



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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JANUARY 2019 OFFICERS REPORTS

Report From:	President
Submitted Report:	
<u>Duties</u> - Lyn chaired the December Executive Board Meeting. She had to leave the meeting for purposes of attending to the flight 278 incident and for Union business concerning Negotiations. Lyn continues to work with BMAL and Greivance Chairperson Gayle Ross on day to day issues concerning grievances and contractual violations. - An update from the President's desk was published to the Membership on December 19 including information about the Satellite Base Test, LODO, the carry-on bag issue, check-in app, and technology. - Lyn requested that TWU International Administrative Vice President and Air Division Director Mike Mayes (who also represents Jet Blue and FSI) and President Local 577 Joe Mayfield jointly publish a letter to both the President and Congress requesting an end to the partial government shutdown. The message did not discuss the politics behind the shutdown but focused on seeking government workers be paid, as they have worked for three weeks without a paycheck. The ramifications of a continued shutdown will directly affect Southwest Flight Attendants. <u>Satellite Base</u> - On December 10, 2018, Lyn, and Negotiator Denny Sebesta, Negotiator Liz Howayeck, Scheduling Committee Chairperson Xander Ricker met with Southwest Director of Labor Relations Brendan Conlon, Labor Relations Senior Manager Brianna Grant and Senior Manager Crew Ops Research and Analysis Claire Taitte. During the meeting Management shared statistics, and the parties discussed the Satellite Base test. A future meeting was scheduled for January 3, 2019. - On January 3, a follow-up meeting Satellite Base Meeting was held. On January 3, a follow-up meeting Satellite Base Meeting was held. Lyn, Negotiator Denny Sebesta, Negotiator Liz Howayeck, Scheduling Committee Chairperson Xander Ricker and Scheduling Committee Member Don Shipman attended for TWU. Management in attendance was Claire Taitte, Brendan Conlon, Brianna Grant and Senior Director of Crew Support Wayne Shaw. Lyn presented a proposal with changes to the current Satellite Base Agreement. The Union is seeking improvements and has requested the Satellite Base test be extended under new provisions that are more in line with the Collective Bargaining Agreement. A new testing model is needed to evaluate data to be able to determine if restrictions placed on Satellite bases can be removed. - Lyn hopes Management will be willing to agree to our proposal to alter the testing provisions to be more in line with our current Contract language. Maintaining consistent rules and provisions amongst domiciles and Flight	

Attendants is the best way to ensure that Satellite Bases will be a win for all. For further information see the January Satellite Base report.

- A conference call to discuss the Satellite Base test will be open to all Members will be held on January 18, 2019, with the Negotiating Committee.

LODO

- On December 10, Negotiator Lashay Hutchinson, and LODO participant Egda Avila met to discuss how new hire LODO's and other aspects of the LODO agreement. In attendance for Management was Claire Taitte, The Union is seeking improvements. A follow-up meeting was held on January 3, 2019. For further information see the LODO report.

FLIGHT 278

- Lyn spoke with the Crew of flight 278 who were being attended to by TWU CISM Representatives in coordination with the Safety Committee and Health Committee. Lyn wants to thank the Members of the crew for their actions and professionalism during and after this unfortunate event. Lyn wants to thank Michael Massoni for his tireless work.

California Sick Leave Violations

- On December 21, 2019, Lyn worked with Oakland DEBM Josh Rosenberg, Los Angeles DEBM Trish Damstra, Grievance Contract Coordinator Brandon Hillhouse and California attorneys with Altshuler Berzon LLP. Altshuler and Berzon recommended and filed a formal complaint alleging that Southwest is violating California State law, as well as Oakland and Los Angeles municipal ordinances in the way it implements its policies allowing flight attendants to care for family members. Two individual flight attendants have been named in the case, Matthew Hettich and Annmarie Mota. TWU International is supporting the actions taken by Local 556 to ensure the California laws are upheld by Southwest airlines.

Negotiations

- On December 10-12, Lyn prepared for Negotiations with the Negotiating Committee.
- On December 17-18, The Negotiating Committee was in caucus reviewing Management's proposal for Article 7- probationary period.
- On January 8, 2019- January 10 Lyn led the fifth Negotiation session with Management.
- Lyn continues to prepare for Negotiations with the entire Negotiating Committee. Lyn wants to thank the members of the committee for their hard work

and dedication.

- For more information see the Negotiating Committee report and/or Negotiating Committee updates.

