



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
January 15-17, 2019
Minutes**

TUESDAY
January 15, 2019

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

GUEST: Parliamentarian Al Gage

TWU MEMBERSHIP PLEDGE: Chad Kleibscheidel

PLEDGE OF ALLEGIANCE: Executive Board Members

MOMENT OF SILENCE IN HONOR OF HERB KELLEHER: Executive Board Members

Chantil Huskey made a **motion (1)** to excuse Trish Damstra from today's Executive Board Session for personal reasons. Eric Weis **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.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	AWAY
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**.

Josh Rosenberg made a **motion (2)** to excuse Damion West from the January 17th Executive Board Meeting PM Session for union business. John Parrott **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	YEA	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	EXCUSED
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**.

Josh Rosenberg made a **motion (3)** to excuse Pamila Forte from the January 17th Executive Board PM Session for union business. Chantil Huskey **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	YEA	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	EXCUSED
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	YEA
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

AM ROLL CALL: TWU Local 556 Executive Board Members 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, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Trish Damstra was excused.

CORRESPONDENCE:

- Two Members submitted Charges

MINUTES:

KeyAnder Early presented the **December 2018 Executive Board Meeting Minutes** for review. The minutes were approved as amended by consensus.

KeyAnder Early presented the **December 2018 Executive Board Meeting Attendance Report** for review. The report was approved as presented by consensus.

KeyAnder Early presented the **December 2018 Executive Board Meeting Voting Record and Tally** for review. The voting record and tally were approved as amended by consensus.

QUARTERLY FLYING COMPLIANCE REVIEW:

Fourth Quarter Executive Board Flying

NAME	DATE	PAIRING
Jimmy West	12/10/18	FACG
Damion West	11/19/18	BB63
Gayle Ross Middleton	Excused Per Motion 4	Excused Per Motion 4
Jessica Parker	10/23/18	CARH
Josh Rosenburg	12/22/18	OS14
Pamila Forte	12/28/18	AS11
John Parrott	09/30/18	DB55
David Jackson	10/10/18	HAF8
John DiPippa	12/24/18	PB37
Eric Weis	12/14/18	MAMU
Chad Kleibschedel	12/11/18	BS1A
KeyAnder Early	12/10/18	AS17
Chantil Huskey	12/22/18	BB81X
Kay Hogan	10/29/18	DAF9
Lyn Montgomery	10/06/18	DS16
Charla Miller	10/31/18	DS3G
Sean Cooley	12/28/18	CBFF
Kristie Scarbrough	12/15/18	DS2D
Rachel Brownfield	12/23/18	LAZL
LaTonia Benoit	12/21/18	HS1G
Trish Damstra	10/28/18	PS1V
Donna Keith	Excused Per Motion 5	Excused Per Motion 5

John DiPippa made a **motion (4)** to excuse Gayle Ross Middleton from the 2018 4th Quarter flying requirement due to illness. Kristie Scarbrough **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

John DiPippa made a **motion (5)** to excuse Donna Keith from the 2018 4th Quarter flying requirement. 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.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	EXCUSED
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**.

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

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

The Executive Board entered Executive Session at 0952 and exited at 1001

John Parrott presented the **Office Manager Report**. Four members who are on a full-time union pull did not meet the quarterly flying requirement.

Gayle Ross Middleton made a **motion (6)** to amend the previously adopted motion to read: Any TWU Local 556 Member on a fulltime union pull be required to fly one turn or multi-day pairing per calendar quarter unless otherwise excused by the TWU Local 556 Office Manager. Chantil Huskey **seconded** the motion. The Executive Board held discussion regarding the motion.

Josh Rosenberg made an **amendment (6a)** to amend motion 6 to strike the words "turn or". John Parrott **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	NAY	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	NAY	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	NAY	Jackson (HOU)	NAY
Cooley - BMAL	YEA	Brownfield (LAS)	NAY
Hogan - BMAL	YEA	Damstra (LAX)	EXCUSED
Huskey - BMAL	YEA	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	YEA

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

The motion **carries**.

Motion (6) amended now reads as follows: to amend the previously adopted motion to read, Any TWU Local 556 Member on a fulltime union pull be required to fly one multi-day pairing per calendar quarter unless otherwise excused by the TWU Local 556 Office Manager. The Executive Board voted by roll call on the motion on the floor:

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

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

KeyAnder Early presented the **Recording Secretary Report**. In preparation for the First Membership Meeting of 2019, the Third Membership Meeting of 2018 minutes have been provided to the Executive Board. Agenda items thus far include the LAX Shop Steward election and General Union Business.

Sean Cooley submitted the **Board Member at Large Report** for review.

Chantil Huskey submitted the **Board Member at Large 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 submitted the **Board Member at Large Report** for review.

The Executive Board took a break at 1116

Lyn Montgomery called the Meeting to order at 1136

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.

