



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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Executive Board Meeting
June 11-13, 2019
Synopsis

TUESDAY
June 11, 2019

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

GUEST: Parliamentarian Al Gage

TWU MEMBERSHIP PLEDGE: LaTonia Paul Benoit

PLEDGE OF ALLEGIANCE: Executive Board Members

We appear to have a quorum

Chantil Huskey made a **motion (1)** to excuse Lyn Montgomery from the remainder of the June Executive Board Meeting for Union Business. KeyAnder Early **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

John Parrott made a **motion (2)** to excuse Gayle Ross Middleton from the June Executive Board Meeting for personal reasons. Eric Weis **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Pamila Forte made a **motion (3)** to excuse LaTonia Paul Benoit from the Executive Board Meeting on Thursday; June 13th for personal reasons. KeyAnder Early **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Charla Miller made a **motion (4)** to excuse Trish Damstra from Executive Board Meeting on Thursday; June 13th for personal reasons. KeyAnder Early **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

LaTonia Paul Benoit made a **motion (5)** to excuse Chad Kleibscheidel from the June Executive Board Meeting for personal reasons. KeyAnder Early **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

AM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, 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. Chad Kleibscheidel and Gayle Ross Middleton were excused.

CORRESPONDENCE: None

Executive Session: The Executive Board entered executive session at 0915 with guests Xander Ricker, Don Shipman, Denny Sebesta, and Liz Howayeck and exited at 1230.

*The Executive Board went to lunch at 1230
Lyn Montgomery called the Meeting to order at 1405*

PM ROLL CALL: TWU Local 556 Executive Board Members Lyn Montgomery, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, 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. Chad Kleibscheidel and Gayle Ross Middleton were excused.

Executive Session: The Executive Board entered executive session at 1406 with legal counsel and the Negotiating Committee Members and exited at 1532.

The Executive Board reviewed the proposed Phase 2 Satellite Base Test Agreement. Damion West made a **motion (6)** to accept the Phase 2 Satellite Base Test Agreement. 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	EXCUSED	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	YEA	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	YEA	Parker (DEN)	YEA
Early, Recording Sec.	ABSTAIN	Jackson (HOU)	YEA
Cooley - BMAL	YEA	Brownfield (LAS)	YEA
Hogan - BMAL	YEA	Damstra (LAX)	YEA
Huskey - BMAL	ABSTAIN	J. West (MCO)	YEA
Miller- BMAL	YEA	Keith (MDW)	YEA
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

Lyn Montgomery left the Meeting to conduct Union Business

*The Executive Board took a break at 1545
LaTonia Paul Benoit called the Meeting to order at 1600*

MINUTES:

KeyAnder Early presented the **April 2019 Executive Board Meeting Minutes** for review. The minutes were approved as amended by consensus.

KeyAnder Early presented the **April 2019 Executive Board Meeting Voting Record and Tally** for review. The voting record and tally was approved as presented by consensus.

KeyAnder Early presented the **April 2019 Executive Board Meeting Attendance Report** for review. The report was approved as presented by consensus.

KeyAnder Early presented the **May 2019 Executive Board Meeting Minutes** for review. The minutes were approved as amended by consensus.

KeyAnder Early presented the **May 2019 Executive Board Meeting Voting Record and Tally** for review. The voting record and tally was approved as amended by consensus.

KeyAnder Early presented the **May 2019 Executive Board Meeting Attendance Report** for review. The report was approved as presented by consensus.

LaTonia Paul Benoit Recessed the Meeting at 1702

WEDNESDAY

June 12, 2019

CALL TO ORDER: LaTonia Paul Benoit called the Meeting to order at 0905.

GUEST: Parliamentarian Al Gage

John Parrott made a **motion (7)** to excuse LaTonia Paul Benoit from the Executive Board Meeting for the PM session on Wednesday; June 12th for personal reasons. Eric Weis **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

AM ROLL CALL: TWU Local 556 Executive Board Members LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, 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. Lyn Montgomery, Chad Kleibscheidel and Gayle Ross Middleton were excused.

MOMENT OF SILENCE: Three-year anniversary of the Pulse nightclub shooting in Orlando.

GRIEVANCES:

Guest Grievance Team Member Brandon Hillhouse and Marcy Vinyard entered the Meeting at 0910 and left the Meeting at 1300.

Kay Hogan made a **motion (8)** to adopt the special rule of order for recommendations for disposition of grievances contained in the grievance review committee report will be considered

on a consent calendar. Chantil Huskey **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED	Forte (ATL)	YEA
Kleibscheidel, 1 st VP	EXCUSED	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	CHAIR	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)	NAY
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

Brandon Hillhouse and Marcy Vinyard submitted the **Grievance Report** for review, and it is attached.

Chantil Huskey made a **motion (9)** to not proceed with the grievance case. Kristie Scarbrough **seconded** the motion. The motion **carries**.

Chantil Huskey made a **motion (10)** to not proceed with the grievance case. Eric Weis **seconded** the motion. The motion **carries**.

*The Executive Board took a break at 1033
LaTonia Paul Benoit called the Meeting to order at 1048*

Jimmy West made a **motion (11)** to proceed with the grievance case. Eric Weis **seconded** the motion. The motion **carries**.

Rachel Brownfield made a **motion (12)** to proceed with the grievance case. Kristie Scarbrough **seconded** the motion. The motion **fails**.

John Parrott made a **motion (13)** to not proceed with the grievance case. Jimmy West **seconded** the motion. The motion **carries**.

*LaTonia Paul Benoit was excused and left the Meeting
John Parrott chaired the Meeting*

Eric Weis made a **motion (14)** to not proceed with the grievance case. Sean Cooley **seconded** the motion. The motion **carries**.

*The Executive Board went to lunch at 1303
KeyAnder Early called the Meeting to order at 1430*

KeyAnder Early chaired the Meeting

PM ROLL CALL: TWU Local 556 Executive Board Members John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, 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, Chad Kleibscheidel, LaTonia Paul Benoit, and Gayle Ross Middleton were excused.

The Executive Board was advised that a Chair Pro-Term was needed to serve for the remainder of the meeting.

Rachel Brownfield made a **motion (15)** to elect John Parrott to serve as Chair Pro-Term. Kristie Scarbrough **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

John Parrott chaired the Meeting

David Jackson made a **motion (16)** to not proceed with the grievance case. Jessica Parker **seconded** the motion. The motion **carries**.

Kay Hogan made a **motion (17)** to not proceed with the grievance case. David Jackson **seconded** the motion. The motion **carries**.

Jimmy West made a **motion (18)** to proceed with the grievance case. Chantil Huskey **seconded** the motion. The motion **carries**.

Grievance Review Committee Recommendations: The consent calendar with the Grievance Review Committee recommendations was accepted by general consent by the Executive Board.

*The Executive Board took a break at 1721
John Parrott called the Meeting to order at 1730*

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

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

Lyn Montgomery submitted the **Negotiations Committee Report** for review.

John Parrott submitted the **Office Manager Report** for review.

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

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

BOARD MEMBER AT LARGE REPORTS: *(All written reports that were submitted are attached.)*

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

Kay Hogan 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.

DOMICILE EXECUTIVE BOARD MEMBERS REPORTS: *(All written reports that were submitted are attached.)*

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.

Kristie Scarbrough made a **motion (19)** to recess. Chantil Huskey **seconded** the motion. The Executive Board voted by hand. The motion **carries**.

John Parrott Recessed the Meeting at 1815

THURSDAY
June 13, 2019

CALL TO ORDER: John Parrott called the Meeting to order at 0903.

GUEST: Parliamentarian Al Gage

AM ROLL CALL: TWU Local 556 Executive Board Members John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, 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. Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, Gayle Ross Middleton, and Trish Damstra were excused.

FINANCIAL REPORT: John Parrott presented the **May 2019 Financial Reports** for review. The auditor's report is expected in July.

