



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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FEBRUARY 2019 OFFICERS REPORTS

Report From:	President
Submitted Report:	
• Lyn attended the Diversity and Inclusion training held for the Executive Board. Lyn wants to thank the Executive Board for attending this training as it was incredibly insightful. Lyn commends Pam Forte for organizing the event. • Lyn chaired the January 2019 Executive Board Meeting. • Certified Registered Parliamentarian Al Gage served during the board meeting per the motion made in December. He presented a short training explaining principles of Robert's Rules of order and aided in educating all Officers. A parliamentarian assists in aiding organizations to get business accomplished. SWAPA, APFA and other unions have utilized parliamentarians. Benefits of a parliamentarian include • Justice and courtesy for all • Maintenance of order • Consideration of one item at a time • All sides get heard • Ability for each member to provide input • Majority rule • Protection of the rights of all members including those who do not vote with the majority • Lyn commends the board for making the decision to obtain the service of a registered certified parliamentarian, as it is a move in a positive direction. Being a member of the National Association of Parliamentarians (NAP), herself, Lyn has learned the benefits of the expertise a <i>credited registered</i> parliamentarian offers. <i>(The National Association of Parliamentarians® serves the needs of today's parliamentarians and those interested in learning about parliamentary procedure. The NAP encourages its members and the general public to learn the principles and practice of democratic decision-making.)</i> • On January 18, 2019, Lyn and the Negotiating Committee hosted a conference call to inform and discuss the Satellite Base Testing Agreement. One hundred twenty-three Members participated in the call. The call provided answers to commonly asked questions, answered questions from those on the call and updated Members on the status of the test. Lyn wants to thank all who participated. A synopsis of the call was placed on the TWU Local 556 website. • On January 18, 2019, Lyn and the Negotiating Committee hosted a conference call to inform and discuss the LODO program.	

Approximately twenty-five Members participated in the call. This objective of this call was so that the Negotiating Committee can hear directly from Members concerning the LODO program. The Negotiating Committee learned an insight into the challenges and issues LODO's face. A synopsis of the call was placed on the TWU website.

- On January 18, Lyn collaborated with Operational Safety Chairperson, Michael Massoni concerning the incident of flight 1643 LAS-OMA.
- On January 22, Lyn attended the Celebration of Life for Herb Kelleher. The Local 556 Union office opened late to allow office staff to attend. The TWU Local 556 honored Herb Kelleher with a video tribute wants to thank videographer John Long for his work on the project. The video is available to view on the TWU Local 556 website and Facebook page. Lyn sends her sympathies to the Kelleher family, Colleen Barrett and all of us who knew Herb as a leader and friend.
- On January 23-24, 2019 Lyn led the negotiation session with Management.
- On January 25, Lyn attended a meeting with Senior Director of Preparedness Karie Lardon, Senior Manager Emergency Response Dennis post and TWU Safety Committee Chairperson and CO-Chairperson Michael Massoni and Jannah Dalak. Issues concerning hotel accommodations for the TWU Members of the Go team and other logistical matters concerning Emergency response details were discussed.
- Lyn has scheduled regular meetings with Sonya Lacore to ensure that the Union and the Vice President of Inflight can stay connected and discuss pertinent issues concerning Flight Attendants. The first regular meeting was held on January 28. In attendance was Lyn, Grievance Team Member Marcy Vineyard, Sonya Lacore, and Senior Director Base Operations Mike Sims. Lyn brought forth the concerns over the new SWA Mobile Live chat app for use on board by our Customers. Lyn stated that we needed to ensure that Flight Attendants' ability to deliver effective Customer service and their authority as Safety Professionals won't be compromised by this new tool. Sonya clarified for the Union that the Mobile Live Chat will not be used as a tool to monitor Flight Attendants. Additionally, Customer complaints concerning Flight Attendants will not be accepted via the Mobile Live Chat. She agreed to clarify the Live Chat's uses by publishing an IOTG based on our discussions during this meeting and in a follow-up call with Mike Sims on February 1, 2019.
- On January 29 and 30, Lyn led the Negotiating Session between the Union and Management.

