meeting in Dallas Attended Harris County Central Labor Council Executive Meeting Chaired MCO Membership Meeting Chaired BWI Membership Meeting Chaired ATL Membership Meeting Chaired HOU Membership Meeting. TWU Working Women Chairs Meeting Via Conference Call</p> <p>I would like to thank DEN DEBM Jessica Parker and LAS DEBM Rachel Brownfield for helping me with Officer on Call Duties.</p> <p>I would like to thank Recording Secretary KeyAnder Early and Treasurer John Parrott for helping me with chairing the Membership Meeting.</p>	

Report From:	BMAL
Submitted Report:	
<p style="text-align: center;"><u>Officer Report November 2018 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u></p> <ul style="list-style-type: none">• Gayle continued her work as Grievance Chair for TWU 556• She continued her development with the Salesforce program.• October 4, 2018 Lyn Montgomery, Marcy Vinyard, and Gayle met with Base Operations.• October 8, 2018 Marcy Vinyard and Gayle met with the Negotiating Team.• October 10, 2018 Board of Adjustment Training was held.• October 16-18, 2018 Gayle was excused from the Executive Board monthly meeting due to having the flu.• October 30, 2018: The monthly grievance meeting with Labor Relations was held. Five settlement offers have developed from this meeting• It is Gayle's continued honor to serve the Membership as a Board Member at Large and Grievance Chairperson.	

Report From:	BMAL
Submitted Report:	
<p>Officer Report for November - Charla Miller Board Member At Large</p> <ul style="list-style-type: none"> • Appointed as a Communications Chairperson during October Executive Boards, to serve alongside Communications Chairperson Chad Kleibsheidel • Communications Committee strategic planning and 2018-2019 budget proposal • Worked with other Unions and Locals coordinating TWU Local 556 participation in pickets for Aircraft Mechanics Fraternal Association (AMFA), for TWU Locals at American Airlines, and for the Association of Professional Flight Attendants (APFA) • Assisted the New Hire and Flight Attendant Drug and Alcohol Committees as their Executive Board Liaison • Worked on various projects, publications, and research involving all bases, committees, Negotiations Task Force, NT, and system-wide communications, last edition of Unity for 2018, coordinated committee members and assignments, management of TWU Local 556 social media, produced Membership communications via email, Facebook, Twitter, posters, and preparation for upload on the website and app • Worked in the Union office answering phones and serving our Members with the Grievance Team • Attended Membership Meetings in Orlando and Chicago • Assisted Members via phone calls, face to face, emails, texts, and messages 	

Report From:	DEBM - ATL
Submitted Report:	
<p>Pamila attended the ATL PRIDE Parade October 14. Pamila attended the Executive Board Meeting October 15-18. Pamila attended the Membership Meeting October 24. Pamila wrote an E-Connection. Pamila facilitated the Breast Cancer Lounge Mobilization October 25. Pamila and Shop Steward Veronica Espinoza passed out breast self-examination cards, pink popcorn, pink cotton candy, pink fans, and pink lanyards to Members in the Crew Lounge and on the Southwest Concourse. Pamila volunteered to assist with registration for Making Strides Against Breast Cancer, with Shop Stewards O'sha Stegall, Veronica Espinoza, Melinda Powe-Tuzun, Eric McCulley and Member Sharva Laye.</p> <p>Pamila traveled to Dallas to attend training for the Negotiations Task Force (NTF) on November 7. Pamila worked on the GOTV campaign with the Georgia State AFL-CIO for the mid-term election. Pamila did phone banking, mailers, and canvassing. Pamila would like to thank O'sha Stegall, Courtney Uche, Eric McCulley, and Michelle Montez for volunteering with the Georgia State AFL-CIO. Pamila attended the Midterm election rally at Morehouse College. Guest Speakers for the event were Georgia Labor friendly Candidates, former President Barack Obama, former US Attorney General, Eric Holder, and Congressman John Lewis. Pamila updated the glass case, tidied the Red-Rack and continues answer phone calls, text messages, and emails from Atlanta Members.</p>	

Report From:	DEBM - BWI
Submitted Report:	
<p><u>OCTOBER BALTIMORE BASE REPORT</u></p> <p>Domicile Executive Board Member (DEBM)</p> <ul style="list-style-type: none"> • Attended the October Executive Board Meeting on October 15 - 18 in Dallas • Attended New Hire Dinner on October 15 • Sat Emergency Officer on Call (EOOC) October 29 – November 4 • Spent the month of October promoting Negotiating Team 2Ready2Negotiate petition, passing out terminator for 2Hot2Cold, updating Flight Attendant email addresses and answering general base questions • Updated glass case to reflect Movember, November is Men's Health Month • Set up Toys for Tots Box in BWI Inflight Lounge for donations • Set up donation box for Veterans Committee • Attended Negotiation Task Force (NTF) Training on November 6 – 7 in Dallas • Fact Finding/Step #2 Meetings <p><i>(Scheduled vacation October 22 – 28)</i></p> <p>Baltimore Shop Stewards</p> <ul style="list-style-type: none"> • Participated in 17 Negotiation Team (NT) 2Ready2Negotiate Petition Lounge Mobs • Breast Cancer Awareness Lounge Mob • Stuff Mailboxes with Special NT Edition of the Unity Magazine • Attended Membership Meeting October 23 • Fact Finding/Step #2 Meetings <p>Baltimore Trending Discipline</p> <ul style="list-style-type: none"> • Fact Finding Meetings - 16 • Step #2 Meetings – 11 • Discipline Concerns <ul style="list-style-type: none"> ○ Delay of Flight ○ Points <p><i>(More education needed on the transition from Ready Reserve to PM Reserve to avoid Class 1.17)</i></p>	

Baltimore Base

- Baltimore Vendor Day November 7
- Baltimore continues to work hard through leadership changes

Report From:	DEBM - DAL
Submitted Report:	
<p>Kristie attended NTF training on 11/7. She provided two donation boxes in the lounge for the USO food drive and Toys for Tots. A lounge mobilization was held by shop steward Stephanie Ayres for Veterans day on Nov 9th. Kristie provided muffins and Union Pins. Kristie attended the Nov 9th Membership meeting. In addition she attended the Nov. board meeting. Kristie continues to communicate with the DAL membership utilizing her Dallas Union Connection page. Updates are made daily and current total of members on the page is at 820. Recent updates include all Union news and base news. Along with information provided from Dallas Love field. She posted new reduced parking rates available in Garage A and B. With a low rate of \$7.00 for parking on the roof. Kristie stuffed flight attendant boxes on Nov 6th with Unity. She also updated the glass union case with posters for Veterans Day and Mowvember. Kristie attended fact finding meetings the 3rd week of Nov and had a shop steward shadow for training. She answered emails and phone calls from flight attendants with concerns including the Dec lines and the OT outage regarding the grievance filed. She continues to communicate with management on a monthly basis. She also filled Union Pin requests. She attended a final 2Ready2Negotiate mobilization the last week of October. Kristie is planning a base mobilization around Thanksgiving.</p>	

