



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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

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 style="text-align: center;"><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:

NOVEMBER BALTIMORE BASE REPORT

Domicile Executive Board Member (DEBM)

- 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

Baltimore Shop Stewards

- Fact Finding/Step #2 Meetings
- Stuffed Unity Magazine in lounge mailboxes

Baltimore Trending Discipline

- Fact Finding Meetings - 18
- Step #2 Meetings – 12
- Discipline Concerns
 - Delay of Flight (Major Concern)
 - Points

(More education on the transition from Ready Reserve to PM Reserve to avoid Class 1.17)

Baltimore Base Management

- Baltimore continues to work hard through leadership changes

Report From:	DEBM - DAL
Submitted Report:	
<u>DAL DECEMBER DEBM REPORT</u>	
<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:	
<u>Chicago Base Report</u>	
<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	