Damion West presented a budget proposal for the additional Shop Steward training cost in the amount of \$13,650.80. Damion West made a **motion (20)** to accept the Shop Steward Committee proposed budget as presented. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED	Forte (ATL)	YEA
Kleibscheidel, 1 st VP	EXCUSED	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	EXCUSED	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	CHAIR	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	EXCUSED	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	YEA

The motion **carries**.

MANAGEMENT MEETING PREPARATION: The Executive Board reviewed topics to discuss with Management during the one-hour quarterly Management meeting. The agreed areas were the IEFB, “A” Flight Attendant responsibility changes, provisioning closures/concerns, and discipline trends.

TWU LOCAL 555 MEETING: The Executive Board agreed to schedule a meeting with TWU Local 555 leaders to discuss areas of common concerns.

STRATEGIC PLAN REVIEW: The Executive Board went over the 2019 Strategic Plan and reviewed the implementation process, goals, and set target dates. The plan has seven key areas: Serving Members, Utilizing Shop Stewards, Grievances and Arbitrations, Involving and Mobilizing Members, Communications Internally, Legislation and Regulations and Communicating Externally.

The Executive Board took a break at 1045
John Parrott called the Meeting to order at 1100

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

Eileen Rodriguez submitted the **CISM Report** for review.

Xander Ricker submitted the **Scheduling Committee Report** for review.

Michele Moore submitted the **Health Committee Report** for review.

Michael Massoni submitted the **Safety Committee Report** for review. The Executive Board requested information from the committee regarding the in-flight service ultra-short haul flying service procedure and if there is any discussion of it applying to short haul mainland flying.

Amanda Gauger submitted the **Education Committee Report** for review. Damion West made a **motion (21)** to appoint John DiPippa as the Education Committee liaison. Kristie Scarbrough **seconded** the motion. The motion **carries**.

The Executive Board took a break at 1145
John Parrott called the Meeting to order at 1200

PM ROLL CALL: TWU Local 556 Executive Board Members John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, 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. Lyn Montgomery,

Chad Kleibscheidel, LaTonia Paul Benoit, Gayle Ross Middleton, and Trish Damstra were excused.

BOARD AGREEMENT: The Executive Board agreed that the Recording Secretary can have access to MailChimp and sending out communication matters. The Executive Board also discussed DEBMs being trained on MailChimp.

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

Kurtis Beggs submitted the **Professional Standards Committee Report** for review.

Lisa Happer submitted the **Uniform Committee Report** for review. Charla Miller was tasked to attend the Uniform Committee meeting with Management scheduled for 1500 at headquarters.

QUARTERLY MANAGEMENT MEETING:

(Guest: Rachel Loudermilk and Jamie Dotson entered the Meeting at 1305 and exited the Meeting at 1400.)

IEFB:

- Management is aware that there are IEFB battery issues.
- Discussion regarding the charging criteria of 90% for the first leg of each day.
- The Union shared with the Company the need to provide charging stations at all bases to accommodate and ensure that Ready Reserve Flight Attendants that sit before “their first leg” IEFBs are in compliance.
- The Company is currently working on the next generation IEFB for a 2020 release.
- The Union presented the idea of having a USB access like the pilots to charge our IEFBs onboard the aircraft.

“A” Flight Attendant Responsibility Changes:

- The Company stated they are not holding the “A” Flight Attendant to an additional responsibility of ensuring everyone’s compliance.
- Chad Kleibscheidel has a meeting scheduled with Management next week to discuss.

Provisioning Concerns:

- Management does understand that we are frustrated.
- Management stated that if the Flight Attendants are running out of any major stock, they can request the items at any station even non provisioning. If possible, ask the Captain to call ahead so the station can pull the items, if available.
- Flight Attendants are encouraged to report it to the Company through the various reporting tools when items are unavailable onboard. The data needs to be there to support the concern so that the Company can work to address the issues.

Discipline Trends:

- Management is not opposed to scheduling fact finding meetings on a day off, if you feel strongly that it will not work before or after a trip.
- Flight Attendants getting food. The Company feels it is reasonable and understandable to get food. They have not changed their position regarding this understanding.
- The Union and the Company discussed the procedure regarding when badges will need to be surrendered by the Flight Attendant during fact finding meetings. Management should

let them know in advance if their badge may be taken during the meeting. Also discussed how the company schedules the flight home for the Flight Attendant in this situation.

- The Union was interested in knowing how the discipline we receive as Flight Attendants is compared to other departments with regards to delay of flights. This will have to be researched and can provide a follow up.
- July 9th, Rachel is scheduled to have a meeting with the base managers and will bring up items mentioned during the Meeting.
- Rachel would like to see if she can meet with the Union again in September and every other month instead of once a quarter moving forward. The Union would appreciate if that is possible.

Chad Kleibscheidel submitted the **Communications Committee Report** for review. Rachel Brownfield made a **motion (22)** to appoint KeyAnder Early and Charla Miller as Communications Committee Chairpersons until research and hiring of outside communications firm or director is completed. Jessica Parker **seconded** the motion. The Executive Board discussed the motion on the floor and discussed if this was an original main motion. It was decided that this motion is an original main motion.

Chantil Huskey made an **amendment (22a)** to insert Chad Kleibscheidel after KeyAnder Early. Sean Cooley **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED	Forte (ATL)	NAY
Kleibscheidel, 1 st VP	EXCUSED	D. West (BWI)	NAY
Paul Benoit, 2 nd VP	EXCUSED	Scarborough (DAL)	ABSTAIN
Parrott, Financial Sec.	CHAIR	Parker (DEN)	NAY
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)	NAY
Miller- BMAL	AWAY	Keith (MDW)	NAY
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	NAY
Weis - BMAL	YEA	DiPippa (PHX)	ABSTAIN

The motion **fails**.

The Executive Board returned to the original **motion (22)** and voted by roll call:

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

Huskey - BMAL	NAY	J. West (MCO)	YEA
Miller- BMAL	AWAY	Keith (MDW)	YEA
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	YEA
Weis - BMAL	YEA	DiPippa (PHX)	NAY

The motion **carries**.

Chantil Huskey presented the **Mobilization/Organization Committee Report** verbally. Events are schedule to take place in Nashville: July 11th Chill and Grill, Dallas: July 25th Bowling, Sacramento: August 7th, Midway: August 28th Bowling, Phoenix: September 25th, and Orlando: October 23rd. The committee is also looking into events for the San Diego, Kansas City, and St. Louis area.

Pamila Forte submitted the **Civil and Human Rights Committee (CHRC)** for review.
Damion West submitted the **Shop Steward Committee Report** for review.

*The Executive Board took a break at 1455
John Parrott called the Meeting to order at 1520*

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 Report** for review.

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

Lyn Montgomery submitted the **Satellite Bases 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.

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

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

Josh Rosenberg submitted the **Oakland/New Hire Vacancies Committee Report** for review.

Kay Hogan submitted the **Member Illness & Sickness Policies and Procedures Report** for review.

Kristie Scarbrough presented the **Facebook Group Terms and Conditions Report** verbally.

The Executive Board recommitted the April 2019 Executive Board Meeting Motion 26.

UNFINISHED BUSINESS:

- April Task:
 - Statement to TWU International Veterans Committee- Completed
- May Task:
 - Red Racks Research and Recommendation- Still in progress
 - Electronic Meeting Sign-In Options- research will be conducted within the Strategic Plan

NEW BUSINESS:

October Executive Board Meeting: Jessica Parker made a **motion (23)** to move the October Executive Board Meeting to begin on October 8, 2019. Rachel Brownfield **seconded** the motion. The motion **carries**.

Legal Updates: The Executive Board tasked the 1st Vice President with providing verbal updates regarding litigation matters to the Executive Board monthly.

Third Membership Meeting Calendar: The Executive Board agreed to make some adjustments to the meeting schedule. ATL 10/21, BWI 10/22, MCO 10/23, MDW 10/25, LAX 10/28, OAK 10/29, PHX 10/30, LAS 11/18, DEN 11/19, HOU 11/20 and DAL 11/21.

