



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

**Executive Board Meeting
December 5-7, 2018
Synopsis**

WEDNESDAY
December 5, 2018

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

TWU MEMBERSHIP PLEDGE: Chad Kleibscheidel

PLEDGE OF ALLEGIANCE: Executive Board Members

TWU International Guest: International Administrative Vice President & Air Division Director -Mike Mayes and Air Division Staff Members -Kevin Smith and Jose Galarza were present and swore in Los Angeles Domicile Executive Board Member Trish Damstra.

Guest entered the meeting at 0900 and left the meeting at 0915.

Mike Mayes also shared:

- Some changes in the Air Division.
- Gary Peterson (International Staff Representative) is here in the Dallas area and can assist the Local as needed.
- Lyn Montgomery will be serving on the International Executive Board for 2019.

John Parrott made a **motion (1)** to excuse Pamila Forte from today's Executive Board Session for Union Business. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Rachel Brownfield made a **motion (2)** to excuse Jessica Parker from the December Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Rachel Brownfield made a **motion (3)** to excuse Jimmy West from the December 7th Executive Board PM Session for personal reasons. John DiPippa **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

David Jackson made a **motion (4)** to excuse Donna Keith from the December 7th Executive Board Sessions for personal reasons. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	EXCUSED
Kleibschedel, 1 st VP	YEA	D. West (BWI)	YEA

Paul Benoit, 2 nd VP	YEA	Scarborough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	EXCUSED
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	YEA
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	ABSTAIN
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, Kay Hogan, Chantil Huskey, Charla Miller, Gayle Ross Middleton, Eric Weis, Damion West, Kristie Scarborough, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Pamela Forte and Jessica Parker were excused.

CORRESPONDENCE:

- TWU International Committee on Appeals

MINUTES:

KeyAnder Early presented the **November 2018 Executive Board Meeting Minutes** for review. Chantil Huskey made a **motion (5)** to approve the November 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	CHAIR	Forte (ATL)	EXCUSED
Kleibschedel, 1 st VP	YEA	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarborough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	EXCUSED
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	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**.

KeyAnder Early presented the **November 2018 Executive Board Meeting Attendance Report** for review. Chantil Huskey made a **motion (6)** to approve the November 2018 Executive Board

Meeting Attendance Report. Kay Hogan **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

KeyAnder Early presented the **November 2018 Executive Board Meeting Voting Record and Tally** for review. Chantil Huskey made a **motion (7)** to approve the November 2018 Voting Record and Tally. Kay Hogan **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

*The Executive Board took a break at 0949
Lyn Montgomery called the Meeting to order at 1003*

Accident Response Plan Presentation: TWU Local 556 Health and Safety Committees

Guest Michael Massoni, Jannah Dalak, Michele Moore and Go Team Member Denny Sebesta entered the Meeting at 1000 and left the Meeting at 1107.

The Executive Board was provided with an updated accident response plan along with the presentation.

*The Executive Board took a break at 1107
Lyn Montgomery called the Meeting to order at 1123*

NT Strategy Presentation: Guests Mark Richard and Negotiations Committee Members

Guest Mark Richard, Denny Sebesta, LaShaye Hutchinson, Liz Howayeck and Joe Skotnik entered the Meeting at 1123 and left the Meeting at 1230.

Mark Richard discussed strategies with the Executive Board that can be utilized to assist during the contract negotiations process.

*The Executive Board went to lunch at 1230.
Lyn Montgomery called the Meeting to order at 1400.*

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

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

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

The Executive Board reviewed the report and held additional discussion.

Kristie Scarbrough made a **motion (8)** that Parliamentarian Kay Crews attend our January Executive Board Meeting. Charla Miller **seconded** the motion. The Executive Board entered discussion regarding the motion on the floor.

Jimmy West made an **amendment (8a)** to motion 8. To amend the motion and add the words "at a price of \$2,000 per day" at the end of motion 8. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call:

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

During discussions, the Executive Board decided to schedule a conference call for Friday, December 7th with Parliamentarian Kay Crews to further discuss before moving forward.

The Executive Board voted by roll call on the motion on the floor. **Motion (8)** that Parliamentarian Kay Crews attend our January Executive Board Meeting.

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

The motion **fails**.

Lyn Montgomery recommended Paul Sweetin and John Williams for the Grievance Team.

John Parrott made a **motion (9)** to approve Paul Sweetin to serve on the TWU Local 556 Grievance Team per the Presidents recommendation. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	EXCUSED
Kleibscheidel, 1 st VP	YEA	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	EXCUSED
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	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 (10)** to approve John Williams to serve on the TWU Local 556 Grievance Team per the Presidents recommendation. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

*The Executive Board took a break at 1521
Lyn Montgomery called the Meeting to order at 1540*

John Parrott presented the **Office Manager Report**. Recommendations were made for staff holiday bonuses. The yearly Employee Review and Pay Proposal were presented to the Executive Board.

John Parrott made a **motion (11)** to approve a holiday bonus in the amount of \$2,500 gross for TWU Local 556 Finance Manager Madeline Howard. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

John Parrott made a **motion (12)** to approve a holiday bonus in the amount of \$1,500 gross for TWU Local 556 IT Manager Cliff Mace. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	EXCUSED
Kleibschedel, 1 st VP	YEA	D. West (BWI)	YEA

Paul Benoit, 2 nd VP	YEA	Scarborough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	EXCUSED
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	YEA
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	YEA
Ross Middleton - BMAL	AWAY	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

John Parrott made a **motion (13)** to approve a holiday bonus in the amount of \$1,500 gross for TWU Local 556 Finance Specialist Juanita Stangler. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

John Parrott made a **motion (14)** to approve a holiday bonus in the amount of \$1,500 gross for TWU Local 556 Executive Assistant Debbie Huntsman. Josh Rosenberg **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

John Parrott made a **motion (15)** to approve a holiday bonus in the amount of \$1,500 gross for TWU Local 556 Office Coordinator Lisa Le. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	EXCUSED
Kleibschedel, 1 st VP	YEA	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	EXCUSED
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	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 (16)** to approve the 2018 TWU Local 556 yearly Employee Review and pay proposal as amended. Josh Rosenberg **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

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

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

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

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

Eric Weis presented the **Board Member at Large Report** for review.
Pamila Forte (ATL) submitted the **Atlanta Base Report** for review.
Damion West (BWI) submitted the **Baltimore Base Report** for review.
Donna Keith (MDW) submitted the **Chicago Base Report** for review.
Kristie Scarbrough (DAL) submitted the **Dallas Base Report** for review.
Jessica Parker (DEN) submitted the **Denver Base Report** for review.
David Jackson (HOU) submitted the **Houston Base Report** for review.
Rachel Brownfield (LAS) submitted the **Las Vegas Base Report** for review.
Trish Damstra (LAX) submitted the **Los Angeles Base Report** for review.
Jimmy West (MCO) submitted the **Orlando Base Report** for review.
Josh Rosenberg (OAK) submitted the **Oakland Base Report** for review.
John DiPippa (PHX) submitted the **Phoenix Base Report** for review.