Executive Board Briefing: Lyn Montgomery informed the Executive Board that the company is reporting a system network failure.

The Executive Board went to lunch at 1233
Lyn Montgomery called the Meeting to order at 1402

PM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, 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, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Trish Damstra were excused.

PROPOSED OPERATING BUDGET Part 1:

John Parrott presented the Executive Board with the 2018-2019 budget request. The Executive Board began the budget review process.

The Executive Board took a break at 1550
Lyn Montgomery called the Meeting to order at 1620

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.
Kurtis Beggs submitted the **Professional Standard Report** for review.
Lisa Happer submitted the **Uniform Committee Report** for review.
Chad Kleibscheidel submitted the **Communications Committee Report** for review.
Chantil Huskey submitted the **Mobilization/Organization Committee Report** for review.
Pamela 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.)*

Natalie Salser submitted the **Flight Attendant Drug and Alcohol Program (FADAP) Report** for review.
Lyn Montgomery submitted the **LODO Committee Report** for review.
Lyn Montgomery submitted the **Satellite Base Report** for review.
Jessica Parker submitted the **Scholarship Committee Report** for review.
VeAnne Reeder submitted the **Survey 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.

Executive Board Appointment: The Executive Board appointed Kay Hogan to serve as the New Hire Committee Board Liaison by consensus.

Lyn Montgomery Recessed the Meeting at 1614

WEDNESDAY
January 16, 2019

CALL TO ORDER: Lyn Montgomery called the Meeting to order at 0905. Chantil Huskey served as Pro term Secretary.

Rachel Brownfield made a **motion (7)** to excuse KeyAnder Early from the January 16th Executive Board AM 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.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	AWAY	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**.

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

Parliamentarian Presentation: Guest Al Gage
 Al Gage presented parliamentary procedures and shared some best practices with the Executive Board.

The Executive Board took a break at 1100
Lyn Montgomery called the Meeting to order at 1120

Review of Charges:

Two Members submitted separate charges to the Executive Board. KeyAnder Early distributed the charges brought forth and the TWU Constitution to each Executive Board Member. The chair ruled per Article II: Objectives (c), this matter is governed by the International Constitution and therefore does not require a roll call vote. There was discussion regarding the charges.

The Executive Board went to lunch at 1200.
Lyn Montgomery called the Meeting to order at 1342.

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

Review of Charges: Cont.

John DiPippa made a **motion (8)** to go into Executive Session. Kristie Scarbrough **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.	YEA	Parker (DEN)	YEA
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 entered Executive Session at 1348 and exited at 1434

The charges regarding [REDACTED] that were submitted by [REDACTED], stated he had violated TWU Constitution Article 19: Sections 5(f), 5(g) and 5(n). The Executive Board reviewed the charges and ruled each improper per TWU Constitution Article XIX Section 3.

The charges regarding [REDACTED] that were submitted by [REDACTED], stated he had violated TWU Constitution Article 19: Sections 5(f), 5(g) and 5(n). The Executive Board reviewed the charges and ruled each improper per TWU Constitution Article XIX Section 3.

Guest Education Committee: Education Committee Chairperson Amanda Gauger

Guest entered the Meeting at 1438 and left the Meeting at 1515

Amanda offered some solutions to consider and still utilize the two-way communication of the Facebook group. Solutions presented included: Tying the TWU Local 556 app with the Facebook group on a 60-day trial with hours until midnight central. Daily informational post and creating additional educational pieces as member tools.

The Executive Board took a break at 1526

Lyn Montgomery called the Meeting to order at 1546

PROPOSED OPERATING BUDGET Part 2:

John Parrott presented the Executive Board with the 2018-2019 budget adjustments. The Executive Board reviewed the proposed budget.

Josh Rosenberg made a **motion (9)** to adopt the TWU Local 556 proposed operating budget from October 2018 through 2019 as amended. John Parrott **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Chantil Huskey made a **motion (10)** to have a credentialed parliamentarian for future Executive Board Meetings. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

Lyn Montgomery Recessed the Meeting at 1716

THURSDAY

January 17, 2018

CALL TO ORDER: Lyn Montgomery called the Meeting to order at 0904.

John Parrott made a **motion (11)** to excuse Lyn Montgomery from the January 17th Executive Board PM Session for personal reasons. Chad Kleibschedel **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	YEA	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
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**.

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

FINANCIAL REPORT:

John Parrott presented the **November 2018 Financial Report** and answered questions. He also presented the dues increase letter that each Member would be receiving due to our contract raise. Dues will go from \$49.00 to \$50.00.

LaTonia Benoit made a **motion (12)** to approve the November 2018 Financial Report as presented. Kay Hogan **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	CHAIR	Forte (ATL)	AWAY
Kleibschedel, 1 st VP	YEA	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarborough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	NAY	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 (13)** to donate the remaining housing items currently being held in storage to the non-profit organization, Soul's Harbor. Eric Weis **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	YEA	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarborough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
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**.