BOARD AGREEMENT: The Board agreed to craft a survey to gauge members needs and expectations regarding Membership Meetings.

TWU Local 556 Business Cards: The Board agreed to allow the white business card option.

TWU Local 556 Leases and Agreements: Jessica Parker made a motion **(24)** that all contracts for leases, services agreements or retainer agreements, that are not ordinary office expenses, be approved by the Executive Board. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

Executive Session: The Executive Board entered executive session at 1740 and exited at 1746.

John Parrott Adjourned the Meeting at 1746

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

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

KeyAnder Early
TWU Local 556 Recording Secretary



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MAY 2019 OFFICERS REPORTS

Report From:	President
Submitted Report:	
• Lyn Chaired the April 2019 Executive Board Meeting. • April 18, 2019, Lyn attended a MAX 8 Safety Meeting called by COO Mike Hafner. The invitation was extended to Union in attendance for TWU Local 556 President and the Health and Safety Committee. Boeing presented data about the Max 8 and the two accidents. • April 22-24, Lyn chaired the LAX, OAK and PHX Membership Meetings. • Lyn attended the Labor Coalition Meeting at SWAPA offices. • Lyn was unable to chair the DAL Membership Meeting due to illness. • April 29- May 2 Lyn attended the TWU Air Division President's Council in Orlando. The TWU International brought together all local Presidents from both the Air Divisions. The Agenda included History of TWU, COPE and State conferences, Airline Strategic Campaigns, Leading Effective Union Meetings, Communications, and other items to assist local Presidents. The Air Division met with TWU International President Samuelsen and discussed important matters for the Air Division. John encouraged locals to apply pressure to Management and to use internal organizing to achieve results. • On May 3, Lyn and Operational Safety Chairperson Michael Massoni were invited to Boeing headquarters in Seattle with Vice President of Inflight Sonya Lacore, Senior Director Inflight Safety Security & Reg Compliance Steve Murtoff, and Flight Operations Technical Pilot Bob Strahm. Boeing presented information about the MCAS system. Boeing took us through a demonstration in the flight simulator with parameters set to mimic what occurred in the accidents. It was highly educational. Boeing is committed to ensuring the safety of the aircraft and allowed us to answer any questions. We will continue to monitor the safety of this aircraft. • May 7-8, Lyn led the eleventh session of bargaining. For more information please refer to https://twu556.org/negotiations/. • On May 10, Lyn and Scheduling Committee Xander Ricker, Don Shipman, along with Negotiators Liz Howayeck and Denny Sebesta met with Senior Director Labor Relations Brendan Conlon, Senior Manager Crew Operations Research and Analysis Claire Taitte, Senior Director Crew Support Wayne Shaw and Senior Manager Labor Relations Brianna Grant. The parties discussed improvements to the Satellite Base Test agreement. TWU556 made a proposal and the parties will meet again June 5.	

Report From:	BMAL
Submitted Report:	
<u>Officer Report May 2019 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • Gayle continued her work as Grievance Chairperson for TWU Local 556. • April 1, 2019 meeting with Negotiating Team members. • April 2, 2019 meeting at HDQ to discuss sexual misconduct/assault. • April 3, 2019 Scheduling meeting. • April 8, 2019 Base Operations meeting with Mike Sims, Rachel Loudermilk, and Marcy Vinyard. • April 16-18, 2019 attended the TWU 556 Executive Board meeting. • April 24, 2019: The monthly grievance meeting with Labor Relations was held. Gayle Middleton and Marcy Vinyard met with Tammy Shaffer and Briana Grant. • April 29, 2019 participated in the DAL Lounge Mobilization with Kay Hogan. • April 30, 2019 meeting with LaTonia Paul-Benoit, Kay Hogan, Rachel Brownfield, and Marcy Vinyard to discuss the Policies & Procedure Guidelines. • It is Gayle's continued honor to serve the Membership as a Board Member at Large and Grievance Chairperson.	

Report From:	BMAL
Submitted Report:	
On April 2nd and 3rd, I worked at the Local assisting Chantil Huskey with the MOB/ORG schedule for April Lounge MOB's, putting together an agenda as well as talking points for the Lounge MOB's. On April 8th I Chaired the LAS MM. April 9th I attended the rescheduled NTF Meet & Greet with Chantil Huskey. LAS DEBM Rachel Brownfield was also in attendance. April 11th I attended the SWAPAFAMILY event in Grapevine along with President Lyn Montgomery. Our SWAPA counterparts were extremely appreciative that TWU Local 556 was represented. They would love to have other TWU Local 556 Officers attend future SWAPAFAMILY events. April 16 - 18 I attended the Executive Board Meeting. April 28th I conducted a DAL Lounge MOB along with Grievance Chair Gayle Middleton.	

Report From:	BMAL
Submitted Report:	
Officer Report for May 2019 — Charla Miller Board Member at Large • Worked as Communications Committee Chairperson on projects and publications involving multiple Committees, bases, and general Union communications (routine and urgent); in specific distribution groups and in systemwide communications (e.g., E-Connections, Safety, Health, NOC Events, Shop Steward Committee, Negotiating Committee, monthly newsletters, etc.) • Monitored news and events regarding Southwest Airlines and other industry news, unions, and locals • Management of TWU Local 556 social media outlets • Continued ongoing opportunities to assist our Members via phone calls, texts, face to face meetings, emails, messages, and projects	

Report From:	DEBM - ATL
Submitted Report:	
Pamila attended the Executive Board Meeting April 16-18. Pamila conducted Fact-Finding and Step Two Meetings. Pamila met with Atlanta Inflight Leadership to discuss issues in the Atlanta Domicile. Pamila attended the Atlanta Diversity and Inclusion Meeting, facilitated by Assistant Base Manager Brian Coulter April 10. Pamila updated the Union Glass Case and published the Second Quarter Membership Meeting schedule. Pamila has been working with Domicile Executive Board Member David Jackson and Attorney at Law Patricia Ireland on the TWU Local 556 Executive Board Strategic Planning Retreat, scheduled for May 14-17. The expectation is that all Executive Board Members attend the two day Strategic Planning Session in Baltimore to set goals for the remainder of 2019- 2020.	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore DEBM May Officer Report</u> Officer Duties: • Attended Executive Board Meeting in Dallas April 15 -18 • Attended the LAX Membership Meeting April 22 on behalf the Shop Steward Committee • Emergency Officer on Call (EEOC) April 22 - 28 and April 29 - May 5 Monthly BWI Management Meeting May 1st: • Upcoming BWI Base Events/Coordinating Schedules • Flight Attendant/Base Concerns • Improving customer complaints letters • Improving Delay of Flight and Late to Gate • Improving showing up to the gate in compliance (Uniform and IEFB) Baltimore Grievance for the month March Fact Finding Meetings - 18 Step #2 Meetings - 3 (Baltimore is still having an issue with Delay of Flight and Late to Gate)	

Report From:	DEBM - DAL
Submitted Report:	
MAY DAL DEBM REPORT Kristie attended the membership meeting on 4/26 and sat in as recording secretary. She had a meeting with base manager Tammi Feuling regarding the Love Field 4K parking concerns at Love Connection. This issue was resolved with City of Dallas. Kristie attended the shop steward conference call on May 6th. She has also been in communication with Pride Parade coordinator for DAL ,Tiffanie Morris and ATL DEBM Pam Forte. Kristie attended the Pride meeting on May 11th. She published her Econnect and highlighted the sign up link for the parade as well as having it posted on the DAL Culture page and in Union Connection to encourage participation. Kristie also attended boards on May 14 and the retreat for strategic planning in BWI May 15-17. She updated glass case with next round of membership meetings and organized red rack. Kristie sat in lounge answering questions and concerns and handing out union pins on FF meeting days. She referred issues about excessive ground time and TFP auditing to the grievance team and the NT.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended the Executive Board Meeting April 16-18. Jessica wrote an E-Connection that was sent via email to Denver Flight Attendants and published to the TWU Local 556 website on April 22. Jessica continues to email Denver Shop Stewards with opportunities to shadow Fact-Finding Meetings and Step 2 Meetings. Jessica met with Denver Base Manager Ed Schneider on May 7 to discuss issues specific to the Denver Base. One issue in particular that was discussed were the challenges that Denver Flight Attendants are facing while the Denver Inflight Lounge is under construction. There is currently not enough seating, no place to store bags, and there are no restrooms available for use in the temporary area. The heating and cooling system is also not adequately functioning which causes the lounge to get very hot and stuffy during the afternoon. It was finally approved for Denver Flight Attendants to sit airport standby in the mezzanine area provided they advise Scheduling. Phase 1 of the construction project is expected to be completed by the first week in June, with the entire project anticipated to be completed by August 1. Jessica confirmed that the Membership Meeting Notice was posted on May 3. Jessica updated the Denver Shop Steward list with Shop Stewards who have transferred in and out of Denver. Jessica continues to answer Members' emails, calls, and texts when they have questions and concerns.	