Southwest Airlines Management Meeting Preparation: The Executive Board prepared a list of topics to discuss with Management during the one-hour meeting. Topics included: UM Sweepers, F/A checking bags at the gate, passenger carry-on policy, enhancing communications and F/A Point History.

Lyn Montgomery Recessed the Meeting at 1730.

THURSDAY
December 6, 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, Kay Hogan, Chantil Huskey, Charla Miller, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Jessica Parker was excused.

Committee Chairpersons Workshop: Lyn Montgomery shared the workshop goals that will be used to develop the workshop. The purpose of the workshop is to interact, engage and build strong Committees within the Local.

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

Eileen Rodriguez submitted the **CISM Committee Report** for review.
Alexander Ricker submitted the **Scheduling Committee Report** for review.
Michael Massoni submitted the **Safety Committee Report** for review.
Michele Moore submitted the **Health Committee Report** for review.

The Executive Board took a break at 0950.
Lyn Montgomery called the Meeting to order at 1000.

Southwest Airlines Management: Guests Rachel Loudermilk- Director of Operations and Mike Sikes- Director of Inflight Strategic Planning

Guests entered the Meeting at 1007 and left the Meeting at 1105.

CLAIM AT GATE ISSUE

- Eric W: Shared a recent incident as an example.
- Rachel L: Management took the January memo to the ground briefing meeting of the different departments. Encourages inflight to write up this matter so they can have the exact information to research and use as examples. The lack of documentation has made this difficult to address overall.
- Rachel L: Will follow up regarding Eric's situation.

CARRY ON BAG ISSUE

- Rachel Brownfield: Discussed the growing concerns that we are having and what is the company solution to this issue.
- Rachel L: Steve M. is taking the data and coming up with a long-term solution. Ground Ops has sent out more detailed information regarding the process including scanning the boarding area. There is not a short-term plan but working to establish a long term one.
- Donna K: What do we do when the bags get to us?
- Rachel L: Leave them at the jetway door.
- Rachel L: Will share with the Union the memo that was recently sent to Ground Ops.
- Charla M: Shared information regarding the Ground Ops manual regarding the sizing boxes that passengers are supposed to use to size the bag prior to boarding. Also, to customize bag tags for crews.
- Lyn M: Flight Attendants are being asked to complete an ASAP.
- Kristie S: Raised the concern regarding Flight Attendants being issued discipline for delaying flights due to this matter.
- Rachel L: Inflight has already been monitoring this behind the scenes and have been kicking back hundreds of delays regarding this without having to contact the Flight Attendants.
- Rachel L: She will be personally monitoring and making sure that Flight Attendants are not getting disciplined regarding delay of flight for bags.
- Chad K: Asked were there any suggestions on how Flight Attendants are to handle the situation.
- Rachel L: Encourages Flight Attendants to trust the process and explain the situation as best you can when needed. Also, to remain professional.

UM SWEEPER

- Donna K: Shared an example of the concern when no one came to get a child between flights.
- Donna K: What is the process? Do we have to wait for a sweeper? Are we as a company willing to delay a flight? There seems to be some disconnects with the policy.
- Rachel L: Ground Ops should be taking over if there is not a designated sweeper. It is not consistent and there is not always a sweeper.
- Sean C: Provided an example regarding this matter but as a Flight Attendant ending his duty day.
- Lyn M: Overall expressed the need to see consistency from Ground Ops Supervisors regarding policies.

Communication between the Company and the Union

- Lyn M: We feel as though we are an afterthought.
- Rachel L: We do not have a problem with sharing things that are not a secret with the Union.
- KeyAnder E: Provided an example regarding the IFEB being replaced.
- Mike S: Advised that the IFEBs are in fact going to be refreshed due to the FAA requirement to refresh them after so long.
- Lyn M: Expressed the need to be more in the loop with the Company.

Points History for Termination Cases

- Gayle M: We are not getting the point history. It is not fair, and we have always in the past received this information. We need to validate all the points.
- Gayle M: When we request information and research for grievances, it can take almost two weeks with discipline matters.
- Rachel L: Can't speak for Labor Relations regarding the point history. However, it should not take two weeks to get the file for cases. Maybe two days.

*The Executive Board took a break at 1105.
Lyn Montgomery called the Meeting to order at 1123.*

The Executive Board discussed strategies to address ongoing Flight Attendant issues.

Management Meeting Next Steps Discussion:

- What are some next steps:
 - Mobilize our members on those issues
 - Identify the issues with management
 - Having committees to follow up with the items discussed
 - When Management returns to the next Executive Board Meeting, making sure items previously brought up have been addressed
 - Document the issues as we go along
- How to address:
 - Include other departments
 - Work with TWU Local 555
 - Understanding the SWA departmental hierarchy. Defining the line of who to go to that can address the concern if not that leader directly. Also identifying whom to escalate things to.
- The Executive Board will create a list of topics to discuss during the meeting with management. Designated Board Members will serve as subject matter experts for each topic.

*The Executive Board went to lunch at 1200.
Lyn Montgomery called the Meeting to order at 1332.*

PM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, KeyAnder Early, John Parrott, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, Gayle Ross Middleton, Eric Weis, Pamela Forte, Damion West, Kristie Scarbrough, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna

Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Jessica Parker was excused.

Board Presentation: Office Staff- Madeline Howard, Cliff Mace, Juanita Stangler, Debbie Huntsman and Lisa Le. The Executive Board took this opportunity to say Thank You and Happy Holidays.

Guests entered the Meeting at 1335 and left the Meeting at 1340.

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

Amanda Gauger and Steven Hobbs submitted the **Education Committee Report** for review. After reviewing the report, the Executive Board held additional discussion.

Kay Hogan made a **motion (17)** to make the Official TWU Local 556 closed Facebook Group a one-way communication tool for the Union to notify and educate the membership. Trish Damstra **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Chair broke the tie

The motion **carries**.

The Executive Board took a break at 1440.

Lyn Montgomery called the Meeting to order at 1503.

The Executive Board resumed discussing the Education Committee.

Pamila Forte made a **motion (18)** to notify the TWU Local 556 Members of the change to the Official Facebook Group no later than 12 noon cst. Jimmy West **seconded** the motion. The Executive Board entered discussion regarding the motion on the floor.

Rachel Brownfield made an **amendment (18a)** to motion 18. To amend the motion on the floor to insert the words, “via email, a post on the official TWU Local 556 Facebook Group and on the TWU Local 556 website.” after the word “members”. Jimmy West **seconded**. The Executive Board voted by roll call:

Montgomery, President	CHAIR	Forte (ATL)	YEA
Kleibscheidel, 1 st VP	NAY	D. West (BWI)	YEA

Paul Benoit, 2 nd VP	NAY	Scarborough (DAL)	NAY
Parrott, Financial Sec.	NAY	Parker (DEN)	EXCUSED
Early, Recording Sec.	NAY	Jackson (HOU)	YEA
Cooley - BMAL	NAY	Brownfield (LAS)	YEA
Hogan - BMAL	NAY	Damstra (LAX)	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 **fails**.