Report From:	DEBM - DEN
Submitted Report:	
<p>Jessica attended the Executive Board Meeting in Dallas October 16-18. On October 30 Jessica attended the Labor Lunch and GOTV Launch at the International Brotherhood of Electrical Workers (IBEW) Local 68 Union Hall with Denver Shop Stewards Jamie Simpson and Allyson Parker-Lauck. Those who spoke at the event were candidate for Governor Jared Polis, Chairperson of the Democratic National Committee Tom Perez, Senator Michael Bennet, and Congressman Ed Perlmutter. Executive Director of the Sierra Club Michael Brune was a guest speaker at the event and he addressed how clean energy jobs can benefit both Unions and the environment and that combining our efforts will help both causes. After the event Jessica, Allyson, and Jamie knocked on doors to encourage Union Members to vote and support candidates who support Labor. On November 4 and 5 Jessica joined Jamie Simpson and knocked doors once again to encourage those who hadn't voted to please cast their vote for Labor friendly candidates. Jessica would like to personally thank Jamie Simpson for her dedication and commitment to the Labor Movement. Jamie volunteered over 100 hours in October by phone banking and knocking on doors encouraging Union Members to exercise their right to vote. Jamie continued her volunteer efforts through Election Day. Jamie's tireless advocacy for TWU Local 556 and the Labor Movement as a whole should be an inspiration to all of us. As the saying goes, "actions speak louder than words". Jamie has put advocacy into action, and I hope she is joined by many more in upcoming elections. On November 2 Jessica attended the Membership Meeting in Denver. Jessica distributed the Special Edition of Unity in Flight Attendant mailboxes on November 6. Jessica would like to thank Zach Hart and Michelle Abramovitch for their help with this. Jessica traveled to Dallas and attended training for the Negotiations Task Force (NTF) on November 7. Jessica continues to answer Members' emails, calls, and texts and remains in contact with Denver Inflight Leadership regarding issues specific to the Denver Base.</p>	

Report From:	DEBM - HOU
Submitted Report:	
<p>David reports he attended the Executive Board Meeting on October 16-18 and the Negotiations Task Force Training in Dallas on November 7. He reports that Fact-Finding Meeting shadowing has been going very well and another newly elected Shop Steward is ready to start conducting Meetings. Two Lounge Mobilizations were conducted on October 8 and 31 for Breast Cancer Awareness Month and David would like to thank Shop Stewards Patsy Gilbert and Lisa Thomas. A Lounge Mobilization for Veterans Day was conducted on November 11 and David would like to thank Houston Flight Attendant Amber McDonald. David met with Houston Inflight Base Management and remained in constant contact with the Executive Board.</p>	

Report From:	DEBM - LAS
Submitted Report:	
<p>Rachel reports that she attended the Executive Board Meeting in October 16-18. She decorated and drove the truck in the Las Vegas Pride Parade October 19. This year a DJ was in the bed of the truck and made the event an incredible time. Rachel would like to thank everyone who took part in celebrating and supporting Pride and hopes to see even more people join in next year. Rachel attended the Membership Meeting in Las Vegas November 1. There were a few Members in attendance who were there for their first Membership Meeting which is always a wonderful thing. Rachel flew to Dallas November 6 to attend a training session on November 7 for the Negotiating Task Force. Rachel placed the Unity Magazines in the Inflight Lounge Boxes. Rachel has been in contact with Members, Shop Stewards, and Management throughout the month.</p>	

Report From:	DEBM - MCO
Submitted Report:	
<p>Jimmy reported that Fact-Finding Meetings remain high. The meetings range from delay of flight, late to gate, refusal to fly and positive drug test. Jimmy reported that the Unity Magazine was distributed two days after the due date because of issues with the cargo house in Orlando. Jimmy reported that he will again be reaching out to the Manager of Cargo in Orlando to try to rectify the situation. Jimmy reported there are still issues with long wait times with the main employee parking lot in Orlando. The reason is still due to a shortage of buses and drivers. Jimmy reported he has met with Orlando Base Management to discuss various topics in the base. Jimmy reported the annual Toys for Tots toy boxes will be placed in the Orlando lounge on Friday, November 16, 2018 and will be picked up on Saturday, December 15, 2018.</p>	

Report From:	DEBM - MDW
Submitted Report:	
<p>Donna reports during the month of October 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. During the month Donna has represented Flight Attendants in Fact-Finding Meetings. Donna spent time in the Chicago Lounge for Breast Cancer Awareness and passed out lanyards and informational material. Donna has been in communication with Shop Stewards, Grievance Staff, and Executive Board Members regarding issues in the Chicago Base and Fact-Finding Meetings. 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
Submitted Report:	
<p>Josh attended the October session of the Executive Board Meeting. He worked closely with TWU California State Conference Chairperson Matt Hettich and Shop Steward Samantha Wilkins on electing Labor friendly candidates to office. Josh would like to thank Matt and Sam on all their hard work this election season. Josh attended the Oakland Membership Meeting. It was held at the Teamsters Local 853 office / Alameda Labor Council because of a Labor dispute at the original location. Josh would like to thank the Alameda Labor Council and Teamsters Local 853 for their hospitality. Josh hopes that we will be welcomed back to do future Membership Meetings in hopes to reduce cost and strengthen our bonds with Local Unions. He would like to thank everyone attended.</p> <p>On Veterans day, Vincent Scott in conjunction with the Veterans Committee, held a USO food drive. Josh would like to thank him for his time and work in the Lounge, as well as his service to our country.</p> <p>Fact Finding Meetings have been minimal over the last month. Josh discussed with Members of Management use of the back door to the office, as some Members have been uncomfortable waiting in the lounge before and after Fact Finding Meetings. Josh also discussed listings for flights home that might have to be made for Flight Attendants after Meetings with Management. He requested that they be made before the meeting as to not delay the Flight Attendants departure out of base, as well as to keep the Flight Attendant from any embarrassment as they wait at the front desk for the listing to be made.</p> <p>Josh would like to thank Oakland Negotiating Task Force Members Samantha Wilkins, Eric Hironymous, Kristen Loucks, and Julie Sadowski for accepting a leadership role and assisting our Negotiating Team. Josh looks forward to working with them as we negotiate or next Contract.</p>	

Report From:	DEBM - PHX
Submitted Report:	
<ul style="list-style-type: none">• 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 November E-Connection• Placed latest issue of Unity in the mailboxes• Printed out and hung up Toys 4 Tots posters• Picked up and setup Toys for Tots boxes• Tidied Red Rack• Attended Membership Meeting• Emails/Phone Calls with Board, Office Staff, and Membership• Attended the October Executive Board Meeting• Reviewed Grievances prior to November Boards• Met with interim Base Manager about Parking issues, D Security Checkpoint closing early• Emailed Meggan about station Christmas Party and availability of printed Contracts in the base• Checked with base if they had further information about the station Christmas party	



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NOVEMBER 2018 COMMITTEE REPORTS