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended the Executive Board Meeting April 16-18 and participated in the Shop Steward Conference Call on May 6. The Houston Base was very busy this month with Fact-Finding Meetings, many were related to delay of flight and late to gate issues. David conducted several of those Fact-Findings and would like to thank the Shop Stewards that also assisted during this busy time. David assisted Atlanta Domicile Executive Board Member Pamila Oak organizing a Strategic Planning session for the Executive Board. David would like to thank the Civil and Human Rights Committee for making a donation to the Houston chapter of Pride at Work on behalf of TWU Local 556 in honor of Pride month. David published an E-Connection for the month of May.	

Report From:	DEBM - LAX
Submitted Report:	
Lax continues to be a busy base! The base has been growing rapidly, and will continue to do so over the next few months. Trish wrote a monthly E-Connect, attended 3 Fact Finding Meetings, and met with base management twice to discuss base concerns. Trish hosted three workshops and attended the Sexual Assault Awareness Day presented by the WISE Committee. Trish thanks the WISE committee, Jessica Parker, and Shelly Lefebvre for their time and efforts in this presentation. Trish thanks Genesis DaVoy and Paige Spence for co-hosting the workshops. The education and support offered to the membership is invaluable. Trish also thanks BWI DEBM Damion West, and LAS DEBM Rachel Brownfield for their work on The Points card, and education material provided for the members. New shop steward elections were held at the LAX membership meeting. Trish wishes to thank everyone who attended, and the newly elected for their willingness to step up and serve. The LAX base also wishes to thank John Parrott, LaShaye Hutchinson, KeyAnder Early, Damion West, Chantil Huskey, and Lyn Montgomery for their time and dedication to the membership.	

Report From:	DEBM - MDW
Submitted Report:	
Chicago Base Report May 2019 Donna reports during the month of April Fact-Finding and Step 2 Meetings in the Chicago Base continue steadily for various reasons; including but not limited to delay of flight, late to gate, attendance points, no shows, FTRs, and Employee write ups. Donna has had conversations with and met with Management several times during the month to discuss issues and concerns of Flight Attendants. Donna spent time in the Chicago Lounge speaking with Flight Attendants about the importance of checking their points level and the contents of their employee files. Donna was in the MDW Lounge on Easter Sunday helping to serve breakfast and lunch to the Flight Attendants. Donna advised Shop Stewards and Flight Attendants concerning Fact-Finding and Step 2 Meetings throughout the month. Donna wrote an e-Connection which was electronically delivered to the Chicago Flight Attendants. Donna has been in communication with 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 April. On May 6, Donna and Shop Steward Brendon Remezas attended the Illinois / Indiana State Conference Meeting in Indiana. 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.	

Report From:	DEBM - PHX
Submitted Report:	
• Attended April Membership Meeting • Did a Fact-Finding Meeting since the April Board Meeting • Attended April Board Meeting • Reviewed Grievances and wrote Base Report for May Board Meeting • Wrote an E-Connection for April • Have been in constant contact with the Membership via phone calls, emails, Facebook, and face to face interactions • Has been in contact with the Base Manager about a couple of Base Specific issues involving PHX Flight Attendants • Reached out to the Shop Stewards who haven't shadowed a Meeting yet to see if they would still like to shadow or do other Shop Steward duties • Reached out to Shop Stewards to see if they would like to do lounge mobs since their aren't many meetings in PHX • Wants to thank Shop Steward Sam Ward for hanging up the Membership Meeting notice	



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JUNE 2019 OFFICERS REPORTS

Report From:	President
Submitted Report:	
June 2019 President Report • Lyn chaired the May 2019 Executive Board Meeting on May 14, 2019, in Dallas. She and other Members of the Executive Board traveled to Baltimore to attend the 2019 Executive Board Strategic Planning. Members of the Executive Board stayed at the Maritime Institute and focused on prioritizing the goals for TWU Local 556. Board members worked together to establish core goals for serving Members, Utilizing Stewards, Grievances, Mobilization, Communications, and Legislation. • Lyn led preparations with the Negotiating Committee for the eleventh session of Negotiations May 29- May 30. (Please refer to https://twu556.org/negotiations/ for updated information.) • On May 30, Lyn attended the Max 8 update hosted by Chief Operating Officer Mike Van De Ven. During this meeting, Management discussed the MAX 8, its safety, and return to service. Bob Waltz Sr Dir Flt Ops Compliance & Operations stated, " The MAX 8 we have today will never fly again in its current configuration. The new plane has three layers of protection. That airplane was then; this airplane is now." I feel that the EB would benefit by being able to speak directly to Management about the MAX 8. Vice President of Inflight Sonya LaCore is willing to host a question and answer session for the board. During this meeting, Management state they would have more information about the status of the return of the MAX 8 to service. It is likely to be August. • June 4, Lyn attended the Task Force Meeting established by Sonya LaCore to give guidance for developing policies to handle instances of Sexual Misconduct on board aircraft. Lyn shared the knowledge she has acquired at the Department of Transportation National Inflight Sexual Misconduct Task Force and delivered a presentation. • Lyn, Negotiators Denny Sebesta, Liz Howayeck, Scheduling Committee Chairperson Xander Ricker and Scheduling Committee Member Don Shipman have been working to negotiate an improved Satellite Base Testing Agreement. They met with members of Management on June 5 and again on June 6. • Lyn continues to advise the Grievance Committee, and Grievance Leaders works with the Negotiating Committee preparing for upcoming sessions and responds to Member inquiries and needs. • Lyn wants to thank Vice Presidents Chad Kleibscheidel, LaTonia Benoit and Treasurer John Parrot for their assistance while Lyn was on vacation.	

Report From:	Vice President - 1
Submitted Report:	
First Vice President, Chad Kleibscheidel, has had briefing meetings or telephone calls with the President to remain updated on critical items that could affect our Membership. He has also been kept informed and aware of the day to day proceedings of Union matters and has given opinion, direction, and counsel to the president when solicited. At the direction of the President as her designee, he has assisted in telephone calls, responding to emails, and other correspondence to other Departments and the Membership. Chad also monitors and reacts accordingly to TWU 556 NOC events and multiple daily Inflight Scheduling Shift briefings. Continues to assist in communications and legal matters regarding the grounding of the 737 MAX. He was present and attended the Executive Board Strategic Planning in Baltimore. Worked in the office with Grievance staff, office staff, assisted in research and case building. Attended meetings with the president and Management on various issues (technology, Hawaii Service, MAX issues,). Answered to Members phone calls, issues, emails, and other concerns. Responded to emails for the Executive Board. He continued to work on the California Kin Care lawsuit and other legal matters. Worked with various Committees for planning/development and worked extensively on Communications.	