The Executive Board voted by roll call on the motion on the floor. **Motion (18)** to notify the TWU Local 556 Members of the change to the Official Facebook Group no later than 12 noon cst. tomorrow.

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

*The Executive Board took a break at 1545.
Lyn Montgomery called the Meeting to order at 1602.*

The Executive Board resumed discussing the Education Committee.

KeyAnder Early made a **motion (19)** that the changes to the Official TWU Local 556 Facebook Group per motion 17(serve as a one-way communication) become effective April 1st, 2019 and refer to a committee to assist the education committee with developing a transition plan to utilizing other after hour tools. Kristie Scarborough **seconded** the motion. The Executive Board entered discussion regarding the motion on the floor.

Chantil Huskey made an **amendment (19a)** to motion 19. To amend the motion and strike “to a committee” and replace with Grievance Committee Chairperson, Education Committee Chairperson and the Treasurer. LaTonia Paul Benoit **seconded**. The Executive Board entered discussion.

*The Executive Board took a break at 1640.
Lyn Montgomery called the Meeting to order at 1700.*

The Executive Board resumed discussing the Education Committee.

Charla Miller made an **amendment (19b)** to motion 19. To amend the motion and strike April 1st and replace with February 1st. Sean Cooley **seconded**. The Executive Board entered discussion.

Josh Rosenberg made a **motion (20)** to table motion 19. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **fails**.

The Executive Board voted by roll call. **Amendment (19b)** to motion 19. To amend the motion and strike April 1st and replace with February 1st.

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

The motion **carries**.

The Executive Board voted by roll call. **Amendment (19a)** to motion 19. To amend the motion and strike “to a committee” and replace with Grievance Committee Chairperson, Education

Committee Chairperson and Treasurer to develop a transition plan to include utilizing other after hour tools.

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

The motion **carries**.

The Executive Board voted by roll call on the motion on the floor. **Motion (19)** that the changes to the Official TWU Local 556 Facebook Group per motion 17(serve as a one-way communication) become effective February 1st, 2019 and refer to the Grievance Committee Chairperson, Education Committee Chairperson and Treasurer, to develop a transition plan to include utilizing other after hour tools.

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

The motion **carries**.

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

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

Chad Kleibschedel submitted the **Communications Committee Report** for review.

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

Pamila Forte submitted the **Civil and Human Rights Committee (CHRC)** for review.

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

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

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

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

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

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

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

Lyn Montgomery presented the **Satellite Base Report** for review.

FINANCIAL REPORT:

John Parrott presented the **October 2018 Financial Report** and answered questions. Jimmy West made a **motion (21)** to approve the **October 2018 Financial Report** as presented. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Lyn Montgomery Recessed the Meeting at 1928.

FRIDAY

December 7, 2018

CALL TO ORDER: Lyn Montgomery called the Meeting to order at 0902.

Rachel Brownfield made a **motion (22)** to excuse John Parrott from today's Executive Board session for personal reasons. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Hogan - BMAL	YEA	Damstra (LAX)	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 Kleibscheidel, LaTonia Paul Benoit, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Josh Rosenberg, and John DiPippa were present at the Meeting. John Parrott, Jessica Parker and Donna Keith were excused.

Executive Board Briefing: Lyn Montgomery informed the Executive Board of an incident involving Flight #278 OAK-BUR.

Conference Call Guest: Kay Crews- Parliamentarian

Guest entered the Meeting via conference call at 0920 and left the Meeting at 0940.

During the conference call, the Executive Board was provided with an explanation of services and the cost involved. The Executive Board discussed the matter further at the conclusion of the call.

Damion West made a **motion (23)** for a 2-day training session with a parliamentarian during January Executive Board Meeting. Pamila Forte **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

*Lyn Montgomery left the Meeting to conduct Union Business.
Chad Kleibscheidel chaired the Meeting.*

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

Guest Grievance Team Members Marcy Vinyard and Brandon Hillhouse entered the Meeting at 1003.

Grievance Case:

Rachel Brownfield made a **motion (24)** to proceed with the grievance case. Trish Damstra **seconded** the motion. The motion **carries**.

Guest Grievance Team Members Marcy Vinyard and Brandon Hillhouse entered the Meeting at 1003. The Grievant entered the Meeting via conference call at 1005. The Grievant and Marcy Vinyard left the Meeting at 1025.

The Executive Board took a break at 1027.

Chad Kleibscheidel called the Meeting to order at 1040.

Grievance Case:

Damion West made a **motion (25)** to not proceed with the grievance case. John DiPippa **seconded** the motion. The motion **carries**.

Guest Grievance Team Member Lauren Childs entered the Meeting at 1042. The Grievant entered the Meeting at 1054. The Grievant and Lauren Childs left the Meeting at 1120.

Grievance Case:

Damion West made a **motion (26)** to not proceed with the grievance case. John DiPippa **seconded** the motion. The motion **carries**.

Guest Grievance Team Member Marcy Vinyard entered the Meeting at 1125. The Grievant entered the Meeting via conference call at 1130. The Grievant and Marcy Vinyard left the Meeting at 1150.

Grievance Case:

Damion West made a **motion (27)** to not proceed with the grievance case. Eric Weis **seconded** the motion. The motion **carries**.

Guest Grievance Team Member Lauren Childs entered the Meeting at 1155. The Grievant entered the Meeting via conference call at 1202. The Grievant, Brandon Hillhouse and Lauren Childs left the Meeting at 1213.

The Executive Board went to lunch at 1213.

Chad Kleibscheidel called the Meeting to order at 1357.

Josh Rosenberg made a **motion (28)** to excuse David Jackson from today's Executive Board PM session for personal reasons. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

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

GRIEVANCES: Cont'd. Gayle Ross Middleton presented the **Grievance Committee Review Report**.

Guest Grievance Team Member Brandon Hillhouse and Marcy Vinyard entered the Meeting at 1401 and left the Meeting at 1543.

*Lyn Montgomery returned to the Meeting from conducting Union Business.
Lyn Montgomery chaired the Meeting.*

Grievance Review Committee: Chantil Huskey made a **motion (29)** to revisit a grievance case. Kay Hogan **seconded** the motion. The motion **carries**.

Grievance Review Committee: John DiPippa made a **motion (30)** to not proceed with the grievance case. Eric Weis **seconded** the motion. The motion **carries**.

Grievance Review Committee: Rachel Brownfield made a **motion (31)** to revisit a grievance case. John DiPippa **seconded** the motion. The motion **carries**.

Grievance Review Committee: John DiPippa made a **motion (32)** to not proceed with the grievance case. Eric Weis **seconded** the motion. The motion **carries**.

Grievance Review Committee: Damion West made a **motion (33)** to revisit a grievance case. Chad Kleibschedel **seconded** the motion. The motion **carries**.