Passing of Herb Kelleher

- The passing of our beloved Herb Kelleher has been a sorrowful time for us and signified the end of an era. Lyn sent condolences to Herb's family and Colleen Barrett.
- APFA and UAW sent flowers to the TWU Union office with sympathies.
- Lyn wants to thank CISM Committee Chairperson Eileen for working nonstop to staff the Flight Attendant bases with TWU CISM committee members to be available and for being available for those in need. Lyn also thanks to the CISM representatives for their service during this time.
- Lyn wants to recognize the work performed by the Communications and Tech Services Committee for working long nights and the weekend to ensure communication to the Membership was completed.

Report From:	Vice President - 1
Submitted Report:	
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 December. Worked with Grievance staff, office staff, attended Step 2 meeting. Answered to Members phone calls, issues, emails, and other concerns. Attended union informational picket on behalf of TWU in Cleveland, Ohio to show support for United Airlines flight attendant's and lack of proper and safe staffing. Continued to assist the Uniform Committee as needed. Continuing to prepare and spearhead the national launch planning and coordinating of the 2019 Voluntary Insurance Open Enrollment campaign/enrollment.	

Report From:	Vice President - 2
Submitted Report:	
2nd VICE PRESIDENT REPORT Dec 5-8 Attended Executive Board Meetings Dec 10 Meeting in Houston AFL-CIO Dec 12 Traveled to LGA for TWU Working Women Meeting At Local 100 NYC Dec 13 TWU Working Women Meeting/ Visited 911 Memorial Dec 17 Attended New Hire Dinner Dec 18-20 Worked in the office Meeting with Lyn for weekly tasks Dec 21-22 Flew Pairing HS1G Dec 26-28 Worked in Office Meeting with KeyAnder Jan 2-5 Worked in the office Meeting with Lyn for weekly tasks Meeting with Chad Jan 8-10 Meeting with Lyn on weekly tasks Meeting with Gayle and JP Meeting with ED. Comm. Meeting with Gayle and Marcy Attended Texas AFL-CIO Working Women Meeting	

Report From:	BMAL
Submitted Report:	
BMAL Kay Hogan has no written report to submit for the month of December 2018.	

Report From:	BMAL
Submitted Report:	
Officer Report for January 2018 — Charla Miller Board Member At Large • Assisted the Flight Attendant Drug and Alcohol Program (FADAP) Co-Chairperson Tom Spillers with FADAP projects as the FADAP Liaison and Communications Co-Chairperson • Coordinated TWU Local 556 participation in the Association of Flight Attendants (AFA-CWA) informational picket for United Airlines Flight Attendants, and the upcoming AFA-CWA informational picket for Frontier Airlines Flight Attendants • Worked on projects with the Communications Committee • Assisted Members via phone calls, face to face, emails, texts, and messages	

Report From:	BMAL
Submitted Report:	
<u>Officer Report January 2019 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • Gayle continued her work as Grievance Chair for TWU 556. December was a very busy month in the Grievance office. • December 4, 2018 Brandon Hillhouse and Gayle met with leaders of Scheduling. • December 5-7, 2018 Gayle attended the Executive Board monthly meeting. • December 12, 2018: The monthly grievance meeting with Labor Relations was held via Conference Call • December 19, 2018 Gayle met with Ann Claire Crawford, Thom Reeder, and Chad Kleibschedel to discuss the launch of the new OJI TWU 556 website. • It is Gayle's continued honor to serve the Membership as a Board Member at Large and Grievance Chairperson.	

Report From:	BMAL
Submitted Report:	
Eric Weis attended Executive Board Meeting in Dallas on 4 Dec 2018 - 7 Dec 2018. Eric served as Emergency Officer On Call 6 Dec 2018. Eric Weis would like to thank Las DEBM Rachel Brownfield for her help with the EOOO and showing Eric how to log a call on his mobile cell phone. Eric attended the funeral of Samuel David Picazo on behalf of TWU 556 Veterans Committee on 28 Dec 2018. Eric Weis presented David Picazo's Daughters with TWU Veteran Pins and Patches. David Picazo served as a Ops agent and Flight Attendant with Swa. David Picazo also served with The United States Marine Corps and The U.S. Army. David Picazo was also a combat Veteran. Eric Weis would like to give thanks to TWU 556 Executive Board and his fellow Flight Attendants for the outpouring Luv and support. Eric Weis continues to fly 110 plus tfp while serving the membership. Eric Weis continues to field calls,emails, text messages, and messenger messages while flying online. Eric would like to thank all his coworkers for the their ideas of Unity, quality of life issues, and contractual language while flying online. Eric also gives many thanks to his fellow board members for all their help and assistance they give to help Eric while serving the membership.	