Report From:	Vice President - 2
Submitted Report:	
2nd Vice President Report April 1,4 Worked in the office (DAL) April 9 Chaired Denver Membership Meeting April 10 Chaired Houston Membership Meeting April 15 Attended Top Five Strategy Meeting (DAL) April 16,18 Attended Executive Board Meeting (DAL) April 22 Attended Worked in the office (DAL) April 23 Attended SWA Sexual Misconduct Focus Group Meeting (DAL) April 29 Worked in the office (DAL) April 30 Policies Procedures and Guidelines Meeting (DAL) Attendees: Gayle Middleton, Board Members at Large, Grievance Committee Chairperson Kay Hogan, Board Member at Large Marcy Vinyard, Grievance Team Leader May 1,2 Worked in the office (DAL) May 6,7 Worked from Home May 13 Top 5 Strategy Meeting (DAL) May 14 Executive Board Meeting (DAL) May 15-17 Executive Board Strategic Planning (BWI) May 20,21 Worked in the office May 22 DOT Task Force Meeting (DC) May 23,24 Worked in the office May 30 Recurrent Training	

Report From:	BMAL
Submitted Report:	
April 2nd and 3rd Board Member at Large (BMAL) Chantil Huskey met with BMAL Kay Hogan in Dallas to work on upcoming Mobilization Events. April 9th thru the 12th BMAL Chantil Huskey conducted Lounge Mobilization in the HOU lounge, attended the HOU Membership Meeting, and attended an NTF Leader and Agent gathering in LAS. April 15th thru 18th I was in attendance of the monthly Executive Board Meeting in DAL. April 21st thru 24th I attended the LAX Membership Meeting, conducted an OAK Lounge Mobilization, and attended the OAK Membership Meeting. May 13th thru 16th I attended the abbreviated Executive Board Meeting in DAL and then flew to BWI to attend the Executive Board Strategic Planning. May 27th thru 31st I went to HOU with BMAL Eric Weis to do a Lounge Mobilization and flew to DAL to meet with BMAL Kay Hogan to secure Mobilization dates and events as directed from the Strategic Plan done in BWI. June 3rd and 4th I was in DAL to do a Lounge Mobilization giving information to our members about our upcoming events in DAL. June 10th thru 13th I was in attendance to the June Executive Board Meeting.	

Report From:	BMAL
Submitted Report:	
The following was accomplished for the month of May: • May 4-6 attended 2nd Quarter TWU Intl. Veterans Membership Meeting • May 13-14 attended Dallas Boards • May 15-17 attended strategic planning in BWI • May 21 Lounge Mobilization MCO • May 29 Lounge Mobilization HOU	

Report From:	BMAL
Submitted Report:	
On May 1, 2, 7 - 9, I worked at the Local on the MAX 8 cancellation trip audit project. May 6th, I attended the New Hire Talk and Dinner. May 14th I attended the Executive Board Meeting. May 15 - 16 I attended the Executive Board Strategic Planning in Baltimore. May 28 - 29 I temp'd at the Local assisting with research for an Open Time Group Grievance. May 30th I met with MOB/ORG Chair Chantil Huskey for upcoming events for Mobilization.	

Report From:	BMAL
Submitted Report:	
<u>Officer Report May 2019 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • Gayle continued her work as Grievance Chairperson for TWU Local 556. • May 1, 2019 meeting with Brandon Hillhouse and the Scheduling leaders. • May 2, 2019 Benefits call with Labor. • May 14, 2019 attended the TWU 556 Executive Board meeting. • May 22, 2019: The monthly grievance meeting with Labor Relations was held via conference call. Gayle Middleton and Brandon Hillhouse met with Sarah Hill and Briana Grant. • May 29, 2019 participated in a Labor conference call with Marcy Vinyard, Tammy Shaffer, and Brianna Grant. • May 2019 several meetings with Kay Hogan regarding Fit for Duty Exams. • It is Gayle's continued honor to serve the Membership as a Board Member at Large and Grievance Chairperson.	

Report From:	BMAL
Submitted Report:	
Officer Report for June 2019 — Charla Miller Board Member at Large • Worked as Communications Committee Chairperson on projects and publications involving multiple Committees, bases, and general Union communications (routine and urgent); in specific distribution groups and in systemwide communications (e.g., E-Connections, Health and Safety Committee, Grievance Team, Scholarship Committee, Veterans Committee, Civil and Human Rights Committee, SWA Events, Shop Steward Committee, Negotiating Committee, monthly newsletters, etc.) • Monitored news and events regarding Southwest Airlines and other industry news, unions, and locals. • Management of TWU Local 556 social media outlets. • Continued ongoing opportunities to assist our Members via phone calls, texts, face to face meetings, emails, messages, and projects. • Worked on the project of updating/correcting/adding-to our Reciprocal Cabin Seat Agreements (RCSAs) with the added goal of making them more accessible (by adding an RCSA section to our IEFBs) along with SWA Senior Manager Employee Outreach & Administration Tom Crabtree. Started an informal task force of TWU Local 556 Members that are Commuters, TWU Local 556 Grievance Team Contract Coordinator Brandon Hillhouse, and TWU Local 556 Operational Safety Chairperson and TWU International Safety Representative Michael Massoni. Please submit your corrections, interest, and feedback to cmiller@twu556.org. • Assisted TWU Local 556 Vice Presidents and the Executive Board on projects/tasks as requested. • Continued strengthening relations with other unions and locals. • Thank you to the Membership for the privilege of serving you. It truly is an honor.	

Report From:	BMAL
Submitted Report:	
-- Attended Executive Boards May 13-14 -- Attended Strategic Planning Session in Baltimore May 15-17 -- Thanks to Pam Forte and David Jackson for the planning and logistics in getting us together to work for the membership. -- Mobilize in MDW on May 27, BWI May 28 Engaging and mobilizing Flight Attendant in bases, dealing with their issues, answering questions, and talking of issues that affect them. -- The consensus is they love what this board is doing, to communicate, and fight for issues that affect them. -- Continue to take calls and texts dealing with Irregular Ops, and questions of Negotiations, Sat bases, and contractual issues	

Report From:	DEBM - ATL
Submitted Report:	
Pamila Attended the Executive Board Meeting in Dallas on May 14, and traveled to Baltimore for the Strategic Planning Session with the TWU Local 556 Executive Board May 15-17. Pamila would like to thank Houston Domicile Executive Board Member David Jackson for assisting and organizing the Strategic Planning. Pamila represented Members in Fact-Finding and Step Two Meetings. Pamila reports that Fact-Finding Meetings have increased in the month of May, and Pamila would like to thank the Atlanta Shop Stewards for their hard work representing Members in the Atlanta Domicile. Pamila attended the monthly Diversity and Inclusion round table in the Atlanta Crew Lounge facilitated by Assistant Base Manager Brian Coulter on May 7. Pamila attended the Working Women's Committee Meeting in Dallas May 20-22. Pamila met with Atlanta Base Manager Graham Vandergrift and Senior Management Inflight Brian Ridgeway on May 23, to discuss issues in the Atlanta Domicile. Pamila submitted an E-Connection on May 30 to be published to the Atlanta Members. Pamila attended the quarterly lunch with Atlanta Inflight Leadership on May 29. Pamila planned Lounge Mobilizations with the Atlanta Shop-Stewards. Upcoming Lounge Mobilizations will include IEFB, points education, and National Pride Month. Pamila updated the Union glass case with the June poster. Pamila continues to remain in contact with Atlanta Members via text message, email, and answering calls.	