Grievance Review Committee: John DiPippa made a **motion (34)** to not proceed with the grievance case. Eric Weis **seconded** the motion. The motion **carries**.

Grievance Review Committee: John DiPippa made a **motion (35)** to revisit a grievance case. Chad Kleibschedel **seconded** the motion. The motion **carries**.

Grievance Review Committee: John DiPippa made a **motion (36)** to not proceed with the grievance case. Eric Weis **seconded** the motion. The motion **carries**.

Grievance Review Committee: Rachel Brownfield made a **motion (37)** to revisit a grievance case based on new information. John DiPippa **seconded** the motion. The motion **carries**.

Grievance Review Committee: John DiPippa made a **motion (38)** to not proceed with the grievance case based on new information. Trish Damstra **seconded** the motion. The motion **carries**.

Grievance Review Committee: Rachel Brownfield made a **motion (39)** to proceed, per the recommendation of the Grievance Review Committee. Chad Kleibscheidel **seconded** the motion. The motion **carries**.

Grievance Review Committee: John Parrott made a **motion (40)** not to proceed, per the recommendation of the Grievance Review Committee. Trish Damstra **seconded** the motion. The motion **carries**.

Grievance Review Committee: John DiPippa made a **motion (41)** to not proceed, per the recommendation of the Grievance Review Committee. Trish Damstra **seconded** the motion. The motion **carries**.

Grievance Review Committee: Chad Kleibscheidel made a **motion (42)** to proceed with the group grievance case. John DiPippa **seconded** the motion. The motion **carries**.

Grievance Case:

The Grievant was scheduled to conference call with the Executive Board at 1440. A call was placed at 1440 and 1542. No answer to either call.

LODO Update- Lyn Montgomery

UNFINISHED BUSINESS:

- None

NEW BUSINESS:

- None

ANNOUNCEMENTS:

- None

Damion West made a **motion (43)** to Adjourn the Meeting. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

Lyn Montgomery Adjourned the Meeting at 1547.

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

A handwritten signature in cursive script, reading "KeyAnder B. Early". The signature is written in dark ink and is positioned above the printed name.

KeyAnder Early
TWU Local 556 Recording Secretary



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

DECEMBER 2018 OFFICERS REPORTS

Report From:	President
Submitted Report:	
<ul style="list-style-type: none"> • On November 12, Lyn presided as Lead Negotiator for the second day of collective bargaining for the 2018 Contract. • On November 13, 2018, Lyn chaired the Executive board meeting. She left the meeting on day two and three to perform time-sensitive work with the Negotiating Committee. The 1st Vice President chaired the meeting when she was away due to Union business. • Lyn continued to work with the Negotiating Committee in preparation for upcoming bargaining sessions. • Lyn worked with the Negotiations Task Force, developing strategies, overseeing the Negotiating mobilization plan and worked on communications. • The night before Thanksgiving, the FAA required immediate mandatory inspections of thirty-eight aircraft. Lyn contacted Management and Safety Chairperson Michael Massoni to discuss details. Lyn worked with Communications Chairpersons, 1st Vice President Chad Kleibscheidel and BMAL Charla Miller to communicate this concern to the Membership. • Lyn and 2nd Vice President Latonia Benoit and President of Local 555 Chuck Cerf discussed the recent publication concerning boarding from Vice President of Inflight Sonya Lacore and Vice President of Ground Operations Anthony Gregory. Both 555 and 556 are frustrated with the boarding pressures applied to both workgroups. The two locals are working together to find solutions. • On November 28, Lyn attended the monthly grievance meeting with management. In attendance for the Union was Latonia Benoit, Gayle Middleton, Marcy Vinyard, Barbara Fitzhugh, and Brandon Hillhouse. Lisa Le took notes. Present for the Company, from General Counsel Sue Ann Chaffin, Melissa Burdine, Kevin Allen, Briana Grant, Sara Hill, and Reen Emler. The Director of Labor Relations Tammy Shafer was not present. During the meeting, Management admitted that they had not sent a notice of termination with the confirmed delivery receipt dated within time frames. This is a violation of our contract and should result in an exoneration of the terminated Flight Attendant. Management claimed they did not have to abide by the provisions in 19.1.a. Lyn stated that when current contract language is not being honored, it makes it difficult to negotiate new language and is even harder to have trust that Management will honor negotiated language. We decided to end the meeting for the day due to this blatant violation and Management's disrespect of our Labor and Management relationships. • Lyn and Negotiator LaShaye Hutchinson attended a meeting with the Company to discuss new hire LODO vacancies. Present at the meeting was Kevin Allen, Kevin Clark, and Claire Taitte. Egda Avila 556 LODO representative was unavailable. Unfortunately, the meeting could not be 	

rescheduled so we continued with the meeting and briefed Egda on the events. We are hoping Management will agree to increase some flexibility and limit the requirements for new hire LODO's. Please refer to the LODO report for further details.

- On November 30, the Negotiating Committee met for final preparations for the December 3 and 4th bargaining sessions.
- On December 3 and 4, Lyn and the Negotiating Committee met with Management. During the session, non-disclosure agreements and ground rules were finalized. The Union presented three articles.
- Lyn met with Parliamentarian Kay Crews. Kay is a certified Professional Parliamentarian from the American Institute of Parliamentarians and Professional Registered Parliamentarian from the National Association of Parliamentarians. She works with SWAPA, APFA, TWU Local 513 and APA. Many organizations utilize a Parliamentarian to help business get done more efficiently and can help create a smoother, faster more efficient meeting. Parliamentarians are shepherds of democracy and are unbiased. Lyn welcomes the decision to use the advice of a Parliamentarian and recommends Kay Crews, as she comes highly recommended by other Unions. Having a Parliamentarian will provide quick and unquestioned answers to parliamentary processes.
- Lyn has stayed in close contact with the Operational Safety Committee Chairperson Michael Massoni on safety issues and concerns including flight 1380 issues, FAA mandated aircraft inspections, carry-on baggage concerns, and the FAA Reauthorization Bill.
- Lyn continues to advise and assist the Grievance team.