- February 4- 7, Lyn attended the TWU International IEB/IEC Meeting in Miami. Lyn was sworn in by TWU International President Samuelson as a new member of the International Executive Board.
- On February 8, Lyn worked with Grievance Chair Gayle Ross and team member AC Crawford concerning FMLA issues.

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 January. Worked with Grievance staff, office staff, attended Step 2 meetings, assisted in research and case building. Answered to Members phone calls, issues, emails, and other concerns. Responded to emails for the Executive Board. Attended meetings, made several visits to the NOC, worked with Committees for planning/development. Continued to remain active in the 2019 Voluntary Insurance Open Enrollment and attended Southwest Airlines' first Healthcare Summit with Members of the NT and the 2nd Vice President.	

Report From:	Vice President - 2
Submitted Report:	
2nd Vice Presidents Report Jan 15-17 Attended Executive Board Meetings Jan18-20 Attended TWU MLK Conference with Houston Shop Stewards: Michael McNeil and Rose Johnston. Jan 21 Participated in the MLK Parade Jan 22-24 Worked in Office Meeting with President Lyn Montgomery on weekly tasks Meeting/ Conference Call: Texas Afl-CIO Working Women Meeting with Gayle: Chap App/ Facebook Page Meeting on Sexual Harassment with management with: Atlanta DEBM and Civil & Human Right's Committee Chairperson Pamila Oak Denver DEBM and W.I.S.E. Committee Chairperson Jessica Parker CISM Chairperson Eileen Rodriguez Jan 29 - Feb 1 Worked in the office Meeting/Conference Call with Lyn Montgomery, President on weekly tasks Attended SWA Health Care Summit Meet and Greet with: 1st Vice President Chad Kleibscheidel Contract Negotiator Denny Sebesta Attended SWA Health Care Summit with: 1st Vice President Chad Kleibscheidel Contract Negotiators Denny Sebesta & LaShaye Hutchinson Attended Strategic Planning for Grievance Team with: Mark Richard BMAL and Greivance Chair Gayle Middleton Attended Meeting with Flight Attendants of 1380 with: Ed Cloutman via phone 1st Vice President Chad Kleibscheidel CISM Chairperson Eileen Rodriguez Meeting with Kay Hogan Chap App/ Facebook Page Attended Grievance Team Evaluations Round 1's with BMAL and Grievance Gayle Middleton	

Report From:	BMAL
Submitted Report:	
<u>Officer Report February 2019 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • Gayle continued her work as Grievance Chair for TWU Local 556. • The first two weeks of January worked with: Ann Claire Crawford, Thom Reeder, Chad Kleibscheidel, and John Long on the OJI website and video. • January 8, 2019 met with Amanda Gauger (Education Committee), John Parrott, and LaTonia Benoit. • January 10, 2019 Gayle and Marcy Vinyard met with Base Operations. • January 14, 2019 attended Diversity & Inclusion Training. • January 15-17, 2019 Gayle attended the Executive Board monthly meeting. • January 25, 2019 participated in the Shop Steward Conference Call. • January 31, 2019: The monthly grievance meeting with Labor Relations was held via Conference Call • 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 Boards 14-17 Jan 2019. Eric also attended The GRC with Hou Debm David Jackson On 14 Jan 19: Eric would like to thank The GRC Staff, Grievance Chairs, and David Jackson for the opportunity to attend and participate for the betterment of our local. Eric Weis also attended Diversiry and Inclusion Training On 14 Jan 2019. Eric would like to thank and recognize Atl Debm Pamila Forte for putting all the time and effort to attend and learn from the Diversity and Inclusion Training. Eric continues to fly 100 plus tfp online each month. Eric continues to listen to each co worker on how to improve on quality of life issues, contract issues, and unity.	

Report From:	BMAL
Submitted Report:	
BMAL Report for Kay Hogan I attended the Executive Board Meeting January 15 - 17. I attended the New Hire Dinner on January 28th. I had the opportunity to speak with many of our New Hire Flight Attendants. It's a great honor to interact with our New Hire Flight Attendants, to answer their questions and share information about our Flight Attendant Union.	