Guest Negotiations Team: Denny Sebesta, LaShaye Hutchinson, Joe Skotnik and Liz Howayeck provided a negotiations update.

Guest entered the Meeting at 0945 and left the Meeting at 1010

Education Committee Transition Plan: Gayle Ross Middleton provided a transition plan recommendation to the Executive Board regarding the Education Committee Facebook changes.

The committee proposed additional staffing to support the TWU Local 556 chat app. By adding an additional shift from 1400-2200 that would be staffed by a round one Grievance Team

Member. From 1400-1800 the team member would answer both the phone and chat app questions. From 1800-2200 the team member would only answer chat app questions.

This would give the office staff an additional round one team member on the phones from 1400-1800. All round one staff will answer the Chat App questions during their shift. Chat App coverage would be Monday through Friday from 0800 to 2200 CST. Weekend coverage for the Chat App will be from 9-5 CST.

Rachel Brownfield made a **motion (14)** to rescind motions 17 and 19 from the December 2018 TWU Local 556 Executive Board Meeting. Jessica Parker **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)	YEA
Paul Benoit, 2 nd VP	NAY	Scarbrough (DAL)	NAY
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	YEA	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)	YEA
Ross Middleton - BMAL	NAY	Rosenberg (OAK)	YEA
Weis - BMAL	NAY	DiPippa (PHX)	YEA

The motion **fails**.

*The Executive Board took a break at 1045.
Lyn Montgomery called the Meeting to order at 1100.*

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

Guest Grievance Team Members Marcy Vinyard and Brandon Hillhouse entered the Meeting at 1100 and left the Meeting at 1208.

Grievance Case:

John Parrott made a **motion (15)** 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 1100. The Grievant entered the Meeting via conference call at 1110. The Grievant left the Meeting at 1125.

Guest FMLA Specialist: Anne Claire Crawford

Guest entered the Meeting at 1130 and left the Meeting at 1208

Anne Claire presented the OJI website to the Executive Board and discussed the ongoing FMLA issues.

John Parrott made a **motion (16)** to move into Executive Session including the presence of the parliamentarian. LaTonia Paul Benoit **seconded** the motion. The Executive Board voted by hand on the motion on the floor. The motion **carries**.

The Executive Board entered Executive Session at 1209 and exited at 1230.

The Executive Board went to lunch at 1230.

Chad Kleibscheidel called the Meeting to order at 1350.

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

Education Committee Transition Plan Cont.: The Executive Board resumed discussions regarding the Facebook Group.

Kay Hogan made a **motion (17)** to adopt the plan proposed by the executive board appointed committee to implement the new chat app hours and staffing. Chantil Huskey **seconded** the motion. The Executive Board discussed the motion on the floor.

LaTonia Paul Benoit made a **motion (18)** to call to question. Chantil Huskey **seconded** the motion. The Executive Board voted by hand on the motion on the floor. The motion **fails**. The Executive Board resumed discussing motion 17.

The Executive Board voted by roll call on the motion on the floor: **motion (17)** to adopt the plan proposed by the executive board appointed committee to implement the new chat app hours and staffing.

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

The motion **carries**.

GRIEVANCES: Cont.

Grievance Case:

David Jackson made a **motion (19)** to proceed with the grievance case. Jimmy West **seconded** the motion. The motion **carries**.

Guest Grievance Team Member Marcy Vinyard entered the Meeting at 1433. The Grievant entered the Meeting via conference call at 1425. The Grievant and Tye Shirley left the Meeting at 1430.

Grievance Case Revisit:

Chantil Huskey made a **motion (20)** not to proceed with the grievance case. Sean Cooley **seconded** the motion. The motion **carries**.

Grievance Review Committee: Chantil Huskey made a **motion (21)** not to proceed per the recommendation of the Grievance Review Committee. Kay Hogan **seconded** the motion. The motion **carries**.

UNFINISHED BUSINESS:

- None

NEW BUSINESS:

LaTonia Paul Benoit made a **motion (22)** that the TWU Local 556 office close in observance of the MLK holiday beginning in 2020. Chantil Huskey **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED	Forte (ATL)	EXCUSED
Kleibscheidel, 1st VP	CHAIR	D. West (BWI)	EXCUSED
Paul Benoit, 2 nd VP	YEA	Scarborough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
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**.

Jessica Parker made a recommendation to honor the anniversary of the passing of Gwen York. The suggestion was made to participate in a volunteer opportunity in her honor in Dallas, TX on February 14th.

John Parrott made a **motion (23)** to hold the February 2019 Executive Board Meeting Tuesday; February 12th and adjourn on Wednesday; February 13th. LaTonia Paul Benoit **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

ANNOUNCEMENTS:

- None

Chad Kleibschedel Adjourned the Meeting at 1534.