Report From:	Vice President - 1
Submitted Report:	
<p>First Vice President, Chad Kleibschedel, 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 November. He has been planning and coordinating the 2019 Voluntary Insurance Open Enrollment campaign. He attended Management meetings with the Uniform Committee, Inflight Supervisors and fellow Flight Attendants.</p>	

Report From:	Vice President - 2
Submitted Report:	
<p><u>2nd Vice President Report</u></p> <p>Attended Executive Board Meeting</p> <p>Worked in Union Office</p> <p>Met with Lyn Montgomery on duties</p> <p>Worked with KeyAnder Early and Damion West on Onboarding of LAX DEBM Trish Damstra</p> <p>Conference call with TWU Local 555 President Chuck Serf and Lyn</p> <p>Contacted Flight Crew of 1380</p> <p>Conference Call with TWU Working Women Committee</p> <p>Attended Labor Relations Meeting</p> <p>Attended Grievance Leaders Meeting</p>	

Report From:	BMAL
Submitted Report:	
<p style="text-align: center;"><u>Officer Report December 2018 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u></p> <ul style="list-style-type: none">• Gayle continued her daily work as Grievance Chair for TWU 556.• November 6, 2018 Brandon Hillhouse and Gayle met with leaders of Scheduling.• Gayle attended five Step 2 hearings.• Gayle attended the DAL Quarterly Union meeting November 9th.• November 13-15, 2018 Gayle attended the Executive Board monthly meeting.• November 28, 2018: The monthly grievance meeting with Labor Relations was held.• 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 December 2018 - Charla Miller Board Member At Large</p> <ul style="list-style-type: none"> • Communications Committee joint work on Unity 2018/2019 edition • As Picket Coordinator, attended/worked with other Unions and Locals coordinating TWU Local 556 participation for the Association of Professional Flight Attendants (APFA) informational picket (the union that represents American Airlines Flight Attendants), and TWU Local 556 participation in the Association of Flight Attendants (AFA-CWA) upcoming informational picket (United Airlines Flight Attendants) • Assisted our new Los Angeles Domicile Executive Board Member (LAX DEBM) • Attended the ribbon cutting ceremony for the LAX base and Southwest Airlines' Town Hall • Attended the opening day celebration in the LAX lounge hosted by LAX DEBM Trish Damstra. Participated in lounge mobilization efforts with Board Member At Large, Mob/Org Co-Chairperson, and Negotiations Task Force Leader Chantil Huskey • Assisted the Flight Attendant Drug and Alcohol and New Hire 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 of communications on the website and app • Assisted Members via phone calls, face to face, emails, texts, and messages 	

Report From:	DEBM - ATL
Submitted Report:	
<p><u>Atlanta Base Report</u></p> <p>Pamila attended the Executive Board Meeting November 13-15. Pamila decorated and placed the Toys For Tots donation box in the Atlanta Lounge. Pamila published an E-Connection. Pamila reports Fact-Finding / Step-Two Meetings continue to increase in Atlanta. Pamila continues to communicate weekly with Base Manager Graham Vandergrift about issues in the Atlanta base. Pamila continued to work with the Georgia AFL-CIO phone banking for the Georgia Midterm Election through November 6. Pamila updated the glass case, and tidied the Red-Rack. Pamila continues to answer emails, text messages and calls from Atlanta Members. Pamila would like to welcome the new Los Angeles Domicile Executive Board Member Trish Damstra to the Executive Board.</p>	

Report From:	DEBM - BWI
Submitted Report:	
<p align="center"><u>NOVEMBER BALTIMORE BASE REPORT</u></p> <p align="center">Domicile Executive Board Member (DEBM)</p> <ul style="list-style-type: none"> • Attended the November Executive Board Meeting on November 13 - 15 in Dallas • New hire presentation at TOPS November 12 • Attended New Hire Dinner on November 12 • Sat Emergency Officer on Call (EOOC) November 12 – November 18 • Spent the month of November promoting Negotiating Team, passing out thermometers for 2Hot2Cold, updating Flight Attendant email addresses and answering general base questions • Updated glass case to reflect Christmas • Set up Toys for Tots Box in BWI Inflight Lounge for donations • Promoted Toys for Tots Box and PayPal • Promoted Negotiation Task Force (NTF) • Set up Veterans Day Box for USO • Met with BWI SS to plan 1st 6 month of 2019 strategic planning • Fact Finding/Step #2 Meetings • Worked as the Co-Chair of The Shop Steward Committee <p>Baltimore Shop Stewards</p> <ul style="list-style-type: none"> • Fact Finding/Step #2 Meetings • Stuffed Unity Magazine in lounge mailboxes <p>Baltimore Trending Discipline</p> <ul style="list-style-type: none"> • Fact Finding Meetings - 18 • Step #2 Meetings – 12 • Discipline Concerns <ul style="list-style-type: none"> ○ Delay of Flight (Major Concern) ○ Points <p><i>(More education on the transition from Ready Reserve to PM Reserve to avoid Class 1.17)</i></p> <p>Baltimore Base Management</p> <ul style="list-style-type: none"> • Baltimore continues to work hard through leadership changes 	

Report From:	DEBM - DAL
Submitted Report:	
<p align="center"><u>DAL DECEMBER DEBM REPORT</u></p> <p>Kristie attended a meeting with base manager Tammi Feuling and discussed issues about parking security, elevator code and SIDA badges, the addition of a suggestions and solutions box as well as overall concerns regarding fact finding meetings. She had fact finding meetings over late to gate and NS issues and attended the Town Hall ribbon cutting ceremony in the DAL lounge. The Toys for Tots Box is available for donations. She updated the glass case with help from shop steward Susan Healy. Kristie continues to post on Union Connection and in Econnect to encourage donations. Toys for Tots will be delivered on Dec 13th. Kristie delivered the USO donations to the DFW location. She attended board meetings on 12/5-7. Kristie will be attending the Starry Night base Christmas party at Wings at HDQ. Kristie is also having a Christmas lounge mob breakfast for the flight attendants.</p>	

Report From:	DEBM - DEN
Submitted Report:	
<p>Jessica served on the Grievance Review Committee on November 12. Jessica attended the Executive Board Meeting in Dallas November 13-15. Jessica submitted a Denver E-Connection to the Communications Committee on November 19 and it was published on November 20. Jessica and Denver Flight Attendant Christina Johnson volunteered at SafeHouse Denver on November 20. Jessica set up the Toys for Tots donation box in the Denver Inflight Lounge and met with Denver Base Manager Ed Schneider on November 20. Jessica has emailed newly elected Denver Shop Stewards when there are opportunities to shadow Fact-Finding Meetings. Jessica answered emails, calls, and texts from Denver Flight Attendants.</p>	

Report From:	DEBM - HOU
Submitted Report:	
<p>David reports he conducted several Fact-Finding Meetings and continued to schedule new Shop Stewards to shadow Meetings. David attended the Executive Board Meeting in Dallas on November 13-15. He updated the Union Red Rack and the glass case and took several calls and emails from Members and sent an E-Connection to the Bases. David also coordinated the setup of a toy drive for Operation Stocking Stuffer for the Houston Fire Department and would like to thank Flight Attendant Liz Ibarra for all of her help.</p>	

Report From:	DEBM - LAS
Submitted Report:	
<p>Rachel attended the Executive Board Meeting in Dallas November 13-15. Rachel stayed in communication with the Las Vegas Base regarding Fact-Finding Meetings and scheduled newly elected Shop Stewards to shadow Meetings. Mandatory Meetings in Las Vegas are happening more frequently due to allegations of delaying flights or being late to the gate. Crew Conflict and Social Media Policy Meetings are also on the rise in Las Vegas.</p>	