Report From:	BMAL
Submitted Report:	
BMAL Chantil Huskey attend the December 3-6 Executive Board Meeting and worked with the NTF Coordinators. Please see the MOB/ORG Committee Report.	

Report From:	BMAL
Submitted Report:	
Sean attended Executive Board Meetings in Dallas from December 4, 2018 through December 7, 2018. Sean continues to receive calls, texts, and emails from members voicing their support for what this board has accomplished. They have also been thankful for the many communications coming to them from the local. Sean would also like to give a Shout Out to PHX Domicile Executive Board Member John DiPippa for helping to clean on a crew change in OKC.	

Report From:	DEBM - ATL
Submitted Report:	
Pamila attended the Executive Board meeting December 5-7. Pamila and Shop Steward Eric McCulley attended the Christmas Lounge Mobilization December 22. Pamila and Eric passed out snacks, answered questions and wished Atlanta Members Happy Holidays. Pamila attended the quarterly lunch with Base Manager Graham Vandergrift, and Assistant Base Manager's Tiffany Laurent and and Brian Coulter to discuss issues in the Atlanta base. Pamila updated the glass case and tidied the red-rack. Pamila continues to answer calls, text messages, and emails from Members.	

Report From:	DEBM - BWI
Submitted Report:	
<u>December Base report</u> Domicile Executive Board Member (DEBM) • Attended December Executive Board meeting 12/5 - 12/7 • Worked Pairings BB63 and BS4W to fulfill quarterly flying requirements • Answered Phone calls and Emails from Baltimore Members • Worked Emergency Officer On Call 12/17 - 12/22 and 1/7 - 1/13 • Met with Baltimore Manager and Asst Managers to discuss 2019 Strategic Plan and working on a joint plan to educate Baltimore Flight Attendants, Trends in discipline • Met with Rose Kirkpatrick Baltimore CISM Representative about 2019 Strategy • Updated Union Glass Case to reflect January Mobilization: Human Trafficking Awareness Month • Organized Human Trafficking Lounge Mobilization, printed posters and flyers • Held Human Trafficking Lounge Mob on January 11th • Monthly Meeting with Lucy White-Lehman Shop Steward Chair to plan for upcoming Shop Steward Conference Call • Coordinated with TWU Local 556 Supplemental Insurance Enrollment Representative • January E-Connection sent out on January 10th (Education on point tracking, which included discipline for the last 6 months of 2018) Baltimore Shop Stewards Month of December: • Baltimore held 13 Fact Finding Meetings • Baltimore held 8 Step #2 Meetings	

Report From:	DEBM - DAL
Submitted Report:	
Kristie continues to train shop stewards during fact finding meetings. She trained two more FAs to assist with upcoming meetings. She also distributed Unity magazine in the lounge and filled more Union Pin request. The base size in DAL continues to increase and is over 1800. She is distributing Union Pins and keeps a ready supply in her box for shop stewards. Kristie held a holiday Waffle lounge mobilization to thank the FAs for their hard work during the holidays. She provided Waffles and sausage with different toppings. She coordinated with the VIP representative and provided assorted bagels and cream cheese for opening day for sign up. Kristie updated the glass case with the Human Trafficking poster and held a lounge mobilization handing out printed material , pins and rubber bracelets. ATL DEBM Pam Forte provided Kristie some talking points which helped answer questions and educate the members on this issue. She continues to update daily on DAL Union Connection with all information base and Union related. Upon Herbs passing she handled numerous calls and texts and referred some members to CISM as well as consoling others. There were several questions regarding the uniform attire that was allowed to honor him as well as ribbons and celebration of life ceremony. Kristie met with base manager Tammi Fueling and got clarification on these issues as well as discussion about overall base status.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica was unable to attend the December Executive Board Meeting due to being on medical leave. Jessica has been in close communication with Denver Shop Steward Jamie Simpson so that Jamie can assist her with work that needs to be conducted in the base. Jamie picked up and delivered all Toys for Tots donations to the drop off site, received and distributed Unity Magazines, met with and assisted the VIP Benefits Counselor, updated the Union Glass Case with current material, and continues to serve the Membership by answering Contract questions and assisting however needed. Jessica would like to extend a heartfelt thank you to Jamie for her assistance while she was on leave. The Denver Base and TWU Local 556 are very lucky to have her. Jessica continues to remain available to the Membership via email, phone, and text. Jessica would also like to thank all Flight Attendants who donated to the Toys for Tots donation drive. It was another successful year and many children's holiday seasons were a little brighter due to the generosity shown by those who were able to donate	

Report From:	DEBM - HOU
Submitted Report:	
David attended the Executive Board Meeting in Dallas on December 5-7. David reports he conducted several Fact-Finding Meetings in Houston and continued to schedule new Shop Stewards for shadowing. On December 11 David volunteered at the Central Texas Food Bank with several Austin-based Flight Attendants and Houston Base Manager Dori Peveto and Houston Supervisor Gerald Holloway. David published an E-Connection with several websites and apps to sites that offered very discounted and guaranteed parking at Hobby airport during the busy holiday season. David served as Emergency Officer On Call December 24-31 answering calls after office hours for the Membership. David distributed the Unity Magazine on the Union Red Rack.	