Report From:	DEBM - ATL
Submitted Report:	
Pamila and Members of The Executive Board attended Diversity and Inclusion training January 13. Pamila attended the Executive Board Meeting January 14-17. Pamila attended the 2019 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference January 17-21. Pamila met with Southwest Airlines Management January 24, to discuss sexual assault and sexual harassment of Flight Attendants in the work place. In attendance from TWU Local 556 , 2nd Vice President LaTonia Benoit, Denver Domicile Executive Board Member Jessica Parker, Atlanta Domicile Executive Board Member Pamila Forte-Oak, Critical Incident Stress Management (CISM) Chairperson Eileen Rodriguez, and Attorney for TWU Local 556 Ed Cloutman. Pamila would like to thank Jessica Parker for facilitating the meeting and championing this extremely important issue. Pamila met with Base Manager Graham Vandergrift and requested the base post the required Panel of Physicians for Workers Compensation in a more visible area in the Atlanta Crew Lounge. Pamila also requested that the panel be more structured, updated, and legible for Flight Attendants to better understand their choices after an on the job injury. Pamila published an E-Connection. Pamila and Atlanta Shop Steward John Justen held the Human Trafficking Awareness Lounge Mobilization. Pamila joined Negotiations Task Force Coordinator, Travis Bruce and NTF Leaders, Rasheedah Malik and Eric McCulley for the NTF Lounge Mobilization to discuss the the current status of negotiations. Pamila participated in the NTF conference call January 28. Pamila updated the glass case, tidied the Red-Rack and continues to answer calls, text messages, and emails from Members.	

Report From:	DEBM - BWI
Submitted Report:	
<u>BALTIMORE OFFICER REPORT</u> Attended Executive Board Training on Diversity and Inclusions on January 14 Attended Executive Board meeting in Dallas January 15 - 17 Attended AFL-CIO MLK Conference on Civil and Human Rights January 18 - 20 Participated in Government Shutdown Press conference at DCA on January 24, about the safety of the airline industry Met with Stephen Schembs AFA Government Affairs Director to discuss coordinating in the future for events Met with Allie Malis APFA Government Affairs Representative to discuss APFA working with TWU 556 on lobbying efforts to push forward the implementation of provisions in the FAA Reauthorization Bill. Conference call with Stephen Schembs AFA Government Affairs Director on February 4 to be briefed on AFA upcoming plans to deal with the possibility of another government shutdown. Emergency Officer on Call January 28th - February 3rd and February 4th - February 10th <u>Updated Union Glass Case February 1st</u> • Posted upcoming membership meeting dates • Posted Black History Month Poster • Posted point reduction plan <u>Baltimore Lounge</u> Lounge Mobilization on point reduction on February 1st (Another planned for February 20th) Placed Dues Increase Letter in all Baltimore Flight Attendants mailboxes on February 5th Met with BWI Management to discuss: Upcoming Events • Kindness Roundtables • Carnival Event	

- Discussed coordinating on getting the word out for future base activities to increase participation.

Baltimore is having an issue with Delay of Flight on International departures, as a result Supervisor will be at gates until the numbers drop.

Baltimore Grievance for the month January

- Fact Finding Meetings - 22
- Step #2 Meetings - 9

(Baltimore is still having an issue with Delay of Flight)

INCLUDED IS THE POINT CARD PASSED OUT IN BWI

BWI Point Reduction Plan 2019

1st Quarter 2019 JAN-FEB-MAR

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____

3rd Quarter 2019 JUL-AUG-SEP

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____

2nd Quarter 2019 APR-MAY-JUN

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____

4th Quarter 2019 OCT-NOV-DEC

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____



BWI Point Reduction Plan 2019

1st Quarter 2019 JAN-FEB-MAR

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
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3rd Quarter 2019 JUL-AUG-SEP

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____

2nd Quarter 2019 APR-MAY-JUN

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____

4th Quarter 2019 OCT-NOV-DEC

Start of Quarter: _____
 Quarterly Record Improvement: _____
 16-Month Roll Off: _____
 End of Quarter: _____



**BALTIMORE FLIGHT ATTENDANTS WHO ATTENDED M.L.K.
CONFERENCE ON CIVIL AND HUMAN RIGHTS**

I had the pleasure of attending The AFL-CIO MLK Civil & Human Rights Convention for the 2nd year in a row and we had the pleasure of seeing Andrew Gillum speak and had the opportunity to briefly speak with him. He spoke about the importance of the labor movement and maintaining the integrity of it. We are here to protect labor laws for union workers rights. We are trying to make a difference in our workplaces. We attended a cultural change training workshop that highlighted union values, Such as, inclusion, solidarity, Equity, Unity, Justice, professionalism, adaptability, equality, consistency, fairness, accountability and empowerment.