Report From:	CISM
Submitted Report:	
<p>The CISM Team responded to a total of 118 incidents and spoke to 255 Flight Attendants.</p> <p>CISM Chairperson Eileen Rodriguez presented CISM to New Hire Flight Attendant class 399 .</p> <p>The CISM Team Team Base Coordinators attended a 2 day meeting in DAL held by Chairperson Eileen Rodriguez.</p> <p>CISM Chairperson Eileen Rodriguez attended two meetings with Southwest Leadership, TWU 556 Safety Chair Michael Massoni, Co Chair Jannah Dalak and Health Chairperson Michele Moore.</p>	
Aircraft Incident Assault Birdstrike Crew Member Illness Death on Board Debriefing - Team Member Diversion FADAP Team Referral FA Death FA Death of Family Member FA Illness FA Injury Fire on Aircraft Incident on RON International Incident Lightning Strike Lounge Mobilization - LAS Mechanical Medical Emergency New Class Presentation NOC Rotation Review Passenger Misconduct Personal Issue Safety Fair - LAS Sexual Harassment or Assault Smoke or Fumes in Aircraft	3 4 1 4 4 3 3 2 2 1 3 7 1 1 1 1 1 4 16 2 3 7 34 1 1 1

Suicide Attempt/Intervention	2
Turbulence	3
Van Accident (RON)	1
Other*	1
 Total	 118
 FAs Assisted	 255
 *Crew Member Misconduct	

Report From:	Communications
Submitted Report:	
<p>Communications Committee Report — November 2018</p> <p>We are pleased to announce Board Member At Large Charla Miller has been added as an additional Chairperson to the Communications Committee. Since the last Board meeting, we have completed and distributed a Special Edition Unity and are currently in the process of preparing an additional Unity to publish at year's end. Additionally,</p> <ul style="list-style-type: none"> • Communications Strategic Planning • 2018-2019 budget proposal • Worked on various projects and publications involving multiple committees and bases, worked with the Negotiations Task Force, and NT; both in specific distribution groups (ie. E-Connections, Shop Steward Committee, LODO, and Satellite Bases), and in system-wide communications • Management of TWU Local 556 social media • Membership communications via email, Facebook, Twitter, posters, and preparation for uploading onto the website and app • Planning updates to the Website to forward to Technical Services • Answered Membership emails, if not applicable to COM they were forwarded to the appropriate Committee. • Continued planning for a first-quarter Intra-TWU Union communications, meeting with jetBlue and Allegiant Airlines. <p>Always feel free to submit story ideas and photos to communications@twu556.org.</p>	

Report From:	Education
Submitted Report:	
<p>STEVEN HOBBS REPORT</p> <p>With the appointment of Amanda Gauger as Education Chair, the management of the Official TWU556 Facebook Group was moved from Steven Hobbs. Steven provided a transition plan to Amanda.</p> <p>Steven met with a number of Flight Attendants, as he flew around the system. It was thoroughly enjoyed speaking with the Members and answering their questions. The sharing of the Contract 101's and information provided about the TWU 556 APP were well received. There is wide support for the Union among the Membership and excitement of the beginning of Negotiations. Steven distributed the Unity Update from the Negotiations Team in the MCO Lounge on the evening of November 7th.</p> <p>Steven met in Dallas on November 8th with BMAL Chantil Huskey and discussed the Education Strategic Plan, Budget and NT information. Steven also spoke with John Long about Audio/Visual projects that could be done. On November 9th, Steven met with Dedra Bass and Ashley Breuer to discuss the Strategic Plan for the Education Committee. Steven is looking forward to working with Dedra and Ashley on Education programs.</p> <p>On November 11th Education Chairperson Steven Hobbs conducted a Lounge Mobilization in the MCO Lounge, participating with the Veterans Committee USO Food Drive. Steven had set up a donation box on November 1st in the MCO Crew Lounge. Steven would like to express is appreciation for the MCO Base for their cooperation.</p> <p>AMANDA GAUGER REPORT</p> <p>Education Committee Chairperson Amanda Gauger reports that since she was appointed, she has begun to complete the list of tasks from the Executive Board that was outlined by President and Education Committee liaison, Lyn Montgomery.</p> <p>Amanda has completed the transition to incorporate the Moderators' Schedule to the "When I Work" Application. She is approving Members and ensuring their information is updated in Sales Force, and is removing Members from the Group who are no longer employed.</p> <p>Amanda is auditing every post on the Official TWU 556 Facebook Group to ensure the incorrect answers are removed. She is documenting each incorrect answer, as well as posts where the actual question wasn't answered, posts where comments were left open, posts that should not have been approved to the group, etc. She has completed all of October's posts and is currently working back through to August 1. She would like the Membership to know that having</p>	

correct and complete answers is her top priority.

Amanda sent an email update regarding the TWU 556 Official Facebook Group to the Executive Board on Oct 31st.

Amanda has also begun to speak with each Moderator regarding the All Call that will be sent to the Membership, answering any questions or concerns.

Amanda and Education Chairperson Steven Hobbs have plans to discuss the Education Committee on Friday, November 16th.

Amanda is committed to keeping the Executive Board updated through the transition process of rebuilding the TWU 556 Official Facebook Group and Moderator Team.

Amanda would like to thank the Executive Board for the opportunity to serve the Membership

Report From:	FADAP
Submitted Report:	
<ul style="list-style-type: none">• Chairpersons Tom Spillers and Natalie Salser submitted the 2018-2019 Flight Attendant Drug and Alcohol Program (FADAP) Committee Budget on October 8.• The FADAP Base Coordinators met at Lake View Health in Jacksonville, Florida for a meeting and site visit October 8-10.• Natalie Salser met with Carrollton Springs Detox in Dallas on October 11.• The Chairpersons for the Flight Attendant Drug and Alcohol Program (FADAP), Critical Incident Stress Management (CISM), and Professional Standards Committees met with Senior Manager of Employee Outreach & Administration Tom Crabtree in Dallas on October 12.• Jodi Nevant attended the Las Vegas Safety Fair on October 18.• Jade Wilson and Carolyn Bruce hosted the FADAP Telephonic Recovery Meetings on October 7 and 10.	

Report From:	Grievance
Submitted Report:	
<p><i>November 2018</i> <i>Executive Board Report</i></p> <p><u>TOTAL NUMBER OF GRIEVANCES:</u></p> <p><i>176 total grievances:</i></p> <p><i>38 terminations</i> <i>8 group grievances</i> <i>40 non-term disciplinary</i> <i>47 Attendance</i> <i>43 individual contract</i></p> <p><i>Total Contract Grievances on file: 53</i> <i>Total Discipline Grievances on file: 123</i></p> <p><u>Settled and Withdrawn Report:</u></p> <p>In October, thirty-four grievances were settled; nineteen were settled at the Step 2 level. One grievance was accepted. Forty-two grievances were withdrawn without prejudice.</p> <p>Of the forty-seven Attendance grievances, eleven were No-Shows, seven Unable to Contact, eleven Failure to Report, eleven Sick Leave 1, one May be Late, one Free May be Late, and five No-Show Training.</p> <p>The forty non-term disciplinary grievances consisted of: twenty-nine written warnings, two final written warning, one three-day suspension, three six-day suspensions, four thirty-day suspensions, and one fifteen-day suspension.</p> <p><u>Fact-Finding Meetings:</u></p> <p>Eighty-one fact-finding meetings were held in the bases, in October 2018.</p> <p><u>Board of Adjustment:</u></p> <p>Case settled with the removal of FA No-Show Training. Case scheduled for December 14, 2018 (Written Warning).</p> <p><u>Arbitration Update:</u></p> <p>August 17, 2018: Arbitration was held. Briefs have been submitted. Awaiting decision.</p> <p>October 12, 2018: Was scheduled for arbitration on 10.24.18.</p>	

Settled for full retirement (even though 2 years shy of eligibility.) FA determined he would not be able to come back to work due to his disability.