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



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

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.	



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

JANUARY 2019 COMMITTEE REPORTS

Report From:		CISM
Submitted Report:		
Please see the below CISM monthly report for the Jan EB meeting.		
Aircraft Incident	2	
Calls Related to Death of FA	2	
Crew Member Illness	1	
Death on Board	1	
Debriefing - Team Member	2	
Diversion	1	
FA Death	1	
FA Death of Family Member	8	
FA Illness	7	
FA Injury	1	
FA Involved in Incident - Off Duty	1	
Incident on RON	2	
Mechanical	1	
Medical Emergency	36	
New Class Presentation	1	
NOC Rotation Review	3	
Passenger Misconduct	7	
Personal Issue	37	
Professional Standard Referral	1	
Sexual Harassment or Assault	2	
Smoke or Fumes in Aircraft	4	
Suicide Attempt/Intervention	1	
Suicide Attempt of a Family Member	4	
Turbulence	8	
Other*	3	
Total	137	
FAs Assisted	262	
Eileen Rodriguez Critical Incident Stress Management (CISM) Chairperson		

Report From:	Communications
Submitted Report:	
Worked on various projects and publications involving multiple Committees and bases, worked with the Negotiations Task Force (NTF), and NT; both in specific distribution groups (ie. E-Connections, Shop Steward Committee, LODO, and Satellite Bases), and in system-wide communications. Management of TWU Local 556 social media Membership communications via email, Facebook, Twitter, posters, and preparation for uploading onto the website and app. 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. Explored ideas for an electronic newsletter that compiles more information from more sources in one blast rather than multiple emails.. January test was successful. Set February for a first-quarter Intra-TWU communication, meeting with jetBlue Airways and Allegiant Air. Monitored all news and events regarding Southwest Airlines, and Herb's death. Unity distributed to bases with an almost 50% reduction in printing resulting in decreased waste. Have begun work on quick educational videos for the Grievance Team. Please submit story ideas and photos to communications@twu556.org	

Report From:	Education
Submitted Report:	
Education Committee Chairperson Amanda Gauger reports that she completed dozens of phone interviews in response to the Moderator All Call. As she was getting ready to make follow-up calls to those candidates who would continue in the process, she was informed by President and Education Committee liaison, Lyn Montgomery, that the Executive Board had decided that the Official TWU Local 556 Facebook Group would be changed to a one-way communication tool as of February 1st, and that the Moderator team should remain status quo. Amanda e-mailed the candidates informing them the process had been put on hold. Amanda continues to approve Members to the Official Group, updating their information in Sales Force, and removing Members from the Group who are no longer employed. The Official Group added 39 new Members in the last month, with a total of 8,186 Members. In the last month, the most popular days for posts are Monday, Thursday and Sunday. Amanda's auditing of every post on the Official TWU Local 556 Facebook Group continues. She has not made it through August, but is working to complete the task by the end of January. All incorrect answers continue to be documented, as well as any posts where the actual question wasn't answered, posts where comments were left open, inappropriate posts, comments, etc. Amanda would like to thank TWU Local 556 and Debbie for the beautiful flowers sent after her father's passing. They were much appreciated.	

Report From:	FADAP
Submitted Report:	
<u>Flight Attendant Drug and Alcohol Program (FADAP) Committee Report for December 2018</u> Co-Chairpersons Tom Spillers and Natalie Salser • Tom and Natalie attended Atlanta Management’s “Huddle” along with Critical Incident Stress Management (CISM), Professional Standards, and Senior Manager Employee Outreach & Admin. Tom Crabtree on December 12. <i>Our goal is to inform and educate Management at each base on how our teams work and how we can better assist our Flight Attendants and Leaders</i> • Chicago Base Coordinator Greer Steinke hosted an Al-Anon telephonic meeting on December 12 • Tom spent December 17 at TWU Local 556 working with Drew Kennedy of Technical Services on Salesforce and with our Executive Board Liaison, Board Member At Large Charla Miller, on various projects • A TWU Local 556 FADAP video was sent out to the Membership on December 21 • A TWU Local 556 joint communication was sent out to the Membership by the Health, Safety, and FADAP Committees concerning marijuana oils and products containing cannabidiol (CBD) oils, including hemp oils	