Report From:	DEBM - LAS
Submitted Report:	
Rachel attended the December Executive Board Meeting in Dallas. Rachel updated the Union Glass Case and the Union Red Rack. Rachel answered calls and texts from the Membership. Rachel attended the Diversity and Inclusion Training held at the Union Office January 14. Rachel would like to thank the Atlanta Domicile Executive Board Member and Civil and Human Rights Committee Chairperson Pamila Forte for arranging the training for the Executive Board.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that Fact-Finding Meetings continue to remain steady in Orlando. Jimmy reported the majority of the meetings continue to be delay of flight and late to gates. However, it appears that crew conflict and Customer complaint letters appear to be on the rise. Jimmy reported that he delivered two full toy boxes to the Toys For Tots drop off location on December 17, 2018. Jimmy reported that he was in the Orlando Lounge on December 7th and 8th with the UNUM Supplemental Insurance Representative for the beginning of the open enrollment period. Jimmy reported that he provided food for both days which will be reimbursed by the UNUM Insurance Company. Jimmy reported the Unity Magazines were placed on the Union Red Rack with a sign pointing to the new arrival. Jimmy reported there was only a one day delay for the magazines to be delivered to the Orlando Lounge, which was a big improvement from the last delivery. Jimmy reported he has met with Orlando Base Management to discuss various topics concerning the Orlando Base. Jimmy reported the Union Red Rack has been straightened. Jimmy would like to "Thank" CISM Chairperson Eileen Rodriguez for staffing the Orlando Lounge with CISM Team Members in the aftermath of Herb Kelleher's passing earlier in the month.	

Report From:	DEBM - MDW
Submitted Report:	
Chicago Base Report January 2019 Donna reports during the month of December Fact-Finding Meetings and 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 spent time in the Chicago Lounge on Christmas Day serving meals to the Flight Attendants and speaking with Flight Attendants. Donna collected the Toys for Tots boxes and delivered the toys. 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 Executive Board Meeting in December. 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. Donna did work for the State Conference during the month. Chicago Flight and TWU Board of Election Member Attendant Erich Schwenk contacted Donna asking the Illinois / Indiana State Conference to support him in his bid for election as Village of the Mundelein, IL Trustee. The State Conference voted to support Erich.	

Report From:	DEBM - OAK
Submitted Report:	
Oakland DEBM, Josh Rosenberg, reports that Fact finding Meetings remained relatively low. There was an uptick in the amount of meetings having to do with UM Procedures. Josh would like to remind Flight Attendants that after the front entry door is opened for deplaning, that proper UM procedures should be the priority. During the holiday season we held a "Virtual Food Drive" with the Alameda County Community Food Bank. Josh is proud to report that were raised \$1155. According to the Food Bank, this amount will translate into \$16,170 worth of food because of the purchasing power of Alameda County Food Bank and the Volunteer efforts of Oakland Flight Attendants. Josh reports that at the end of 2018, TWU 556 filed a lawsuit against Southwest Airlines over their implementation of Oakland Sick Leave, Los Angeles Sick Leave, and California Kin Care. Josh would like to thank every Flight Attendant that reached out to him with their stories and struggles. Josh would like to ask everyone to look for more information on the lawsuit coming soon. Josh spent time in the lounge passing out Union Pins, updating the glass case, tidying the red rack, distributing Unity Magazine, and answering Members questions.	

Report From:	DEBM - PHX
Submitted Report:	
• Met with Supplemental Insurance Reps before Open Enrollment • Deliverd Toys for Tots • Placed latest issue of Unity on Red Rack • Placed Unity and new bag tag in each Shop Stewards mailbox • Attended a Celebration of Life for a Member • Want to thank Shop Steward Kelly Reeves for doing Human Trafficking Lounge Mob • Did several Fact-Finding Meetings and had two Shop Stewards shadow • Attended December Board Meeting • Reviewed Grievances and wrote Base Report for January Board Meeting • Did 3 Lounge Mobs in December • Have been in constant contact with the Membership via phone calls, emails, and Facebook.	