October 18, 2018: Grievance was awarded by the Company (not settled).

Arbitrations Scheduled:

November 8, 2018: FA - Arbitrator William McKee

December 11-12, 2018: FA – Arbitrator William McKee – Scheduled for 2 days due to arbitrator scheduling times and the additional Timeframes argument

December 20, 2018: FA - Arbitrator Sarah Adler

Arbitrations Slated:

Deadline 12.31.18 FA – Arbitrator Vernon – As of today, we have an extension request from the Company through February 28, 2019. Unable to confirm dates during original 90 days due to lack of dates provided by the arbitrator.

Deadline 12.31.18 FA – Arbitrator Javits – As of today we have an agreement to extend the deadline through January 31, 2019. Received additional days in January from Arbitrator Javits.

Arbitrations Proceeding on Their Own:

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

Flight Attendant released TWU Local 556 and is proceeding on her own regarding her Termination - Arbitrator Franceiwicz.

Upcoming Grievance Meeting:

The Union and Management will be meeting on November 28, 2018 for our monthly grievance meeting. We have five pending settlement offers from the October meeting.

Report From:	Health
Submitted Report:	
Health Report for November Board Meeting	
<hr/>	
<u>ASAP</u>	
<p>The ASAP ERC has received 1,570 reports Year-to-Date in 2018. We have accepted 1,369 reports into the program and excluded 29 reports Year-to-Date. The exclusions range from not meeting the acceptance criteria, the report being a non-safety related event or the Flight Attendant not filing their report within the Letter of Understanding (LOU) guidelines.</p>	
<p>The ASAP ERC had a Quarterly meeting with the FAA CMO as well as all members (Primary and Alternates). We received praise from the FAA CMO on the growth of our program as well as the program promotions that have occurred. We also attended Safety Days in OAK, LAS and PHX. Please see the Safety Report for a graphical breakdown of the information reviewed at the Quarterly meetings.</p>	
<p>The ERC continues to see an increase in reports not meeting the LOU timeframes. It is imperative that if a Safety event occurs that the company has knowledge of or could gain knowledge of outside of the ASAP program that the report be submitted within the 24-hour timeframe. Additionally, if the Flight Attendant receives communications from a member of the ASAP team and they fail to respond, this could jeopardize their report from being accepted into the program.</p>	
<u>ENS Follow-ups:</u>	
<p>TWU Local 556 Health and Safety continue to vet every email that is received from the NOC, Dispatch and Scheduling. 10/11/18 – 11/11/18 267 emails were reviewed. Year-to Date 2,027 emails were reviewed.</p>	

Flight #1380

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

Uniform/Allergy Issues

The TWU 556 Safety Team has submitted information for the Executive Board in regard to associated cost and processes for uniform testing. Management has set up a meeting in which any Flight Attendant that wishes to view the actual testing results and “eye chart” can attend along with a Union Representative. The Safety Team is referring the Flight Attendants to their DEBM to accompany them so members of the Executive Board will have the opportunity to view the results and ask questions to the toxicologist to help in their determination of how to move forward.

Health and Safety Meeting (HASC)

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

- Injury Data
- Southwest Airlines No Fly list – what is the status
- Portable dialysis machines – several instances of them being on the aircraft
- Uniform:
 - Meeting for FA’s to view results
 - Accommodation requests
 - Accommodation pieces
- Biohazard kits on the airplanes will be changed out every 3 years
- Phone lists in the jetways
- New Safety Spotlight
- Incapacitated Flight Attendants landing on the jumpseat
- Cabin Fumes
- Safety/Health overview for future meetings.

Upcoming Meetings:

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

ASAP: Recommendation Meeting

ASAP: Safety Fair - PHX

Meeting with Steve Murtoff – monthly meeting

Emergency Procedures Review
NTSB Public Hearing

Report From:	MOBORG
Submitted Report:	
<ul style="list-style-type: none"> • October 17 -18, 2018 Co-Chairperson Chantil Huskey met with the (NT) Negotiations Team and with newly selected(NTF) Negotiations Task Force members Travis Bruce and Susan Johnson. • During this meeting we confirmed the name for the Ad-Hoc Negotiations Task Force, NTF Leaders, and NTF Agents. • We began design for the NTF logo and secured a date for an NTF training would be held in November. • October 22 - 26, 2018 Travis Bruce, Susan Johnson, and I began designing the new look of the NTF program. We also began making lists of names of potential NTF Leaders to give to the NT from the DEBM and list of (SS) Shop Stewards. We also attended the American Airlines picket line to support our American Airlines Mechanic brothers and sisters. • October 29 - November 2, 2018 the NTF began constructing materials for the NTF Leader Training to be held in Dallas November 7th. We were tasking with making calls to those that would be attending, setting up trip pulls, and hotel arrangements. We were able to set up a URL and QR code for the NTF training, power points, prepare speeches, and construct a budget for 2019. We also met with Elegante's Sales and Catering Manager to ensure we had the proper AV equipment, blocked enough rooms for guests, and conference room was adequate. • November 5 - 8 the NTF met the 5th to put together all NTF Handbooks. Met with Tech Services to ensure the NTF would have access to Salesforce for future NTF projects concerning emailing information. Met with John Long for video set up. Manually put together 70 handbooks for NTF Training attendees. Held NTF Training November 7th at the Elegante. • Assisted the Veteran Committee in USO drives in all 10 base lounges. Robert Shepard assisted in the graphics to be used on the USO donation boxes as well as the post cards to be handed out in the lounges. The DEBM's were of assistance in ensuring the USO donation boxes were placed in the lounges by November 3, 2018. We were also able to secure mostly Veteran Volunteers for the USO drive Lounge Mobilizations. • The 2HOT2COLD campaign is still underway and we have given our last box of 500 thermometers to mobilizers throughout the system. We will continue to push this campaign with (AFA) Association of Flight Attendants. • We were able to close out the Negotiation Survey Lounge Mobilizations with a strong number of signatures. Ensured that all timesheets were done and UB bars were placed for those that attended NT Lounge Mobs. We were able to secure over 170 Shop Stewards to assist in the effort for the month of October. 	

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Report From:	New Hire
Submitted Report:	
Chairperson Joe Skotnik reports that since the last New Hire Committee Report, he has spoken with Class 399, and Prairie Firkus attended their graduation. Joe would like to thank KeyAnder Early and Damion West for speaking to Class 400, while he was in negotiations. Joe would also like to thank Executive Board Liaison Charla Miller for her continued support of the New Hire Committee.	