Report From:	DEBM - MCO
Submitted Report:	
<p>Jimmy reported that the month of November ended with 17 Fact-Finding Meetings. The meetings ranged from delay of flight and late to gate, crew conflict and positive drug/alcohol test. Jimmy reported he will be collecting the toys for the 2018 Toys 4 Tots Program on Saturday, December 15. Jimmy reported that he has met with base management to discuss various topics. Jimmy reported the KCM lane in Orlando changed locations to the security exit located close to the Southwest Airlines ticket counter on the A side.</p>	

Report From:	DEBM - MDW
Submitted Report:	
<p align="center"><u>Chicago Base Report</u></p> <p>Donna reports during the month of November Fact-Finding 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, and Employee write ups. Donna has had conversations with Management several times during the month to discuss issues and concerns of Flight Attendants. Donna sent out an E-Connection. Donna spent time in the Chicago Lounge speaking with Flight Attendants and putting up the Toys for Tots collection boxes. 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. Donna attended the Chicago Membership Meeting and the Executive Board Meeting in November. 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 reports that he attended the November session of Executive Boards. He sat Emergency Officer On Call for the week of November 19-25. Josh coordinated a Virtual Food Drive with the Alameda County Food Bank in lieu of having a canned food drive in the lounge. Josh is happy to report we have raised almost \$1000 to this point. Shop Stewards Matt Hettich and Sam Wilkins Volunteered at the Alameda County Food Bank on November 26. It was an eye opening experience and something Josh would like to continue to do throughout the year with Members as volunteers are greatly needed at times other than during the Holidays. The amount we raise with the Virtual Food Drive will be matched by anonymous donors that work with the Alameda County Food Bank do to the volunteer efforts that were put in on November 26. Josh attended the California State Conference meeting in El Segundo with Members of TWU from many Locals in California. We went over the success that Labor had in the mid-term elections. Josh would like to thank California State Conference Chairperson Matt Hettich for all his hard work during the mid-terms.</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• Tidied Red Rack• Emails/Phone Calls with Board, Office Staff, and Membership• Attended the November Executive Board Meeting• Reviewed Grievances prior to December Boards• Did 4 Fact-Finding Meetings in November• Spoke with Station Manager & Meggan about D Security Checkpoint closure times as far as when this new time will be implemented• Wrote a December E-Connection• Helped a few Flight Attendants in the lounge on November 30 with their IEFB and visited with other Flight Attendants• Attended a picket for American Airlines Flight Attendants	



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

DECEMBER 2018 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
<p><u>Civil and Human Rights Committee Report</u></p> <p>Pamila, Civil and Human Rights Co-Chairperson Heather Kelly-Grey and Denver Shop Steward Jamie Simpson attended the Coalition of Labor Union Women (CLUW) National Executive Board Meeting and Conference (NEB) in Phoenix, Arizona November 28-30. This year's theme for the conference was <i>Sisters Not Afraid of Power (SNAP) – Building for the Future</i>.</p> <p>The conference was designed to give attendees skills to play prominent roles in their Unions, CLUW Chapters, and communities. The training sessions focused on understanding the CLUW constitution, finances, how to run effective meetings, organizing Union Members, Sexual Harassment, and Women in Leadership. Pamila, Heather, and Jamie ended the conference by attending a full day training session; <i>The Union's Role in Addressing Domestic Violence, Sexual Assault, Stalking and Sexual Harassment</i>. Mary Jo O'Neill, Regional Attorney, of the Phoenix District Office, EEOC and Janet Hill, CLUW National Vice President (USW) were the Presenters. The session included:</p> <ul style="list-style-type: none"> • EEOC statistics in reporting incidents • Leadership's responsibility reporting procedures and compliance training • Bystander intervention training • Member-to-Member reporting and Duty of Fair Representation (DFR) obligations • Adding language to the Unions constitution, or any labor Orgs and CBA's • Examples of language to include in the Contract • Bargain for mandatory training- bystander intervention • Addressing Member on Member reporting - using two Shop Stewards • Relevant State and Federal laws for victims • Unemployment Insurance for victims • Accommodations and Leave for victims • Panic button collective bargaining agreement • How to talk with a co-workers about domestic abuse and violence • Sexual Harassment prevention, strategies, and requirements for Employers. <p>Pamila would like to thank Jessica Parker for giving her the opportunity to attend and represent TWU Local 556 at the Conference.</p>	

Pamila, and Co-Chairperson's Heather Kelly-Grey, and LaTonia Paul Benoit are in the process of registering Members for the 2019 Dr. Martin Luther King Civil and Human Rights Conference. The CHRC Committee is currently working with the Domicile Executive Board Members on a lounge mobilization for Human Trafficking Awareness Month, in January 2019.

Report From:		CISM
Submitted Report:		
<p>The CISM Team responded to a total of 145 Incidents and assisted 327 Flight Attendants during November. Eileen Rodriguez CISM Chairperson traveled to MCO Base and presented CISM to SWA Leadership and also presented CISM to the SWA New Hire class #399.</p> <p>CISM was represented at the PHX Safety Fair and spoke to FA's, and ground personnel. We shared a informational table with FADAP.</p>		
Aborted Takeoff	1	
Assault	3	
Birdstrike	3	
Crew Member Illness	3	
Death on Board	1	
Debriefing - Team Member	3	
Declared Emergency	1	
Decompression/Pressurization	1	
Diversion	3	
FADAP Team Referral	3	
FA Death of Family Member	7	
FA Illness	7	
FA Injury	8	
FA Involved in Incident - Off Duty		4
Incident on RON	3	
Lightning Strike	1	
Mechanical	2	
Medical Emergency	33	
Natural Disaster	3	
New Class Presentation	1	
NOC Rotation Review	3	
Passenger Misconduct	10	
Personal Issue	24	
Safety Fair - PHX	1	
Sexual Harassment or Assault	4	
Smoke or Fumes in Aircraft	2	
Suicide Attempt/Intervention	4	
Suicide of a Family Member	1	
Terrorist Threat	1	
Turbulence	2	
Other*	2	
Total	145	

Report From:	Communications
Submitted Report:	
<p>Communications Committee Report — December 2018</p> <ul style="list-style-type: none">• Worked on various projects and publications involving multiple committees and bases, worked with the Negotiations Task Force, and NT; both in specific distribution groups (i.e. 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• Continued 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.• Exploring ideas for an electronic newsletter that compiles more information from more sources in one blast rather than piecemeal information.• Continued planning for a first-quarter Intra-TWU Union communications, meeting with jetBlue and Allegiant Airlines.• Monitored all news and events regarding grounding of aircraft over the holiday.• Intense work on Unity scheduled to arrive in bases in December. <p>Please submit story ideas and photos to communications@twu556.org. Stay strong and united.</p>	