Report From:	Grievance
Submitted Report:	
<i>January 2019</i> <i>Executive Board Report</i> <u>TOTAL NUMBER OF GRIEVANCES:</u> <i>179 total grievances:</i> <i>35 terminations</i> <i>9 group grievances</i> <i>45 non-term disciplinary</i> <i>62 Attendance</i> <i>28 individual contract</i> <i>Total Contract Grievances on file: 37</i> <i>Total Discipline Grievances on file: 142</i> <u>Settled and Withdrawn Report:</u> Twenty grievances were settled; eight were settled at the Step 2 level. Forty-five grievances were withdrawn without prejudice. Of the sixty-two Attendance grievances, twenty-five were No-Shows, three Unable to Contact, fourteen Failure to Report, twelve Sick Leave 1, one May be Late, and seven No-Show Training. The forty-five 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 three violations falling under the “other” category (pass bureau, discussion log entry, etc.).. <u>Fact-Finding Meetings:</u> Seventy fact-finding meetings were held in the bases, in December 2018. <u>Board of Adjustment:</u> FA is scheduled for January 22, 2019 but being rescheduled due to Herb’s Celebration of Life being held that day (Written Warning). FA case we settled prior to BOA. FA is scheduled for January 24, 2019 (NS). <u>Arbitration Update:</u> November 8, 2018: FA - Arbitrator William McKee – arbitration was held. Brief submitted.	

Arbitrations Scheduled:

December 20, 2018: FA - Grievance settled prior to arbitration.

February 14, 2019: FA – Arbitrator Gold.

March 6, 2019: FA – Arbitrator Vernon.

April 3, 2019: FA – Arbitrator Adler.

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 January 29, 2019 for our monthly grievance meeting.

Report From:	LODO
Submitted Report:	
LODO Report January 2019 LODO Committee meetings with Management were held on December 10, 2018 and January 3, 2019. A future meeting date is to be determined. The Union and Management are in discussions to decrease the three-year time of commitment currently required of a New Hire LODO and other LODO improvements. <i>For more information see Executive Board December 2018 LODO reports.</i> LODO Hiring will continue through 2019 Classes 400 and 401 had LODO graduates. Management cut back on some Mexico City flights based on demand, cost and return on investment. MDW to SJD was launched this past November. Management reports that .05% of LODO flights operate without a LODO speaker. The stated reason this occurs is due to irregular operations such as short notice pulls or misconnects. LODO hiring should alleviate this somewhat. A conference call open to all Members to discuss the LODO program with the Negotiating and LODO Committee will be conducted on January 18, 2018 at 1500 central. Company LODO newsletter is attached LODO concerns and suggestions should be emailed to LODO@twu556.org.	

Report From:	MOBORG
Submitted Report:	
December 10 - 14, 2018 The NTF Coordinators met in Dallas to organize the following: Distribute the NTF Leader/Agent and Negotiations bag tags to all DEBM, NTF Leaders. and NTF Agents to have for the originally scheduled Lounge Mobilization visit on January 9th. Distribute TWU 556 table runners to the NTF Leaders conducting said Lounge Mobilizations NTF Coordinators began trying to do a 90 day schedule for conference calls. Lounge Mobilizations, NTF Leader/Agent meet and greets, and talking points. NTF Coordinators will be holding another NTF Leadership training for those NTF Leaders in LAX and those that may have missed the first training. This training is going to be held in DAL February 8th tentatively. Mobilization Co-Chair received a warm thank you from the MCO USO for the donations collected during the Veterans Committee Lounge Mobilization.	

Report From:	Other
Submitted Report:	
Please see at Satellite Base Test Agreement Update November 2018 - 11-06-19 NT and NTF Meeting · Discussed how and when to communicate an update to Satellite Base Flight Attendants. Various avenues were discussed: Satellite Base visits, Facebook live, Web-based meeting and call-in conference call. Final decision was Member conference call (Satellite, non-satellite) to provide best security to monitor participants. · The initial conference call was scheduled for January 11, 2019, with a pending start time. · Ongoing – Responded to emails and phone calls from all Members concerning Satellite Bases. December 2018 - 12-10-18 Meeting with Management to discuss Satellite Bases Attendees: Union - Lyn Montgomery, Denny Sebesta, Liz Howayek, Scheduling Chair Zander Ricker Company - Claire Taitte, Brendan Conlon, Brianna Grant · Reviewed statistical data provided by Management – January through October 2018 · Discussed Vacancy bids, Opt Outs, Vacations, Reschedules, Sick Calls, Seniority · Union recommended reducing contractual restrictions and add Reserves to gain further data in test phase 12-21-18 President Lyn Montgomery provided an update with questions and answers on Satellite Bases via her “Update from the President’s Desk”. Ongoing – Responded to emails and phone calls from all Members concerning Satellite Bases. January 2019 - 12-03-19 Meeting with Management to discuss Satellite Bases Attendees: Union - Lyn Montgomery, Liz Howayek, Denny Sebesta, Scheduling Chair Zander Ricker, Previous Negotiator Don Shipman	

Company – Claire Taitte, Brendan Conlon, Wayne Shaw, Brianna

Grant

- Reviewed statistical data provided by Management – January through December 2018