Report From:	DEBM - BWI
Submitted Report:	
Baltimore Domicile Executive Board Member May Officer Report <u>Officer Duties</u> • Attended Executive Board Meeting in Dallas May 13 - 14 • Attended Executive Board Strategic Planning May 15 - 17 • Attended Diversity and Inclusion workshop in BWI on May 30 • Attended Florida TWU State Conference June 6 - 7 • Planned IEFB Lounge Mobilization the week of June 10 <u>Monthly BWI Management Meeting and Base Duties</u> Met with Danielle Ramos and John Roiy May 30 Updated Union Glass Case • June Pride Month Poster • Letter on IEFB Compliance Baltimore Grievance for the Month May • Fact Finding Meetings - 15 • Step #2 Meetings - 9 (Baltimore is still having an issue with Delay of Flight and Late to Gate)	

Report From:	DEBM - DAL
Submitted Report:	
DAL BASE REPORT JUNE Kristie attended the DAL Pride Parade at Fair Park on June 2nd. She helped organize and facilitate the event along with the assistance of Tiffanie Morris and Pamela Forte ATL DEBM. In addition thank you to Christopher Fimple for his creativity and Michael Kassulker for his tunes. Over 40 members, associates of SWA and their family participated in the march. She also had a lounge mobilization on IEFB issues hosted by shop steward Ashley Dawn on June 4th. Kristie attended board meetings June 11- 13th. Kristie will be attending the Pride lounge mobilization on June 20th hosted by shop stewards Michael Kassulker and Michael Ramon. She has been invited by DAL management to represent the union at the SWA birthday event in the lounge the same day. Kristie updated the glass case with the Pride poster for June and communicated upcoming mobilizations with base manager. Kristie addressed the issues of the inop check in phones and elevator. She continues to take calls from flight attendants on scheduling issues regarding IROPS and attends as many fact finding meetings as her schedule allows.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended the Executive Board Meeting in Dallas on May 14. Jessica traveled to Baltimore and attended Strategic Planning May 15-17. Jessica would like to thank Atlanta Domicile Executive Board Member Pamila Forte and Houston Domicile Executive Board Member David Jackson for their hard work in organizing Strategic Planning. Jessica attended the Working Women's Committee Meeting in Dallas May 20-22. Jessica, Denver Shop Steward Michelle Abramovitch, and Denver Shop Steward Jamie Simpson conducted a Lounge Educational Visit on May 31. They focused on points education, Intermittent FMLA and the changes in how it can affect points roll off and record improvement, and new IEFB procedures. Jessica spoke with Michelle and Jamie regarding Denver Base Orientation which will begin on June 14 and will be a standing date of the 14th of each month. Denver Base Orientation will be primarily for Probationary Flight Attendants who have transferred to Denver, but all Flight Attendants are welcome to attend. Jessica would like to thank Michelle, Jamie, and Denver Shop Steward Chris Albert for their willingness to lead the Base Orientation. Jessica would also like to thank Angie Kilbourne for the amazing Welcome to Denver Packet she put together which will be distributed to Flight Attendants who attend Base Orientation. Jessica sat Emergency Officer on Call May 20--26. Jessica published a Denver E-Connection on June 5. Jessica represented Members in Fact-Finding Meetings and Step Two Meetings. Jessica met with Denver Inflight Leadership on June 6 to discuss issues specific to the Denver Base. Jessica answered Members' phone calls, emails, and texts and continues to remain available to assist Members in any way she can.	

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended the Executive Board Meeting on May 14 in Dallas and attended the Strategic Planning Session for the Executive Board in Baltimore May 15-17. David would like to thank the Executive Board Members that attended as well as Pamila Forte-Oak for her hard work on the project. David conducted a lounge mobilization on attendance points and would like to thank Shop Stewards Nathan Keeling and Bernard Johnson for also conducting mobilizations on the new IEFB rules and minimum crew. David facilitated several Fact-Finding and Step Two Meetings. David remained in constant contact with the Executive Board, Union office and Management.	

Report From:	DEBM - LAS
Submitted Report:	
Rachel attended the Executive Board Meeting in Dallas May 14 then attended the Strategic Planning Session in Baltimore through May 17. Rachel met with Base Leaders to discuss issues within the Base. Rachel spent time in the lounge with Education Committee Chairperson Amanda Gauger to assist Members with Contract questions.	

Report From:	DEBM - LAX
Submitted Report:	
Trish attended a special Strategic Planning with the Executive Board in May. The session focused on communications, long term goals of the board, and identification of common issues and solutions to those issues. Trish wishes to thank Pamila Forte, and David Jackson for their hard work planning the session, and making the arrangements to attend. Trish represented 3 members in Fact-Finding meetings. Trish planned two education workshops, and co-hosted a Cinco de Mayo celebration with the assistance of the base staff. Trish wishes to thank Genesis DaVoy, Della Saucier, and Denese Deeley for their assistance co-hosting these events. The base is continuing to grow, and the growth is expected to reach about 750 f/a this year. Trish will have a new hire/base orientation each month while the base experiences growth. Trish continues to compile the necessary information regarding Ca state laws, and ensures the membership is well educated on the benefits of these laws pertaining to the f/a's based in LAX. Trish wishes to thank Shelly Lefebvre for her assistance with the CFSPA article. Trish continues to focus on education and being present in the lounge. Trish wishes to express her gratitude to the LAX based f/a's for their continuing support. The participation in the education workshops has been a positive experience. Trish enjoys the family atmosphere the base has, and the ability to connect with the f/a's based in LAX. Trish thanks the LAX based f/a's and wants to remind them she is available for assistance with anything they may need.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that Fact-Finding Meetings have sharply diminished since the last Executive Board Meeting. Jimmy is pleased that delay of flight and late to gate infractions are at an all time low in Orlando. Jimmy reported that lounge mobilizations have been performed for the "Know Your Points" campaign. Jimmy reported that additional lounge mobilizations were also performed regarding the IEFB charging status prior to each Flight Attendant's duty day. Jimmy reported that he attended the TWU Local 556 Executive Board Strategic Planning Session in it's entirety in Baltimore, MD., May 15-17. Jimmy would like to thank Atlanta Domicile Executive Board Member Pamila Forte-Oak and Houston Domicile Executive Board Member David Jackson for organizing the planning session. Jimmy reported that currently each gate in Orlando is provided with an ice chest and water for the Ramp Agents due to the heat. Jimmy reported that as of June 15, 2019, there will no longer be ice chests provided and each Ramp Agent has been provided with a 'bubba mug' and will be required to fill their mugs from the water machine in their break room. The Ramp Agents have also been told they are not allowed to retrieve water from the provo trucks and will be subject to discipline if they are caught doing so. Jimmy reported that according to TWU Local 555, this is the only station making this change. Jimmy reported that former TWU Local 556 Shop Steward, Michelle Mock, has become an Orlando In-flight Supervisor. Jimmy reported the Union Glass Case is up to date and the Union Red Rack has been straightened.	

Report From:	DEBM - MDW
Submitted Report:	
Donna reports during the month of May Fact-Finding and Step 2 Meetings in the Chicago Base continued steadily for various reasons; including but not limited to delay of flight, late to gate, attendance points, no shows, FTRs, and Employee write ups. Donna has had conversations with and met with Management several times during the month to discuss issues and concerns of Flight Attendants. Donna spent time in the Chicago Lounge speaking with Flight Attendants about the new IEFB compliance interpretation and answering questions. Donna has represented Flight Attendants during Fact-Finding Meetings. Donna advised Shop Stewards and Flight Attendants concerning Fact-Finding and Step 2 Meetings throughout the month and has been in communication with 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 May as well as Executive Board Strategic Planning on May 15-17. 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.	

Report From:	DEBM - OAK
Submitted Report:	
Josh Rosenberg attended the May session of Executive Boards on the 14th and the Strategic Planning that occurred that same week on the 15th-17th. Josh would like to thank ATL DEBM Pamila Forte-Oak and HOU DEBM David Jackson for planning such a successful and necessary event. In coordination with Education Committee Chairperson, Amanda Gauger, there was a "Lunch and Learn" event held in OAK on May 24th. Josh would like to thank all the were involved and that attended to learn more about their contract and local labor issues. Josh would like to encourage all Members to attend and be involved in similar events in the future. Josh would like to thank all Shop Stewards that continue to be active and involved. Josh would like to thank LAX Shop Steward and CHRC Member Genesis Davoy and California State Conference Chairperson Matt Hettich for coordinating the TWU 556 involvement in the SF Pride Parade on June 30th. Josh would like to thank California State Chairperson Matt Hettich and Shop Steward Sam Wilkins for all their hard work on getting all California based Flight Attendants covered under the California Family Rights Act. Our bill has passed through the Assembly and the Senate Labor Committee and moved on to the Senate Appropriations Committee with bipartisan support. We have received support from the Teamsters, CWA and the California Labor Federation. Josh is happy to report that the motion we filed for a preliminary injunction was granted. This means that the court believes that there could be irreparable harm by the way that Southwest implements their California Kin Care / Oakland Sick Leave / LA Sick leave policies. We still need to have settlement talks with Southwest to explore exactly how we will move forward, but everything looks very promising for the time being.	