Report From:	Professional Standards
Submitted Report:	
PROFESSIONAL STANDARDS OCTOBER 2018 ACTIVITY REPORT CRM 8 PILOT 6 I.R. FILED 6 WITHDRAWN 2 COMPANY PROCEDURE 6 UNPROFESSIONALISM 4 TOTAL 32 POSITIVE RESOLUTION 22 UNRESOLVED 10	

Report From:	Safety																																												
Submitted Report:																																													
<p>Safety Team Report</p> <p>Michael Massoni – Operational Safety Chair</p> <p><i>...The mission of the Unions Safety Team is to provide Union Leadership in all issues of health & safety; Technical Counsel to the TWU Executive Board; Representation to our Membership; Stewardship within our Company, Industry, its regulatory bodies and most importantly, facilitate Effective Communications between all...</i></p> <p>To: TWU Local 556 Executive Board CC: Thom McDaniel Date: November 11, 2018 Re: November 2018 EB Safety Team Report</p> <p>Currently the Safety Team has the following open and/or resolved action items:</p> <p>Aviation Safety Action Program (ASAP) – Reports Under ERC Review - 80</p> <table border="1"> <thead> <tr> <th>ID</th> <th>Event Date</th> <th>Status</th> <th>Summary</th> </tr> </thead> <tbody> <tr> <td>6747</td> <td>10/5/2018</td> <td>Sent to ERC for review</td> <td>AIRCRAFT DOOR\SLIDE/ARMING PROCEDURE - I committed a safety violation after losing the fwd entry door right before pushback from the gate.</td> </tr> <tr> <td>6751</td> <td>10/5/2018</td> <td>Sent to ERC for review</td> <td>FLIGHT ATTENDANT DUTIES AND RESPONSIBILITIES/OTHER - Loss passport</td> </tr> <tr> <td>6767</td> <td>10/8/2018</td> <td>Sent to ERC for review</td> <td>CABIN EQUIPMENT/LIFE VEST - Forgot to report only 9 spare life vests instead of required 10</td> </tr> <tr> <td>6794</td> <td>10/14/2018</td> <td>Sent to ERC for review</td> <td>IEFB/LOW BATTERY - Ipad was not at 90% for check in time</td> </tr> <tr> <td>6802</td> <td>10/14/2018</td> <td>Sent to ERC for review</td> <td>IEFB/NON-FUNCTIONING - EFB disables</td> </tr> <tr> <td>6805</td> <td>10/13/2018</td> <td>Sent to ERC for review</td> <td>OWWE/PAX DID NOT MEET EXIT SEAT CRITERIA - Failure to comply, FAA Chapter 33 violation</td> </tr> <tr> <td>6814</td> <td>10/15/2018</td> <td>Sent to ERC for review</td> <td>JUMPSEAT/DID NOT OCCUPY ASSIGNED JUMPSEAT - I landed on aft jumpseat</td> </tr> <tr> <td>6816</td> <td>10/15/2018</td> <td>Sent to ERC for review</td> <td>IEFB/MISSING IEFB - Left iPad at hotel in Little Rock</td> </tr> <tr> <td>6820</td> <td>10/14/2018</td> <td>Sent to ERC for review</td> <td>GROUND OPS COMMUNICATION\PROCEDURES/AGENT CLOSED DOOR BEFORE CABIN SECURED - Ops closed FWD entry door before C flight attendant confirmed she briefed exit rows nor in place to arm her doors</td> </tr> <tr> <td>6844</td> <td>10/21/2018</td> <td>Sent to ERC for review</td> <td>MINIMUM</td> </tr> </tbody> </table>		ID	Event Date	Status	Summary	6747	10/5/2018	Sent to ERC for review	AIRCRAFT DOOR\SLIDE/ARMING PROCEDURE - I committed a safety violation after losing the fwd entry door right before pushback from the gate.	6751	10/5/2018	Sent to ERC for review	FLIGHT ATTENDANT DUTIES AND RESPONSIBILITIES/OTHER - Loss passport	6767	10/8/2018	Sent to ERC for review	CABIN EQUIPMENT/LIFE VEST - Forgot to report only 9 spare life vests instead of required 10	6794	10/14/2018	Sent to ERC for review	IEFB/LOW BATTERY - Ipad was not at 90% for check in time	6802	10/14/2018	Sent to ERC for review	IEFB/NON-FUNCTIONING - EFB disables	6805	10/13/2018	Sent to ERC for review	OWWE/PAX DID NOT MEET EXIT SEAT CRITERIA - Failure to comply, FAA Chapter 33 violation	6814	10/15/2018	Sent to ERC for review	JUMPSEAT/DID NOT OCCUPY ASSIGNED JUMPSEAT - I landed on aft jumpseat	6816	10/15/2018	Sent to ERC for review	IEFB/MISSING IEFB - Left iPad at hotel in Little Rock	6820	10/14/2018	Sent to ERC for review	GROUND OPS COMMUNICATION\PROCEDURES/AGENT CLOSED DOOR BEFORE CABIN SECURED - Ops closed FWD entry door before C flight attendant confirmed she briefed exit rows nor in place to arm her doors	6844	10/21/2018	Sent to ERC for review	MINIMUM
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CREW/BOARDING - I was in the jetway near the forward entry door calling scheduling to request a jetway trade. Boarding had been halted.

6875 10/22/2018 Sent to ERC for review NON-COMPLIANCE WITH FARs, POLICIES, AND PROCEDURES/PAX NON-COMPLIANCE - Passenger up during climb while seatbelt sign was on.

6884 10/25/2018 Sent to ERC for review BOARDING/AGENT INITIATED BOARDING WITHOUT CREW COORDINATION - Unable to complete pre-flight duties due to Ground Operations' noncompliance

6887 10/28/2018 Sent to ERC for review CABIN EQUIPMENT/EMERGENCY EQUIPMENT - AED dark and beeping

6891 10/16/2018 Sent to ERC for review JUMPSEAT/EXTRA CABIN JUMPSEAT RIDER - Alcohol served to employee who listed for 4th jumpseat but took a cabin seat

6893 10/29/2018 Sent to ERC for review IEFB/LOW BATTERY - IEFB severe battery drain after installing the iOS 12 update 14 hours prior to the flight. Charge went from 100 to 18%.

6894 10/29/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES AND RESPONSIBILITIES/USE OF ELECTRONIC DEVICE - Failure to abide FAR's during taxi and take off

6895 10/28/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES AND RESPONSIBILITIES/OTHER - FAA Certificate in International Destination

6899 10/29/2018 Sent to ERC for review AIRCRAFT DOOR\SLIDE/ARMING PROCEDURE - Girt Bar Not Completely in the Brackets

6900 10/29/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES AND RESPONSIBILITIES/OTHER - Customer with disability

6901 10/30/2018 Sent to ERC for review IEFB/MISSING IEFB - Lost efb(work tablet/manual)

6902 10/27/2018 Sent to ERC for review NON-COMPLIANCE WITH FARs, POLICIES, AND PROCEDURES/PAX NON-COMPLIANCE - Failure to comply with crew member safety instruction

6903 10/30/2018 Sent to ERC for review IEFB/MISSING IEFB - left ipad in SFO

6904 10/29/2018 Sent to ERC for review IEFB/MISSING IEFB - Crew EFB left on Aircraft

6905 10/30/2018 Sent to ERC for review AIRCRAFT DOOR\SLIDE/DISARMING PROCEDURE - The fwd galley trashcan was partially pulled out and caught the girt bar as provo opened door during ground time

6906 10/29/2018 Sent to ERC for review IEFB/MISSING IEFB - C flight attendant left her EFMB on aircraft on Sunday morning.

6907 10/31/2018 Sent to ERC for review NON-COMPLIANCE WITH FARs, POLICIES, AND PROCEDURES/PAX NON-COMPLIANCE - non-rev flight attendant served snacks while seatbelt sign was on

6908 10/28/2018 Sent to ERC for review CABIN PET\SERVICE ANIMAL - During Pre-boarding passenger boarded with large pet and sat in aisle seat.