Report From:	Education
Submitted Report:	
<p>Education Committee Chair Steven Hobbs: The Chair flew a full schedule plus additional flying in November. During those trips, the Chair flew with and spoke with a cross section of the Membership. The Chair shared Educational materials and spoke with Members about what was going on with the Union and Contract Negotiations.</p> <p>There were numerous phone calls, text messaged and emails between the Chair and Members about the Official Facebook Group and the open call for Moderators. There were also conversations with the current Moderators. Conversations continued with Dedra Bass and Ashley Breuer about Education programs going forward.</p> <p>During the Chairs Thanksgiving vacation, he spoke with large number of F/A's who texted and called him during the Irregular Operations that was experienced on the days leading up to Thanksgiving. There were numerous Members who were stranded, with illegal duty days and domicile break issues. The Chair made sure that those Members knew how to use their resources to calculate their legalities (TWU556 APP).</p> <p>The Chair is looking forward to having the Education Budget finalized, so that plans can be finalized going forward.</p> <p>Facebook Group: Education Committee Chairperson Amanda Gauger reports that an All Call for Moderators for the Official TWU 556 Facebook Group was sent to the Membership on November 15th. She has reached out to each Member who responded to the All Call email, and has begun to set up phone interviews with those who are advancing through the process.</p> <p>Amanda continues to approve Members to the Official Group, updating their information is Sales Force, and removing Members from the Group who are no longer employed.</p> <p>Amanda's auditing of every post on the Official TWU 556 Facebook Group continues. She has completed half of September, and hopes to get through to August 1 by the end of December. All incorrect answers are being documented, as well as any 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.</p> <p>Amanda submitted a budget and proposal for the Official Facebook Group for review during the last Executive Board Meeting.</p> <p>Amanda and Education Chairperson Steven Hobbs had a phone conversation</p>	

regarding the Education Committee on November 16. The Official Group was discussed as well as Steven's plans for other education initiatives.

Amanda wishes to thank Drew Kennedy for his assistance with Sales Force and When I Work. She also wishes the Executive Board a happy holiday season, and will continue to update the Executive Board accordingly.

Report From:	FADAP
Submitted Report:	
<ul style="list-style-type: none">• Natalie Salser and Tom Spillers, the Flight Attendant Drug and Alcohol Program Chairpersons, along with Critical Incident Stress Management, Professional Standards, and the Sr. Manager of Employee Outreach, Tom Crabtree, participated in the Orlando and Chicago <i>Base Huddles</i> to continue education on our resources.• Dana Mullins participated in the Phoenix Safety Fair on November 9.• Greer Steinke hosted an Al-Anon Telephonic meeting on November 14.	

Report From:	Grievance
Submitted Report:	
<p><i>December 2018</i> <i>Executive Board Report</i></p> <p><u>TOTAL NUMBER OF GRIEVANCES:</u></p> <p>189 total grievances:</p> <p><i>35 terminations</i> <i>9 group grievances</i> <i>43 non-term disciplinary</i> <i>63 Attendance</i> <i>39 individual contract</i></p> <p><i>Total Contract Grievances on file: 49</i> <i>Total Discipline Grievances on file: 140</i></p> <p><u>Settled and Withdrawn Report:</u> Twenty-six grievances were settled; eleven were settled at the Step 2 level. One Grievant released the Union to proceed on their own. One arbitration award for the Company. Forty-two grievances were withdrawn without prejudice. Of the sixty-three Attendance grievances, nineteen were No-Shows, four Unable to Contact, seventeen Failure to Report, nine Sick Leave 1, one SLA, one May be Late, one Bonus May be Late, and eleven No-Show Training. The forty-three non-term disciplinary grievances consisted of: twenty-nine written warnings, four final written warnings, five thirty-day suspensions, one fifteen-day suspension, three six-day suspensions, and one verbal warning from the pass bureau.</p> <p><u>Fact-Finding Meetings:</u> One hundred and eleven fact-finding meetings were held in the bases, in November 2018.</p> <p><u>Board of Adjustment:</u> FA is scheduled for January 22, 2019 (Written Warning). FA is scheduled for January 24, 2019 (Written Warning)</p> <p><u>Arbitration Update:</u> FA's arbitration decision was an award for the Company. November 8, 2018: FA - Arbitrator William McKee – arbitration was held. Briefs are being prepared.</p>	

Arbitrations Scheduled:

December 11-12, 2018: FA – Arbitrator William McKee – Scheduled for 2 days due to arbitrator scheduling times and the additional Time frames argument. *Grievance was settled.*

December 20, 2018: FA - Arbitrator Sarah Adler

March 6, 2019: FA – Arbitrator Vernon.

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.

Flight Attendant released TWU 556 and is proceeding on her own regarding her Termination – Arbitrator Javitz.

Upcoming Grievance Meeting:

The Union and Management will be meeting on December 12, 2018 for our monthly grievance meeting.

Report From:	Health
Submitted Report:	
<p>The ASAP program has seen an increase in the number of reports that are being submitted. October 2018 we saw the highest number of reports submitted since the start of the program. The ASAP team is planning on doing extensive program promotion in 2019 so the program will continue to grow. Please see the Safety report for graphical and numerical data.</p> <p>As mentioned in last months' report, the ERC continues to see an increase in reports not meeting the LOU or MOU timeframes. It is imperative that if a Safety event occurs that the Management or the FAA 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> <p>Additionally, we have seen an increase in the number of TSA related reports. Per the MOU, TSA events are not eligible to be accepted into ASAP. Any event that involves issues with KCM, TSA security or badging issues will not be considered in ASAP.</p> <p>The ASAP ERC attended the Safety fair in Phoenix in November. In December we will attend the Train the Trainer class to train on ASAP</p> <p><u>ENS Follow-ups:</u></p> <p>TWU Local 556 Health and Safety continue to vet every email that is received from the NOC, Dispatch and Scheduling. To date, in November 2018 we have received 371 messages.</p> <p><u>Flight #1380</u></p> <p>The TWU 556 Safety Team (Massoni, Dalak and Moore) attended the NTSB public hearing on flight #1380. The hearing focused on the mechanical aspects of the fan blades and cowling non-containments.</p>	

Health/Safety Issues in November

- Air Quality in California – adjudicated for our Members to have the ability to obtain a mask on California overnights
- Co-authored a publication regarding the Carry On Baggage Program
- Austin Water
- Max -800 aircraft
- Spanish Safety Information Card
- Bed bugs in RDU

Health and Safety Meeting (HASC)

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

- Injury Data – please refer to the Safety report for graphical and numerical data
- Southwest Airlines No Fly list – this is still in the works but will not be implemented in the near future as there are a lot of issues that have to be considered and worked through from the technology side
- New Safety Spotlight – it will focus on Incapacitated Flight Attendants landing on the jumpseat as this seems to be occurring consistently
- Cabin Fumes – what is the status of the fume reporting tool as this will be a requirement in the near future. The form is completed, the implementation date is still not determined
- Safety/Health overview for future meetings.