Report From:	DEBM - PHX
Submitted Report:	
• Did 3 Fact-Finding Meetings since the May Board Meeting • Attended May Board Meeting • Attended Strategic Planning session and want to thank David Jackson and Pamila Forte-Oak for setting up Strategic Planning Session • Read Board Reports prior to June Board Meeting • Reviewed Grievances and wrote Base Report for June Board Meeting • Was in the lounge on May 29 & 30 • Wrote an E-Connection for May • Distributed Union pins and bag tags to Members who requested them • Hung up June Pride poster • Have been in constant contact with the Membership via phone calls, emails, Facebook, and face to face interactions	



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MAY 2019 COMMITTEE REPORTS

Report From:	CISM
Submitted Report:	
• CISM Team Chairperson Eileen Rodriguez held a CISM Team Base Coordinators (TBC) meeting and the annual CISM Advanced training April 16-18. There were approximately 120 people in attendance at training. • CISM presented to New Hire Inflight class 413 • CISM Team Members participated in the Sexual Assault and awareness lounge mobilizations across the system during April, 8 out of 11 bases were represented • The CISM Team responded to a total of 162 Incidents and spoke to 301 Flight Attendants during the month of April.	
Calls Related to Death of FA	4
Crew Member Illness	3
Debriefing - Team Member	4
Decompression/Pressurization	1
FADAP Team Referral	2
FA Death	3
FA Death of Family Member	4
FA Illness	4
FA Injury	7
FA Involved in Incident - Off Duty	2
Fear of Flying	1
Illness of Family Member/Caregiver Stress	1
Incident on RON	1
Lounge Mobilization - ATL	1
Lounge Mobilization - BWI	1
Lounge Mobilization - DAL	1
Lounge Mobilization - DEN	1
Lounge Mobilization - HOU	1
Lounge Mobilization - LAS	1
Lounge Mobilization - LAX	1
Lounge Mobilization - MCO	1
Mechanical	7
Medical Emergency	35
Natural Disaster	1
NOC Rotation Review	3
Passenger Misconduct	8

Personal Issue	45
Safety Fair - BWI	1
Sexual Harassment or Assault	4
Smoke or Fumes in Aircraft	2
Suicide Attempt/Intervention	1
Suicide of a Family Member	1
Termination/Fact Finding	1
Turbulence	7
Unaccompanied Minor or Young Traveller Incident	1
TOTAL	162
FAs Assisted	301

Report From:	Communications
Submitted Report:	
Communications Committee Report - May 2019 • Worked on projects and publications involving multiple Committees, bases, and general Union communications (routine and urgent); in specific distribution groups and in systemwide communications (e.g., E-Connections, Safety, Health, NOC Events, Shop Steward Committee, Negotiating Committee, etc.) • Assisted Committees on project development • Continued monthly newsletter publication • Answered Membership emails and phone calls • Managed TWU Local 556 social media outlets • Monitored news and events regarding Southwest Airlines and other industry news, unions, and locals <i>Please submit your article ideas and photos to communications@twu556.org</i>	

Report From:	Education
Submitted Report:	
Amanda reports she collaborated with Shop Steward Committee Chairperson Lucy White-Lehman to create a Commuter Checklist to be distributed to the Shop Stewards. Amanda continues to add and remove members to the Official TWU Local 556 Facebook Group, ensuring the Members of the Group are Southwest Flight Attendants. Amanda made posts to the Official TWU 556 Facebook Group for the Easter PIN Black Out Date, the 2019 Point Reduction Plan, and a reminder to utilize the Chat App or call the Union Office to have questions answered. Amanda created five Facebook Lives during April to educate the Membership on a variety of topics, based on requests from the Grievance Chairperson, Gayle Ross, as well as feedback received from the Membership Meetings. Topics included: preserving IEFB battery by ensuring the cellular function was turned off (831 views), Satellite base and vacation bidding for 2020 (1028 views) , Sick Call pay on a trip that was rescheduled prior to check-in and report times in outstations (2910 views), Trip Pay Auditing Part 1 (1372 views) and Trip Pay Auditing Part 2 (935 views). Amanda researched extensively to provide examples of pairings that were placed in Open Time from the MAX 8 cancellations where the DHR/THR RIGS were not being paid (Scheduling placed Ps on those trips, which blocked the DHR/THR from being calculated). She provided a detailed explanation to Contract Coordinator Brandon Hillhouse of five different trip situations to present during the monthly Scheduling meeting. Amanda shadowed a Fact Finding meeting regarding a FTR removal. She also participated in the WISE Committee's Sexual Assault Awareness Lounge Mobilization in Las Vegas.	

Report From:	FADAP
Submitted Report:	
Tom Spillers attended the Advanced HIMS Conference in Dallas April 1-2. Greer Steinke hosted the FADAP Telephonic Al-anon Meeting April 3. Tom Spillers worked the Houston Base Safety and Wellness Fair April 4. Tina Quigley and Kirsten Bull worked the Baltimore Base Safety and Wellness Fair April 10. Charla Miller posted an Article for Alcohol Awareness Month ,on behalf of our Local TWU556 members and FADAP April 11. Natalie and Tom attended Critical Incident and Stress (CISM) Training April 15-17. Greer Steinke worked the Chicago Base Safety and Wellness Fair April 18. Natalie Made a Site Visit to Healing Springs Treatment Facility in Dallas Texas April 19. Mikel Kendle worked the Orlando Safety and Wellness Fair April 30.	

Report From:	Grievance
Submitted Report:	
<i>May 2019</i> <i>Executive Board Report</i> <u>TOTAL NUMBER OF GRIEVANCES:</u> <i>199 total grievances:</i> <i>33 terminations</i> <i>13 group grievances</i> <i>47 non-term disciplinary</i> <i>60 Attendance</i> <i>46 individual contract</i> <i>Total Contract Grievances on file: 59</i> <i>Total Discipline Grievances on file: 140</i> <u>Settled and Withdrawn Report:</u> Thirty-six grievances were settled; of those twenty-five were settled at the Step 2 level. Forty-nine grievances were withdrawn without prejudice. One Flight Attendant released the Union to proceed on her own. Of the sixty Attendance grievances, twenty-eight were No-Shows, two Unable to Contact, sixteen Failure to Report, ten Sick Leave 1, one May Be Late, one SLA, one SL, and one No-Show Training. The forty-seven non-term disciplinary grievances consisted of: twenty-eight written warnings, eight final written warnings, five thirty-day suspensions, one six-day suspension, and five violations falling under the “other” category (pass bureau, discussion log entry, etc.). <u>Fact-Finding Meetings:</u> One hundred and five fact-finding meetings were held in the bases, in April 2019. <u>Board of Adjustments:</u> May 21, 2019: FA: IEFB issue. May 23, 2019: Flight Attendants: PHX bomb scare issues. <u>Arbitrations Scheduled:</u> April 30, 2019: FA – Arbitrator Vernon. Second day of testimony was heard. June 4, 2019: FA – Arbitrator Briggs.	

June 25, 2019: FA – Arbitrator Adler.

Settled FA 30-day suspension prior to arbitration. Reduced to 3-day suspension.

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 his own regarding his thirty-day suspension for a Social Media Policy infraction.

Flight Attendant released TWU Local 556 and is proceeding on her own for Termination Class 1.17.

Upcoming Grievance Meeting:

The Union and Management will be meeting on May 22, 2019 for our monthly grievance meeting.