- Union submitted proposal for revised changes to Satellite Base Test Agreement

- o Reduced contractual restrictions

- o Reserve requirement in Satellite Bases

- o Specific timeframe to allow for revised test parameters

- Discussed Management's LAX Town Hall Q&A on Satellite Bases

- Discussed TWU 556 Update from President on Satellite Bases

- Next Satellite Base meeting date is pending

01-08-19 Satellite Base Conference Call for Members

- Rescheduled due to Herb Kelleher's passing and pending Celebration of Life

- Revised date is January 18, 2019 and will occur same day as LODO Conference Call

- o Satellite Base call for Members begins at 1300 Central time

- o NTF Coordinator Travis Bruce will be in Dallas to monitor call-ins during conference call

tached

Report From:	Safety
Submitted Report:	
** Entire Safety Report is attached in File Section of this Report ** ASAP Reports received 2019 Year-to-Date: 59 Accepted Reports Year-to-Date: 0 Excluded Reports to date: 0 Open Reports: 197 ASAP Reports received 2018 Year-to-Date: 1716 Total Reports Received in 2017 947 Total Reports Received over the Life of Program 8391 Southwest Airlines Event Notification System (ENS) Fielded Events for Period: 1/1/19 through 1/9/19 = 79 Emergencies Declared for Period = 8 Fielded Events for Period: 11/30/18 through 12/31/18 = 249 Emergencies Declared for Period = 23 2019 Year-to-Date = 79 All of 2018 = 2462 All of 2017 = 2371 All of 2016 = 2887 All of 2015 = 2843 All of 2014 = 2119 All of 2013 = 1138* All of 2011 = 1609 All of 2010 = 1413 All of 2009 = 1210 *ENS tracking and trending was suspended for the period of May 2012 – June 24th, 2013 – However ENS follow-up was maintained throughout this period. The Safety Team has re-established the practice of tracking and trending all ENS events and will include the same in all Safety Team Reports SWALife Hot Aircraft Event Reporting 11/30/18 through 12/31/18 = 1 01/01/19 through 01/09/19 = 0 2019 Year-to-Date = 0 2018/2019 Year-over-Year Comparative = 0 All of 2018 = 460 = 13.9% Increase Year-over-Year All of 2017 = 396 = 34.3% Decrease Year-over-Year	

All of 2016 = 535 = 32% Decrease Year-over-Year
All of 2015 (Benchmark High) = 788

Report From:	Scheduling
Submitted Report:	
January Scheduling Committee report The number of line positions that a Flight Attendant could be awarded for the month of Febuary increased by 325-line positions from 9871 in January to 10,196 positions in February. The Scheduling Committee left 3 positions in open time for the month of February in comparison 141 were left in January. The Committee for the month of February wrote an average of 83.26% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an increase in purity over January by 9.75%. 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 89.34 TFP average work days were 13.12. The contractual numbers above do not include the two satellite bases of FLL and AUS. The AUS Satellite base had an average of 64.29% pure lines, 31.43% weekend off and 1.43% lines containing 3-on/off or 48-hour breaks. The average lines paid 97.22 tfps. The FLL Satellite base had an average of 66.67% pure lines, 31.88% weekend off and 20.29% lines containing 3-on/off or 48-hour breaks. The average line paid 91.2 tfps. The Line Writers for the January Primary Lines were: Shelley Taylor, Ryan Smith, Richard Locher, Lisa Trafton, Doreen Argyropoulos, Sheri Tyler and Xander Ricker. The Line Writers for January Secondary Lines were: Richard Locher, Sheri Tyler, Ryan Smith, Shelley Taylor, Doreen Argyropoulos, Lisa Trafton and Xander Ricker. Other Committee Work - Lyn Montgomery, Liz Howayeck, Denny Sebesta, Don Shipman, and Xander Ricker met with Claire Taitte, Wayne Shaw, and Brendan Conlan to discuss the future of Satellite Bases. - On January 9th the Scheduling Committee hosted An Introduction to Line Writing. The Scheduling Committee would like to thank Jim Volpe (Phoenix Based FA), O'shaStegall (Baltimore based FA), Casey Rittner (Atlanta Based FA),Patrick Paladino (Orlando Based FA), James Jenkins (Denver Based FA), and Veronica Espinoza (Atlanta Based FA) for volunteering to fly to Dallas and attend the training. The Committee also thanks Ann Oh (Manager of Inflight	

Crew Planning), Claire Taitte (Senior Manager of Crew OPS Research and Analyst), Duke Jeffcoats (Senior Business Consultant Crew Analyst), and Duane Smith (Base Manager NOC) for taking the time to educate on DPO and the LOS system, explaining staffing needs and the future of the staffing of our workgroup as well as the tour of 'The NOC.' Xander Ricker also personally thanks Shelley Taylor (Dallas Based FA), Lisa Trafton (Austin Based FA), Richard Locher (Phoenix Based FA), Doreen Argyropoulos (Denver Based FA), and Ryan Smith (Denver Based FA) for volunteering to spend the day with the Introduction to Line Writing class, to train and to teach, as well as their continued support and consistent hard work on the Scheduling Committee.