Lastly, several of us attended a workshop about healthy workplace practices. Such as people being treated with respect, non-discriminatory practices, Respecting women, Healthy honest conversation, Non-bias practices, Collectivity, Respecting boundaries and empowering one another. Take it back to one membership so they can be effective union members themselves. These types of educational conferences are great learning tools to have lounge education tables and literature for membership.

I feel honored to be selected to attend a conference of this multitude among other unions and will continue to carry the information that I learned over those three days back to my Union brothers and sisters.

In solidarity

Satin Fye

The convention was held January 17th-21st in Washington D.C. The focus was "The Firece Urgency of Now". That particular slogan spoke volumes to me because it embodied the importance of Labor and what we need to be doing within our local. My two most profound experiences throughout the convention were the workshops.

The first workshop I attended was, This is America: Young, Black and Union. We discussed the disparities within other unions and what it meant to be black and young. We also discussed different types of racism, which included: Coded Racism and Routine Racism. We also dicussed different avenues of getting the young people involved and how do we keep them engaged. The take away from this workshop is what an older gentleman said, "We have to meet people where they are at, not where we expect them to be". This resonated within me because we can't always assume that everyone is going to understand our message. We have to be willing to meet them in there environment and give them the resources they need for the betterment of labor across all cultures and nationalities.

The second workshop I attended was; Beyond Bias: An introduction into Implicit Bias. We discussed the definition of what an implicit bias is. Which is the unconscious attribution of particular qualities to a certain social group. We broke down the four characteristics of implicit bias as well. The first one was they operate on the subconscious level and we are NOT aware of it. Secondly, they run contrary to our conscious beliefs and attitudes but make us behave differently. Thirdly, they are triggered through rapid and automatic mental association with people, groups and institutions. Fourth, they operate on the individual and institutional level within education, healthcare and criminal justice. My take away from this is that we have to be mindful of our biases within labor. Knowing how to identify them and act accordingly. Also, knowing these things can make one an effective and efficient leader within the labor movement to empower others throughout their locals.

O'sha Stegall

Report From:	DEBM - DAL
Submitted Report:	
FEB DAL DEBM REPORT	
Kristie held a lounge mobilization on Human Trafficking on Jan 19th. She attended the shop steward conference call. She had 3 more shop stewards shadow her for fact finding meetings, Kristie updated the glass case and stuffed boxes with the dues letter. Fact finding meetings are on the rise in DAL and Kristie has attended all fact finding meetings in February. Late to gate and UTC is the primary issue. Kristie attended a volunteer opportunity held on Feb. 14th hosted by DEN DEBM Jessica Parker on behalf of Gwen York and was held at Trusted World in Garland. She also attended the monthly board meeting on Feb 12th and 13th. She continues to update and inform on Dallas Union Connection FB page and featured Black History Month. She attended the meet and greet dinner for the NTF.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended Diversity and Inclusion Training, presented by Rich Brandt with the RDR Group, on January 14. Jessica would like to thank Pamila Forte for facilitating this important training for Executive Board Members. Jessica attended the Executive Board Meeting January 15-17. Jessica attended the Denver Area Labor Federation (DALF) Meeting on January 24 in which Denver Shop Steward Jamie Simpson was elected to serve as Board Member at Large for DALF. Jessica would like to thank Jamie for her tireless advocacy for TWU Local 556 and the Labor Movement as a whole. Jessica and Denver Shop Stewards Megan Corbett and Jamie Simpson conducted a Human Trafficking Lounge Mobilization on January 24. Jessica participated in the Shop Steward conference call on January 24 and the NTF conference call on January 28. Jessica published a Denver E-Connection on January 30. On February 1, Jessica posted the dues increase letter in the Union Glass Case and distributed it in Flight Attendant mailboxes. Thanks to Denver Shop Steward Courtney Stone for her assistance with this. Jessica has remained in contact with Denver Inflight Leadership on issues specific to the Denver Base, updated the glass case, and tidied the red rack.	