6909 11/1/2018 Sent to ERC for review IEFB/LOW BATTERY - IPAD not charged

6910 11/1/2018 Sent to ERC for review CRM/AGENTS - The customer service supervisor rushed flight attendants to board and interfered with flight attendant safety duties.

6911 10/29/2018 Sent to ERC for review GROUND OPS COMMUNICATION\PROCEDURES/CARRYON BAG POLICY NOT ENFORCED - Pax boarded 3 carryon items. Adv pax of carryon rules and adv to consolidate. Pax stated ops adv rules but ok because light flight.

6912 11/1/2018 Sent to ERC for review IEFB/MISSING IEFB - I realized I couldn't find EFB and made a run for the flight it was on c2

6913 11/1/2018 Sent to ERC for review GROUND OPS COMMUNICATION\PROCEDURES/AGENT CLOSE DOOR BEFORE CABIN SECURED - Cabin was not secure when Ops closed the door & pulled the jet bridge away

6914 10/31/2018 Sent to ERC for review IEFB/MISSING IEFB - I left my IEFB onboard.

6915 11/2/2018 Sent to ERC for review MAINTENANCE/GIRT BAR J HOOKS - Girt bar fell out of holding bracket

6916 11/1/2018 Sent to ERC for review NON-COMPLIANCE WITH FARs, POLICIES, AND PROCEDURES/PAX NON-COMPLIANCE - Pax would not comply with laptop policy

6917 10/27/2018 Sent to ERC for review CHILD RESTRAINT SYSTEM/IMPROPER PLACEMENT - Placement of car seats window and aisle

6918 10/31/2018 Sent to ERC for review SPECIAL PAX/DISABLED - Adult autistic child was becoming a hazard to himself and his family

6919 11/2/2018 Sent to ERC for review CHILD RESTRAINT SYSTEM/IMPROPER PLACEMENT - Did not notice car seat behind the exit row

6920 11/1/2018 Sent to ERC for review ALCOHOL/CONSUMED OWN ALCOHOL - Passenger Consumed Personal Alcohol after being told against the law.

6921 11/2/2018 Sent to ERC for review AIRCRAFT DOOR\SLIDE/DISARMING PROCEDURE - Disarm door before told jet bridge was up

6922 11/2/2018 Sent to ERC for review AIRCRAFT DOOR\SLIDE/PARTIAL SLIDE DEPLOYMENT - Failed to disarm door

6924 11/3/2018 Sent to ERC for review AIRCRAFT DOOR\SLIDE/ARMING PROCEDURE - arm my door before Jetbridge moved back, but I caught myself and disarm it right

6925 11/3/2018 Sent to ERC for review TURBULENCE/OTHER - Unable to safely complete service

6926 11/2/2018 Sent to ERC for review AIRCRAFT DOOR\SLIDE/PARTIAL SLIDE DEPLOYMENT - Partial slide deploy

6927 11/3/2018 Sent to ERC for review IEFB/OTHER - Noncompliance of not having all required items for duty. My credit card Sled is lost or stolen

6928 11/2/2018 Sent to ERC for review IEFB/MISSING IEFB - lost iPad

that delayed a flight

6929 11/3/2018 Sent to ERC for review NON-COMPLIANCE WITH FARs, POLICIES, AND PROCEDURES/PAX NON-COMPLIANCE - Pax up during moderate turbulence and not following crew instructions about standing in front of cockpit.

6930 11/3/2018 Sent to ERC for review IEFB/MISSING IEFB - Lost IEFB

6931 11/2/2018 Sent to ERC for review MINIMUM CREW/THROUGH FLIGHT - Only one FA left on plane when Captain and Ops let through passengers onboard

6932 11/4/2018 Sent to ERC for review BOARDING/AGENT INITIATED BOARDING WITHOUT CREW COORDINATION - Unable to complete pre-flight duties due to Ground Operations' noncompliance

6933 11/3/2018 Sent to ERC for review CABIN READINESS/PAX COUNT INCORRECT - PAX count was off, Door was closing when passenger realized we weren't going to her destination.

6934 11/1/2018 Sent to ERC for review AIRCRAFT DOOR\SLIDE/DOOR PROCEDURES\OTHER DEPARTMENT - OPS agent refusing to open main cabin door after arrival

6935 11/4/2018 Sent to ERC for review MINIMUM CREW/DEPLANING - Only 1 FA on plane with lift customer waiting for wheel chair

6936 11/4/2018 Sent to ERC for review TURBULENCE/OTHER - Pax will not comply with service item collection on final descent.

6937 10/26/2018 Sent to ERC for review TURBULENCE/OTHER - Conducted service in unsafe conditions

6938 10/28/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES AND RESPONSIBILITIES/CABIN WALK THROUGH NOT COMPLETED - I failed to complete my pre-landing walk-through due to the short flight and cabin service duties.

6939 10/29/2018 Sent to ERC for review TURBULENCE/OTHER - Due to the extremely short duration of the flight, service was begun while the aircraft was at an unsafe angle.

6940 11/4/2018 Sent to ERC for review IEFB/MISSING IEFB - EFB mistakenly removed from AC

6941 11/3/2018 Sent to ERC for review CABIN EQUIPMENT/COMMUNICATION SYSTEM - Boarded a dead airplane

6943 11/5/2018 Sent to ERC for review IEFB/OTHER - Realized sled was missing

6944 11/3/2018 Sent to ERC for review SECURITY/PAX MISCONDUCT (THREAT LEVEL) - Near altercation over open seating policy

6945 11/5/2018 Sent to ERC for review OWWE/PAX BRIEFED AFTER TAKEOFF - Exit row briefing

6946 11/5/2018 Sent to ERC for review FLIGHT ATTENDANT DUTIES AND RESPONSIBILITIES/OTHER - I failed to tell the outbound flight attendants that a LEO was onboard as a thru passenger to DCA.

6947 11/5/2018 Sent to ERC for review GROUND OPS

COMMUNICATION\PROCEDURES/OTHER - Agent running jet bridge
bumps plane

6948 11/4/2018 Sent to ERC for review CABIN
EMERGENCY/DECOMPRESSION - cabin decompression

6949 11/5/2018 Sent to ERC for review ILLNESS\INJURY
EVENTS/PASSENGER - Projectile Red Vomit all over Aft Galley

6950 10/30/2018 Sent to ERC for review SECURITY/SECURITY
CHECKS - THERE WAS A DISCREPANCY ON FLT ##### REGARDING
THE SECURITY CHECK FORM.

6951 11/4/2018 Sent to ERC for review IEFB/MISSING IEFB - Change
aircraft and forgot my iPad on the plane. I found out I didn't have it after we
close the door.

6952 11/5/2018 Sent to ERC for review BOARDING/AGENT
INITIATED BOARDING WITHOUT CREW COORDINATION - Unable to
complete pre-flight duties due to Ground Operations' noncompliance

6953 11/1/2018 Sent to ERC for review BOARDING/AGENT
INITIATED BOARDING WITHOUT CREW COORDINATION - Not in
Boarding Position. Ops Agent boarded after being told we were not ready.