- Angie Kilbourne is gathering and producing educational committee graphs to educate the membership.

Report From:	Scholarship
Submitted Report:	
TWU International is now accepting applications for the Michael J. Quill Scholarship Fund. The deadline to submit applications is April 26, 2019 and winners will be determined by a public drawing held in May. Jessica submitted a publication announcing the Quill Scholarship to the Membership to the Communications Committee and Technical Services Committee on January 9.	

Report From:	Shop Steward
Submitted Report:	
December Shop Steward Committee Report 2018 Created an additional salesforce guide for submitting notes in Salesforce • Added 1-2-3 step breakdown • Instructions were included in Monthly Newsletter Emailed Monthly January Newsletter with Trending Discipline Chart and updates Held conference call with NTF • Discussed communication between committee members • Sent list of Mobilization Shop Stewards Reached out to Education Committee Members Reviewed ASAP scenarios and timelines with Michele Moore concerning discipline meetings for monthly newsletter Responded to Shop Steward emails and questions Spoke to Rachel at Allegiant Airlines regarding Shop Steward Training and Educational materials • Emailed her Training Manual and Resource Manual 2018 • Emailed her Training Manual 2012 Set date and agenda for upcoming conference call, January 25th at 3:30 CST Committee Members met on January 4th to discuss tasks and goals for month	

Report From:	Survey
Submitted Report:	
VeAnne reports she had the results, and applicable answers, from the 2018 TWU Local 556 Annual Survey posted to the website. VeAnne reports she will be attending upcoming Committee Chairperson training in Feb. -- VeAnne Reeder Survey Committee Chairperson	

Report From:	Uniform
Submitted Report:	
Flight Attendants are still having problems with their anniversary allotments. Each event up to current has been addressed and resolved. There have been issues with FA's not receiving refunds or credit from Cintas. <i>These have been resolved up to date.</i> A flight attendant is having issues with the waste of the pants rubbing against an area from a recent surgery. F/A has submitted pictures of the pants they bought that work, but they were denied. Filing a grievance has been discussed. Lisa is awaiting a decision from the FA on whether not to proceed. Flight Attendants continue to reach out to me re: the desire for the Lands End Blue dress. They do not understand why management will not release this dress even though Cintas has the pattern and material. They believe it will solve multiple problems. I continue to advise them to submit their comments on LINK. In the meantime Lisa has submitted a proposal to Mike Sims that is similar to the metro jacket one. To get the dress into production, X amount have to be ordered through Cintas. She is awaiting an answer. Chad has forwarded messages on to Jabari and me, and keeping us informed of any changes he becomes aware of and reports back to us as needed from the EB This committee is still awaiting the decision on whether or not to move forward with Union paid fabric testing. December 12th Jabari and Lisa had a conference call with the NT to give our input of changes to Article 13. Multiple ideas were discussed and submitted for upcoming contract. Some Flight Attendants are having issues with the cotton pieces and are running into resistance with ACT and management to supply pieces that work. Grievances have been discussed and awaiting word back from F/A's whether or not to proceed. A meeting with management will be taking place in January to go over old and new developments.	

Report From:	Veterans
Submitted Report:	
<u>January 2019 Veterans Committee Report</u> The Veterans Committee Co-Chairman, Denver Flight Attendant Chris Sullivan, reports that the next scheduled meeting of the Transport Workers Union Veterans Committee (TWUVC) will be held in Miami, Florida on February 25-27. Veterans Committee Co-Chairman and Phoenix Flight Attendant Wayne Tipton will attend the meeting with Chris Sullivan. Chris and Wayne are also scheduled to attend the TWU Local 556 Committee Chair Workshop in Dallas, Texas on February 19-21. The Committee sadly reports that Denver Flight Attendant and U.S. Army Chief Warrant Officer 3 Samuel David Picazo passed away on December 9. A memorial service was held at the Soldier's Memorial Chapel at Fort Carson, Colorado on December 19. Chris joined several dozen Denver Flight Attendants and members of Southwest Management at the service. David's service and sacrifice for his country and community were celebrated by all in attendance. Later in December a funeral service was held in David's hometown of Chicago, Illinois. Board Member at Large and U.S. Army Veteran Eric Weis attended on behalf of the Committee. The TWU 556 Veterans Community Facebook page continues to gain Members and register Veterans. The Committee has distributed Veterans pins and patches to those Members who have registered.	