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended Diversity and Inclusion Training at the TWU Local 556 Union Office on January 14 with fellow Members of the Executive Board. David attended the Executive Board Meeting on January 15-17. David participated in the Satellite Base Conference Call on January 18. He also conducted a Lounge Mobilization on Human Trafficking on January 25 distributing literature and phone numbers. David attended a Step Two Meeting in Dallas on January 21 for a Houston Flight Attendant. On February 8 David attended a meeting with Inflight Management in Dallas. David participated in the Shop Steward Conference Call as well as distributing an E-Connection on February 5. On February 9 David attended the NTF (Negotiations Task Force) Meet and Greet in Houston. He has continued to schedule newly elected Shop Stewards to shadow meetings. David has remained in constant contact with the Executive Board and Management.	

Report From:	DEBM - LAS
Submitted Report:	
Rachel reports that she attended the January Executive Board Meeting in Dallas. Rachel participated in four conference calls regarding the Shop Steward Committee, LODO Program. Satellite Base Testing, and the Negotiations Task Force Lounge Mobilization Program. Rachel met with the Las Vegas Base Manager Brandon Durbin to discuss issues within the Base. Rachel updated the Union Glass Case and cleaned the Union Red Rack to remove items that were not approved to be placed on the Union Red Rack. Rachel stayed in contact with Shop Stewards and continued to schedule Shop Stewards to shadow Fact-Finding Meetings.	

Report From:	DEBM - LAX
Submitted Report:	
Trish continued getting the LAX base lounge organized. This included bringing union materials to place in the glass case, and also the Temporary Red Rack Basket. Trish worked on two E-Connects to share information with the members, and created invitations to events on the LAX Union Group. Trish also moderated, and uploaded new resources to have available on the group. Trish replenished snacks for the lounge, and posted information for the VIP supplemental insurance visit. She shopped for snacks, and met with the VIP rep to ensure all went smoothly for the week. Trish also met with NTF squad leaders, to make sure the lounge mob was a success. Trish hosted a Shop Steward Dinner, and discussed upcoming plans for lounge mob/workshops with all of them. Trish thanks all of the Shop Stewards who were able to attend! Trish shopped for and hosted a Human Trafficking Lounge Mob. She would like to thank Shop Steward Della Saucier for her assistance with the lounge mob. Trish conducted 6 Fact Finding meetings, and spent time with base management, discussing parking lot changes. Trish sent numerous emails, texts, and had many phone calls with flight attendants regarding various needs, and discipline issues. She answered texts, and emails for union business, and worked on plans for upcoming lounge mobs. Trish would like to thank the LAX base flight attendants for their valuable input on the workshop topics, and for reaching out to her when they need assistance. Trish finds working for the flight attendants and the LAX base extremely rewarding, and wants them to know she is always available to support their needs.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that Fact-Finding Meetings have declined since the last Executive Board Meeting in January. Jimmy attended the Diversity and Inclusion Training on January 14, 2019 in Dallas. Jimmy participated in the Satellite Base Test conference call. Jimmy conducted a lounge day for Human Trafficking where flyers and pins were distributed. Jimmy reported that on February 2, 2019, there was an incident with an Orlando TSA Agent which caused a security breach in the Southwest Airlines and Delta Airlines terminals. Jimmy reported during the incident, numerous flights were cancelled or diverted to other Southwest Airlines airports. Flight delays occurred up to eight hours. Jimmy remained in constant contact with the Orlando In-flight Base, CISM Chairperson Eileen Rodriguez and provided several updates to flight crews. Jimmy reports he remained available for flight attendant's who experienced changes to their schedules, including unscheduled overnights. Jimmy reported that he remained in contact with the flight attendant's involved in the Omaha incident on January 18, 2019. Jimmy reported there are still several copies of the latest Unity Magazine on the Union Red Rack. Jimmy would like to suggest there be another percentage reduction in the printing of the future Unity Magazines. Jimmy has met with Orlando In-flight Management to discuss base issues. Jimmy sent an E-Connection at the end of January, 2019. Jimmy reported that the dues increase letter was distributed and the upcoming Membership Meeting notice was posted.	