Upcoming Meetings:

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

ASAP: Recommendation Meeting

ASAP: Train the Trainer

Meeting with Steve Murtoff – monthly meeting

Emergency Procedures Review

Report From:	MOBORG
Submitted Report:	
<ul style="list-style-type: none"> • Mobilization/Organizing Co-Chair Chantil Huskey assisted new DEBM Trish Damstra with flyers and bag tag design for the December 1st Lounge Mobilization. • Mobilization/Organizing Co-Chair Chantil Huskey conducted a conference call with (NTF) Negotiation Task Force Susan Kern and Travis Bruce on November 17, 2018. On said conference call we agreed upon various talking points for our NTF Leaders and Agents. We also agreed upon continued dates to meet in Dallas regarding strategic planning through December. • The NTF met in Dallas the week of November 27th. We worked on further strategic planning for the Negotiation Team, talking points for NTF Leaders and Agents, as well as communication to go to the members. Talking points included Union Busting 101. They have already been sent to the NTF Leaders. They will be sent out to the NTF Agents by end of week as well as to DEBM. • We designed a process as to how SMP Violations will be addressed with NTF Leaders and Agents. • The NTF continued to send new NTF Agents their welcome emails with the electronic handbook. • The NTF met with the (NT) Negotiation Team to select the LAX NTF Leaders. • The NTF received the SOLIDARITY badges to be worn behind the TWU556 pins as NTF Leaders and Agents. These will be worn to be more identifiable while flying to the members. The NTF has designated NTF Leaders to ensure the Agents receive these badges in their files no later then December 6, 2018. In the future the welcome email to the NTF Agents will request they reach out to NTF Leaders for their SOLIDARITY badges. • December 1, 2018 Mobilization/Organizing Co-Chair attended the LAX Lounge Mobilization with DEBM Trish Damstra and BMAL Charla Miller. • NTF Leaders Susan Kern, Travis Bruce, Chantil Huskey and Shop Steward Committee Chair Lucy White Lehman and Co-Chair Damion West had a conference call December 3, 2018. We discussed how to work together in the future in mobilizing and getting information out to our members. 	

Report From:	Safety
Submitted Report:	
THIS REPORT HAS BEEN UPLOADED TO THE TWU LOCAL 556 WEBSITE	

Report From:	Scheduling
Submitted Report:	
<p><i>2018 Yearly Overview Scheduling Committee Report</i></p> <p><i>The number of line positions that a Flight Attendant could be awarded for the month of January increased by 440-line positions from 9,431 in December to 9871 positions in January. The Scheduling Committee left 141 positions in open time for the month of January in comparison to 1849 left in December.</i></p> <p><i>The Committee for the month of January wrote an average of 73.52% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an increase in purity over December by 3.43%. The Scheduling Committee maintained 35% 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 93.45 TFP average work days were 13.54. 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 74.29% pure lines, 38.57% weekend off and 14.29% lines containing 3-on/off or 48-hour breaks. The average lines paid 88.39 tfps.</i></p> <p><i>The FLL Satellite base had an average of 84.72% pure lines, 40.28% weekend off and 8.33% lines containing 3-on/off or 48-hour breaks. The average line paid 89.31 tfps.</i></p> <p><i>The Line Writers for the January Primary Lines were: Shelley Taylor, Rebekah Knox, Ryan Smith, Richard Locher, Kay McCurley, Lisa Trafton and Xander Ricker.</i></p> <p><i>The Line Writers for January Secondary Lines were: Secondary Lines had not yet been written when this report was submitted.</i></p> <p><u><i>Other Committee Work</i></u></p> <ul style="list-style-type: none"> <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 align="center"><u>November Shop Steward Committee Report 2018</u></p> <p>Updated Shop Steward Bases changes</p> <p>Separated out LAX Shop Stewards</p> <p>Emailed all DEBM's and Ann Claire</p> <p>Added Executive Board to Shop Steward Distribution list</p> <p>Worked with Tech Services to create new instruction guide for submitting notes in Salesforce</p> <p>Added date to note section in salesforce</p> <p>Instructions were included in Monthly Newsletter</p> <p>Emailed new instructions to grievance Team</p> <p>Emailed Monthly November Newsletter with Trending Discipline Charts, Base discipline graphs and salesforce instructions for submitting notes</p> <p>Meet with Grievance Chair to discuss template changes notes section</p> <p>Discussed a designee on Grievance to receive individual Shop Steward issues</p> <p>Discussed having Monthly meetings regarding overall Shop Steward concerns</p> <p>Reached out to Negotiations Task Force</p> <p>Reached out to Trish Damstra, new LAX DEBM</p> <p>Reviewed ASAP scenarios and timelines with Michele Moore concerning discipline meetings</p> <p>Worked on Strategic Plan for 2019 for Shop Steward Committee</p> <p>Discussed system wide campaign with Professional Standards to promote conflict resolution between members</p>	

Report From:	Uniform
Submitted Report:	
<p><u>December 2018 Monthly Report Uniform Committee</u></p> <p>November 20, 1st VP Chad Kleibscheidel and Uniform Committee Chairperson Lisa Happer attended a meeting with Management and Doctor Brooks, Toxicologist. Mike Sims, Jamie Dotson, three Flight Attendants, and two Base Leaders were also in attendance. The meeting was set up at the Flight Attendants' request to go over the fabric testing results.</p> <p>Lisa and Chad told Management to immediately train or retrain Base Leaders on the alternative uniform standards for gate check purposes. They requested communication be sent to all bases and to be discussed at their Supervisors meeting in January.</p> <p>Calls concerning reactions continue to come in on a regular basis.</p> <p>Lisa received a few calls concerning the lack of an alternative dress/skirt option for religious purposes. Lisa brought this to Management's attention.</p> <p>Lack of cotton sweater option a problem for winter brought to Managements attention.</p> <p>The request to copy the Lands End blue dress, by Cintas, requested again.</p> <p>Two classes that just had their one-year anniversary had allotment issues. This was corrected and should not be a problem going forward, but we will monitor.</p> <p>Emails to the general Uniform Committee email are received by both Lisa and Jabari. To avoid doubling up, Lisa will address the emails regarding the reactions to the uniform, ACT, and other related questions, and Jabari will address general inquiries and copy Lisa in the response.</p>	

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 pine 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 and Denver Flight Attendant Christina Johnson volunteered for SafeHouse Denver on November 20 by stuffing, sealing, labeling, and stamping their annual Holiday Appeal. This fundraising mailer is SafeHouse's largest of the year and helps to raise funds for survivors of Domestic Violence.</p> <p>Atlanta Domicile Executive Board Member and Chairperson of the Civil and Human Rights Committee (CHRC) Pamila Forte, Co-Chairperson of CHRC Heather Kelly-Gray, and Denver Shop Steward Jamie Simpson attended the Coalition of Labor Union Women (CLUW) National Executive Board Meeting and SNAP: Sisters Not Afraid of Power – Building for the Future Conference on November 28-30. The Conference focused on the 2018 election results and the impact that women and labor made, strategize on building CLUW, and developing skills and a plan for a better future for working women and families. Jessica would like to thank Pamila, Heather, and Jamie for attending and representing TWU Local 556 and the Women's Issues, Service, and Education (WISE) Committee.</p>	