Report From:	WISE
Submitted Report:	
The Coalition of Labor Union Women (CLUW) National Executive Board Meeting and SNAP: Sisters Not Afraid of Power – Building for the Future Conference was held November 28-30 in Phoenix. In attendance on behalf of TWU Local 556 and the Women’s Issues, Service, and Education (WISE) Committee was Atlanta Domicile Executive Board Member (DEBM) and Civil and Human Rights Committee (CHRC) Chairperson Pamila Forte, CHRC Co-Chairperson Heather Kelly-Gray, and Denver Shop Steward Jamie Simpson. Jessica would like to thank them for attending and proudly representing Local 556 and the WISE Committee. Please see below for a report from the Conference submitted by Jamie Simpson. The TWU Working Women’s Committee Meeting was held December 13-14 in Brooklyn, New York. In attendance on behalf of Local 556 was 2nd Vice President LaTonia Benoit, Recording Secretary KeyAnder Early, Atlanta DEBM Pamila Forte, Atlanta Shop Steward Michelle Montez, and Oakland Shop Steward Julie Sadowski. Jessica regrets not being able to attend due to being on medical leave. CLUW Conference Report from Jamie Simpson: I would like to start by saying what an honor it was to represent the WISE Committee at the Coalition of Labor Union Women (CLUW) Executive Board Meeting and Conference. We were able to choose a committee meeting that we would like to attend and I chose Legislative/Political Action Committee. We discussed what amendments and propositions coming up in 2019 we need to focus on. I was able to discuss a very important one to our fellow airport employees, the Fight for Fifteen. The minimum wage battle is very close to my heart and something I have been working on with the AFL-CIO. I am now a member of this committee and will work hard to focus on legislation that will affect women and TWU Local 556 Members. I was able to listen to a panel of five amazing women talk about how to create change in our neighborhoods and on Capitol Hill. Athena Salman, Tricia Sauer, Jodi Liggett, Aleiandra Gomez, and Sharon Kirsch were the women who spoke and they touched on issues from sexual assault to women's healthcare to keeping funding in our public schools. I was also able to attend a two-part seminar on the Union’s Role in Addressing Domestic Violence, Sexual Assault, Stalking and Sexual Harassment. The presenters were Janet Hill, CLUW National Vice President, and Mary Jo O’Neill, Regional Attorney, Phoenix office EEOC. We went through how to identify a toxic work environment and I was shocked by how many boxes our work checked. The health and safety issues as well as Union issues left unaddressed erodes confidence in the Union and can grow into workplace	

violence. We worked on what are the best ways to address this. Mary Jo O'Neill was extremely concerned about our workplace and offered to do a training with us. Some quick stats as to why we need this training more than ever.

-2018-

- Retaliation charges increased 48%
- 12% increase in sexual harassment charges filed with the EEOC
- 50% increase in sexual harassment lawsuits
- Overall the EEOC recovered nearly \$70 million for victims of sexual harassment through litigation and administrative enforcement. This is an increase from \$47.5 million in 2017.

This is where Southwest Airlines should be very concerned. One of the things that I couldn't answer was when, if ever, our work group had harassment training. I assumed initial training but honestly, I cannot remember. If I'm not even able to remember if we had it, I'm sure our work group cannot remember what they learned. There were a couple of web addresses we were given to help spread the word to others and they are working on getting the entire slide show uploaded to the CLUW Facebook page.

www.eeoc.gov/eeoc/taskforce/harassment/index.cfm
www.eeoc.gov/EEOC/taskforce/harassment/checklists.cfm
www.workplacesrespond.org/page/harassment-employers/nwlc.org/resources/thats-harassment/

Afterwards Pamila Forte, Heather Kelly-Gray and I had a discussion about what we can do in our workplace to make things safer. Some of the ideas were having a phone line, a lot like CISM, to allow Flight Attendants to reach out for advice when this happens. Having an easy to print copy or just copies in Inflight Lounges of our harassment policy available to all Flight Attendants so if they are ever in an uncomfortable situation they can simply hand the policy to the co-worker and walk away. As soon as I get the slide show I will forward it. There is some really great information in it. We need to have harassment training at Southwest Airlines to not only help protect our employees but the company as well.

Here is a list of the risk factors for harassment, I will highlight a few that describe our workplace perfectly.

- Workplace with significant power disparities, ie. pilots and flight attendants
- Workplace cultures that tolerate or encourage alcohol consumption
- Workforces with many young workers
- Workplaces where some workers do not conform to workplace norms
- Isolated workplaces
- Workplaces where work is monotonous or consists of low-intensity tasks
- Workplaces that rely on customer service or client satisfaction
- Decentralized workplace

- Workplaces with 'high value' employees
- Coarsened social discourse outside the workplace

This is 10 out of 12 risk factors at our workplace and there is a decent argument to add at least one more.

Overall it was a wonderful experience, bonding with women from all over the country to learn how to make our union and government stronger. I want to thank Jessica Parker for giving me this opportunity. I am a CLUW Member and a member on a committee as well. I look forward to continuing my work with them.