Report From:	DEBM - MDW
Submitted Report:	
Donna reports that Fact-Finding and Step 2 Meetings have increased in Chicago for various reasons including but not limited to attendance, DOT drug and alcohol testing, delay of flight, late to gate, Flight Attendants not having all required items upon reporting or duty, Employee write-ups, and no shows. Donna spent time in the lounge during the month, represented Flight Attendants in Fact-Finding and Step 2 Meetings, and met with Management regarding issues pertaining to Chicago Members. Donna wrote an E-Connection and was in contact with Shop Stewards and Members via phone, text, and email. Donna participated in the Shop Steward Conference call on January 25, conducted by Shop Steward Committee Chair Lucy White-Lehman and Co-Chair Damion West. Donna attended the Executive Board Meeting on January 14-17. Donna attended Diversity and Inclusion training on January 14 conducted by Rich Brandt and facilitated by Atlanta DEBM Pamila Forte. All publications have been distributed, the red rack tidied, and the glass case has been updated.	

Report From:	DEBM - OAK
Submitted Report:	
Josh Rosenberg attended the January session on Executive Boards from the 15 – 17. On January 14 Josh attended a diversity and inclusion training facilitated by Rich Brandt with the RDR Group. Josh would like to thank Atlanta DEBM Pam Forte for putting this training together. It was extremely informative and Josh hopes that Mr. Brandt services will continue to be used. On January 25, Josh attended a rally at Oakland Airport in support of ending the Government shut down and supporting the over 800,000 federal employees who have been forced to work without receiving pay. Josh would like to thank all the Flight Attendants that showed up and marched to support Labor. On January 29, Josh attended the (Negotiations Task Force) NTF Lounge Mobilization with NTF Leaders Eric Hironymous and Julie Sadowski. Josh would like to thank them for their continued work with the NTF. Also, on January 29, Josh passed out information about Human Trafficking and how Flight Attendants can identify fight it. On February 7, Josh attended a strategic planning session at the Alameda Labor Council to identify important topics and priorities in the local Labor community and strategize how we can best fight attacks on Labor and support our sisters and brothers in the Labor Community. On February 9, Josh attended a meet and greet with Oakland NTF Leaders, Shop Stewards, and NTF coordinator Susan Johnson. Josh would like to thank all that attended. After the meet and greet, Josh and some Oakland Shop Stewards talked about how to get our Members more active and engaged. The feedback was that we should better focus on engaging our new hires. From that meeting we planned scheduling “bidding classes” during reserve bidding and having more opportunities for new Hires to attend a Base Orientation and have the chance to speak with a Local Union Representative. Josh has also scheduled Conference calls for Oakland Shop Stewards so that we can discuss any issues or ideas to better unify and organize our workgroup. Josh would like to thank all Oakland Flight Attendants who have been negatively impacted by the large amount of New Hires who have Oakland as their “first line month.” He realizes it is something that we struggle with and will continue to speak with the EB and Negotiating Team about possible solutions. He would like to thank all Flight Attendants that have shared their stories and possible solutions with the EB and NT.	

Report From:	DEBM - PHX
Submitted Report:	
• Made sure Dues Increase Letter placed in mailboxes • Participated in TSA Luncheon during Government Shutdown • Wants to thank Viola Lucero for hosting TSA Luncheon • Wrote an E-Connection for February • Placed Membership Meeting Information in glass case • Attended Diversity Training before January Executive Board Meeting • Wants to thank Shop Stewards and NTF Leaders Rob Riddell and Kristen Vandenbranden for doing an NTF Lounge Mob last month • Did a couple of Fact-Finding Meetings before the February Board Meeting • Attended January Board Meeting • Reviewed Grievances and wrote Base Report for February Board Meeting • Was in the lounge in January and again in February after Fact-Finding Meetings • Have been in constant contact with the Membership via phone calls, emails, Facebook, and face to face interactions • Wants to compliment DEN DEBM Jessica Parker for the great piece she wrote about Sexual Assault and Harassment that was sent to the Membership • Wants to thank all of the Admins from the Official TWU Local Facebook Group for their service to the Membership • Wants to thank Lyn, Michael Massoni, and Janah Dalak for allowing the Executive Board to sign their name to a strongly worded letter to Gary about Maintenance practices	