6954 11/6/2018 Sent to ERC for review IEFB/NON-FUNCTIONING -
iPad locked

6955 11/6/2018 Sent to ERC for review OWWE/PREBOARD PAX
OCCUPIED EXIT SEAT - Pre-board sat at the OWWE

6956 11/6/2018 Sent to ERC for review IEFB/MISSING IEFB - getting
iefb from lounge in BWI

6957 11/6/2018 Sent to ERC for review FLIGHT ATTENDANT
DUTIES AND RESPONSIBILITIES/ANNOUNCEMENTS\DEMO - I forgot
to give the welcome opening announcement before the gate agent closed the
forward entry door

6958 11/5/2018 Sent to ERC for review SECURITY/PAX
MISCONDUCT (THREAT LEVEL) - ABA Pax landed on my jumpseat
protecting me from out of control pax

6959 11/7/2018 Sent to ERC for review CABIN
EQUIPMENT/EMERGENCY EQUIPMENT - I had belongings in an
emergency compartment

6960 11/7/2018 Sent to ERC for review IEFB/MISSING IEFB - Due to
attending to multiple wheelchair pax, did liquor inventory during flight and
discovered my iPad missing

6961 11/8/2018 Sent to ERC for review BOARDING/FA NOT IN
BOARDING POSITION - Left boarding position to use the bathroom to avoid
accident.

6962 11/8/2018 Sent to ERC for review AIRCRAFT
DOOR\SLIDE/ARMING PROCEDURE - Door Arming Procedure

6963 11/8/2018 Sent to ERC for review OWWE/OWWE BRIEFING
NOT DELIVERED AT ALL - Forgot to brief exit row

ASAP Reports received 2018 Year-to-Date: 1570

Accepted Reports Year-to-Date: 1369

Excluded Reports to date: 29

Open Reports:	80
Total Reports Received in 2017	947
Total Reports Received over the Life of Program	8308

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period: 10/11/18 through 11/11/18 = 267
Emergencies Declared for Period = 14

2018 Year-to-Date = 2027

All of 2017 = 2371

All of 2016 = 2887

All of 2015 = 2843

All of 2014 = 2119

All of 2013 = 1138*

All of 2011 = 1609

All of 2010 = 1413

All of 2009 = 1210

*ENS tracking and trending was suspended for the period of May 2012 – June 24th, 2013 – However ENS follow-up was maintained throughout this period. The Safety Team has re-established the practice of tracking and trending all ENS events and will include the same in all Safety Team Reports

SWALife Hot Aircraft Event Reporting

10/11/18 through 11/11/18 = 5

2018 Year-to-Date = 461

2017/2018 Year-over-Year Comparative = +66 (+14.32%)

All of 2017 = 396 = 34.3% Decrease Year-over-Year

All of 2016 = 535 = 32% Decrease Year-over-Year

All of 2015 (Benchmark High) = 788

Latest Hot Aircraft Reporting Overview (Normalized with all other Sources) 24SEP18-30SEP18:

Open Discussion Items:

- OSHA 300 Log Email Distribution to DEBM's

A4A Cabin Air Quality Mitigation Working Group (CAQMWG) Update:

A4A – Cabin Air Quality Task Group Meeting 01NOV18

Working Groups

- Evaluation

- Prevention
- Detection
- Mitigation

FAA Reauthorization Act of 2018, Section 326

- Educational Materials – Within 1 year
- Reporting of incidents of smoke or fumes on board aircraft – Not later than 180 days
- Research to develop techniques to monitor bleed air quality – Not later than 180 days
- Report required – Not later than 18 months
- Pilot program

“ICAO AC 344”

Mitigation Team Update

- Look Ahead
 - Complete review of comments (Dec 2018)
 - Send out for final review (Q1 2019)
 - Working Group presentation to Task Group for acceptance / endorsement (Q1 2019)
- Follow On (Beginning Q1 2019)
 - Education – Also identified under FAA Reauthorization Bill for FAA
 - Training
 - Reporting – Also identified under FAA Reauthorization Bill for FAA
 - ICAO Cir 344 Harmonization

Detection Team Update

- Find existing air sensing products and cabin air quality research
- Identify providers / researchers who can develop solutions for Aviation Industry
 - To Identify
 - What are the contaminants
 - To Develop
 - Onboard Detection and Measurement Devices per SAE AC9M Standards
 - Aerotracer by Airsense Analytics GmbH
 - PALL Aerospace (Cabin Air Quality Sensor (CAQS – MK1)
 - Other Studies/Technologies/Sensor Companies???
 - To Achieve

Design Consideration Team Update

- Progress since 24JUL18 CAQTG MTG
 - Refinement of SDR database as a usable tool
- Telecon 16OCT18

- All industry constituents represented (airlines, OEMs, Labor)
- Looked at data for ATA 21 and 49 primarily
- Called for more info/second look at “Cause Unknown” cases
- OEMs asked for data (supplied)
- Discussion of “rapid air exchange” in future designs
- Open questions: duct cleaning procedures and reporting forms

Extended-range Twin-engine Operational Performance Standards (ETOPS) Update:

Internal tabletops – 16 flight attendants (4 crews) participate to practice/prepare for the FAA tabletops (Week of 13NOV18).

FAA tabletops- 4 flight attendants (1 crew) will be chosen to participate in this exercise based on performance at internal tabletops (Tentatively set for 26NOV18).

Validation flights – Dates are yet TBD. The same 16 flight attendants that participated in the internal tabletops will crew our validation flights.

Scheduled and Standing Meetings:

November 9, 2018 – ASAP/PHX Safety Fair

Tuesday November 13, 2018 through Thursday November 15, 2018 – WN1380 Accident NTSB Public Hearing

December 7, 2018 – A4A Cabin Air Quality Mitigation Working Group Telecon to Continue Review of Recommended Practices

November 26, 2018 – Monthly Health and Safety Coordination (HASC) Meeting

TO VIEW THE FULL REPORT, PLEASE VISIT TWU556 WEBSITE.

Report From:	Scheduling
Submitted Report:	
<p><i>The number of line positions that a Flight Attendant could be awarded for the month of December decreased by 818-line positions from 10,249 in November to 9,431 positions in December. The Scheduling Committee left 1849 positions in open time for the month of November in comparison to 264 left in November. Eligible bidders for December only decreased by 4 people from November. Crew Planning increased reserve staffing by approx. 5% in December. This is due to year over year sick call trends. Historically, November OT reserve coverage is at 16% versus December OT reserve coverage peaking at 22%. System wide reserve holders (including VR line holders) for November was 32.85%, the increase for December (including VR line holders) was increased to 38.2%.</i></p> <p><i>The Committee for the month of December wrote an average of 70.09% pure Lines (Lines starting on the same day each week containing Pairings of the same length) maintained 35.07% 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 99.56 TFP average work days were 14.16. The contractual numbers above do not include the two satellite bases of FLL and AUS.</i></p> <p><i>The AUS Satellite base had an average of 59.38% pure lines, 29.69% weekend off and 31.25% lines containing 3-on/off or 48-hour breaks. The average lines paid 100.91 tfps.</i></p> <p><i>The FLL Satellite base had an average of 24.29% pure lines, 32.86% weekend off and 11.43% lines containing 3-on/off or 48-hour breaks. The average line paid 98.16 tfps.</i></p> <p><i>The Line Writers for the December Primary Lines were: Shelley Taylor, Rebekah Knox, Ryan Smith BR Williamson and Xander Ricker.</i> <i>The Line Writers for December Secondary Lines were: Shelley Taylor, Rebekah Knox, BR Williamson, Sheri Tyler, Lisa Trafton and Xander Ricker.</i></p> <p><u><i>Other Committee Work</i></u></p> <ul style="list-style-type: none"> <i>• A communications piece was submitted to the Communications Committee.</i> <i>• Planning has begun for a training day in January is in the works. Please reach out if there is interest. Tentatively that date will be January 9th 2019. schedulingcommittee@twu556.org</i> <i>• The Committee has been researching ways to best educate our membership, specifically line statistics, both system wide and in base statistics. Look forward to info graphs that are planned to be posted on-line. Statistics will include; average legs per day, average pairing pay, percentages of pairing types and purity percentages.</i> 	

Report From:	Shop Steward
Submitted Report:	
<p><u>OCTOBER SHOP STEWARDS COMMITTEE REPORT</u></p> <p>Completed Shop Steward Committee Unity Article</p> <p>Emailed Monthly October Newsletter with Trending Discipline Charts and video</p> <p>Collaborated with John Long regarding Trending Discipline video highlights from Shop Steward Training</p> <p>Discussed system wide campaign with Professional Standards to promote conflict resolution between members</p> <p>Reviewed ASAP scenarios and timelines with Michele Moore concerning discipline meetings</p> <p>Handled Internal Shop Steward issues concerning the following: Fact-Finding Notes, issues, errors, incorrect format, etc. <ul style="list-style-type: none"> • Signing Confidentiality Agreements • Shop Steward individual complaints • Assisted new Shop Steward with meeting prep • answered emails regarding second training date • assisted Shop Stewards in completing time sheets • answered salesforce questions, uploading, editing, etc. </p>	

Report From:	Survey
Submitted Report:	
<p>VeAnne reports she submitted the TWU Local 556 Annual Membership Survey to the EB and upon approval launched the survey to the membership. She spent many hours fielding calls, texts, and emails regarding surveys not received. She worked with tech services to verify email addresses and resent the survey to over 70 flight attendants. She reports a total of 3,078 flight attendants took the survey. The survey, including the correct answers, will be posted to the website and if possible, included in the Winter Unity Magazine.</p> <p>VeAnne also reports she had several discussions, including a conference call, with TWU Local 556's reps from Survey Monkey. There were several options discussed including a team plan as opposed to the current plan we currently have. This would allow for multiple groups, within the Local, to create surveys depending on their needs. These surveys would be specific to their department and could not be accessed by other departments. They also have an option to intergrate with SalesForce but it comes at a very high cost. The budget had already been submitted before the conference call, but it may be of interest to the Negotiating Committee if they plan on sending out more surveys. VeAnne can provide more details if needed.</p>	

Report From:	Uniform
Submitted Report:	
<p>Lisa, Jabari, and Chad attended a follow-up meeting with Mike Sims, Jamie Dotson, and Reina Torres on Oct 15th in DAL. Wear test results for both the regular line and cotton alternative options were discussed. For the regular line they are going ahead with the mechanical stretch on the grey dress, pants, and shorts. They are also making the changes to the length and button placements on the shirts. The vest is going into production. Jabari and Lisa both expressed the members dislike and possible alterations to the design which may be looked at for future batches. The cotton line is going to include the gingham shirt (LS and SS) and pants and shorts. They wanted to discontinue the polo but Lisa explained that they need options as well and wearing the gingham shirt and shorts with black athletic shoes would not be a good look. Lisa also expressed the concern at not having a dress option and a sweater. Not only do our members deserve a choice, but a possible lawsuit regarding no skirt/dress option for those whom religion is an issue could be problematic. As always, the desire for the old blue dress was pushed for. With cotton options be backordered, a possible retail solution is being discussed. Lisa asked for a memo to be sent to base leaders showing the alternative options, as some supervisors and managers are harassing our members on their alternative pieces. We discussed streamlining the process for the cotton uniform by possibly cutting out the middleman, making it quicker and easier to get approved and supplied. The ACT doctors form language needs to be changed (HEPA violation). A depletion of the current stock is problematic (\$12 million). SWA is discussing ways to get the old stock off the shelves so members can get the newer items they are wanting. The base maternity lending pieces was discussed. A follow-up phone call from Lisa to Mike Sims ensured all bases were up to compliance at that time.</p> <p>Lisa made a follow-up phone call to Mike Sims the next week. The following was discussed: The memo to the base leaders regarding the alternative pieces was going to be brought up in the next managers meeting. The grey material may be fire retardant but not HEAT resistant. Many were melted in hot cars over the summer, as well as cooler iron settings. This needs to be looked into. SWA lawyers are revising the verbiage of the ACT form at this time. Lisa is going to DAL in November to meet with Dr. Brooks who was the toxicologist that reviewed the fabric testing findings.</p> <p>Lisa spent most of October researching and communicating with fabric testing companies in the USA and across the world for our own testing. Most companies only do fabric analysis which determines what</p>	

the fabric consists of (IE Rayon, Cotton, Polyester etc.) and not chemicals. For those companies who do the chemical and metal testing, some were not willing to test for us if there could be possible litigation involved with the results. The one I am working with at the moment The Hohenstien Institute might be workable. It is in Germany so with the time difference emails are slow going. But I think it may be our best option at this time. More information will be coming in the near future. It might be in our best interest to also meet with a toxicologist and/or commercial allergist of our choosing to have their assessment of the findings.

Report From:	Veterans
Submitted Report:	
<p>The Veterans Committee Co-Chairman, Den F/A Chris Sullivan, reports he will join Veterans Co-Chairman Wayne Tipton at the TWUVC meeting on November 14-16 in Augusta, Georgia. The meeting will be hosted by TWU Local 527. On November 9-12 members volunteered to assist the Veterans Committee in holding lounge mobilizations in remembrance of Veterans Day. Members registered Veterans, distributed special Veterans Union pin and postcards. The Veterans Volunteers also collected food supplies for the local USO lounges. The Veteran Committee would like to thank all who assisted in making the event a success. The TWU 556 Veterans Facebook page continued to gain members and registered veterans. The Veterans Committee ask that if any EB Member is aware of a member who would like to volunteer or assist the committee that they email the veterans@twu556.org And they will be contacted as soon as possible.</p>	

Report From:	WISE
Submitted Report:	
<p>Jessica assisted in facilitating a system-wide lounge mobilization effort in the month of October for Breast Cancer Awareness. Jessica would like to thank all Domicile Executive Board Members and Members who made these lounge mobilizations a success. TWU Local 556 pink lanyards and self-exam shower cards were distributed to Flight Attendants. The pink lanyards were a huge hit among Flight Attendants and showed support for Local 556 while also highlighting Breast Cancer Awareness Month. Jessica and Denver Flight Attendant Christina Johnson will be volunteering for SafeHouse Denver by helping stuff and seal their annual Holiday Fundraising letter. This fundraising effort helps to support survivors of domestic violence and their children through an emergency shelter and advocacy center.</p>	