Report From:	LODO
Submitted Report:	
May 9, 2019 LODO Subcommittee Report Since March 4, 2019 the LODO Subcommittee has been trying to secure dates on the Calendar to continue meeting with SWA regarding the existing LODO agreement. We have been unsuccessful, due to various reason beyond TWU Local 556 control. Either the dates proposed did not fit into open dates we have available or SWA. But we are still committed to getting dates secured on the calendar as soon as booth parties can agree on a date. Outstanding Issues: • Hiring Agreement requirement of 3-year commitment • LODO Supervisors Flying to evaluate • Inequities created in the program between new hires and current LODO • Technology disparity • LODO New Hire Vacancy process (Possibly a Grievance can be filed, but needs more research) Closed Issue: • The \$25 productivity pay not being issued to SJU. This benefits as outlined in the agreement was a temporary benefit to those in the program. The Union and Company never agreed that it was permanent solution. One potential solution to the outstanding Issues, is to address while in Section 6, Negotiations. This forces the company to take a hard look at the program and find solutions or make a commitment to the open issues with the program. Submitted LaShaye Hutchinson	

Report From:	Other
Submitted Report:	
Satellite Base Test Agreement Update May 2019 Our last meeting was held on March 8, 2019 and was reflected in the March update. The following is the most recent meetings internally and with Management. <u>APRIL 2019</u> 04-11 and 12-19 Team meeting to work on Satellite Base Test language Attendees: Lyn M, Liz H, Denny S, Xander R, Don S <u>MAY 2019</u> 05-06-19 Meeting with Team to continue work on Satellite Base Test language Attendees: Lyn M, Liz H, Denny S, Xander R, Don S and Joe S. 05-10-19 Meeting with Management on Satellite Base Test Agreement Attendees: Union – L. Montgomery, A. Ricker, L. Howayek, D. Sebesta, L. Le (Notes scribe) Company – B. Conlon, C. Taitte, W. Shaw, B. Grant • Union submitted counter-proposal in response to Company's last counter. • Some discussion between parties for clarification • Scheduled next meeting date for June 5 to be held at SWA HDQ	

Report From:		Professional Standards
Submitted Report:		
Professional Standards Activity Report For April 2019		
Company Policy		2
CRM		10
F.A.R		1
I.R. Filed		4
Not Taken		1
Pilot Issue		2
Withdrawn		2
Total		24
Positive Resolution		13
Negative Resolution		2
Unresolved		9
*Unresolved includes case categories: I.R. Filed, Not Taken, Withdrawn and cases where all parties could not be reached or did not return the committee member's call.		
Base Information		
ATL	3	
BWI	4	
DAL	2	
DEN	1	
FLL	1	
HOU	4	
LAS	3	
MDW	4	

Report From:	Scheduling
Submitted Report:	
<i>April Scheduling Committee report</i> <i>The number of line positions that a Flight Attendant could be awarded for the month of June decreased by 507-line positions from 9,784 in May to 9,411 positions in June. The Scheduling Committee left 584 positions in open time for the month of June in comparison 0 were left in May.</i> <i>The Committee for the month of June wrote an average of 70.22% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an decrease in purity over May by 8.6%. 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 97.35 TFP average work days were 13.81. The contractual numbers above do not include the two satellite bases of FLL and AUS.</i> <i>The AUS Satellite base had an average of 46.34% pure lines, 25.61% weekend off and 40.24% lines containing 3-on/off or 48-hour breaks. The average lines paid 95.83 tfps.</i> <i>The FLL Satellite base had an average of 40.51% pure lines, 16.46% weekend off and 45.57% lines containing 3-on/off or 48-hour breaks. The average line paid 95.15 tfps.</i> <i>The Line Writers for June Primaries were: BR Williamson, Seri Tyler, Shelley Taylor, Lisa Trafton, Ryan Smith and Xander Ricker</i> <i>The Line Writers for June Secondary Lines were: Rebekah Knox, Kay McCurley, Sheri Tyler, BR Williamson, Shelley Taylor and Xander Ricker.</i> <u><i>Other Committee Work</i></u> <i>• Lyn Montgomery, Liz Howayeck, Denny Sebesta, Don Shipman, Joe Skotnik, LeShaye Hutchinson, Liz Howayeck and Xander Ricker met to discuss future satellite base testing language.</i>	

Report From:	Scholarship
Submitted Report:	
TWU Local 556 is currently accepting applications for the Madeleine Howard Scholarship, The Paul Gaynor Scholarship, The Robert "Trebor" McDowell-Akins Scholarship, and the Gwen York Scholarship. All scholarship applications must be postmarked by June 30, 2019 in order to be eligible and awards will be announced by August 20, 2019. Jessica continues to answer phone calls and emails from Members with questions regarding the scholarships offered by TWU Local 556.	

Report From:	Shop Steward
Submitted Report:	
April Shop Steward Committee Report 2019 Emailed Monthly April Newsletter with Commuter Checklist Topics highlighted • Class 1.17 • Base breakdown over the last 12 months regarding Class 1.17 • Steward Base Transfers • Steward write-ups • Steward Conference Call May 6, 2019 with Agenda • Commuter Checklist • Fact-Finding Meeting pay Held conference Shop Steward call on May 6, 2019 Resolved Shop Steward issues and answered various questions • Dealt with Shop Steward login issues • Referred Steward Social Media issue to Professional Standards • Accepted resignations Notified Anne Claire and Tech services of Shop Steward resignation Emailed lounge mobilization criteria to DEBMs LAX Shop Steward • Attended LAX Membership Meeting • Facilitated LAX Shop Steward Election • 11 Elected, 2 ineligible • Sent out acceptance letters with May 2nd deadline • Sent Confidentiality Forms to newly elected Stewards • Added and updated LAX Base list LAX Training and makeup training • Emailed DEBMs to contact Shop Stewards that missed initial training • Notice posted in newsletter regarding makeup training opportunity • Tentative date scheduled	

Report From:	Survey
Submitted Report:	
VeAnne reports the Satellite Base Survey sent out to assist the NT had the 3rd highest completion rate with 5,269 Flight Attendants taking the survey. This is based on data tracking back to 2009. This was also the first time we used the new survey tool, Get Feedback, which integrates into Salesforce to allow better reporting.	

Report From:	Technical Services
Submitted Report:	

Report From:	Uniform
Submitted Report:	
Multiple issues dealing with ACT and acquiring the alternative uniform. At the time of this report, some are still without due to backordered items. Also, I believe there is a glitch in the system between the base ording the pieces and Cintas. Cintas assures me that when an order in placed the base leader placing the order receives a confirmation email of the order and any updates. However, in a few cases neither member nor their leader had an ideas of the progress of the order. The delay in the cotton pieces is causing issues as the temperature in several bases are rising and they will not have access to shorts until July. Members are really liking the Men's Bold Blue Polo. I have also received a lot of requests from females to include the blue polo for them. I have referred them to LINK so management can get an idea on the desire for this color. Emails and calls are coming in regarding waiting until pieces were to be switched to the new mechanical stretch material to order and yet they received the old item. As well as those who are upset about having to wait until a size runs out of the old to order. I am waiting for Cintas to get back with me regarding the amount of old stock left. I have calls into management requesting a meeting this month to follow up on issues discussed in the last meeting that are still unresolved. There are many new ideas and concerns to discuss as well. I have not heard back from them at the time of this report.	

Report From:	WISE
Submitted Report:	
Jessica would like to thank Denver Women's Issues, Service, and Education (WISE) Committee Member Christina Johnson for her continued efforts to find volunteer opportunities in the Denver area that benefit women and girls. On March 19, Denver Flight Attendants Julie Johnson, Megan Corbett, Dawn Shobe, and Christina Johnson volunteered at SafeHouse Denver by putting together storage shelves, organizing Christmas gift bags, and sorting donated items. SafeHouse Denver serves the survivors of domestic violence and their children by providing an emergency shelter, a non-residential Counseling and Advocacy Center, and an Extended Stay Program. On April 6, Denver Flight Attendants Aimee Vivion, Amber Lager, Christina Johnson, Ashley Nettles, Jamie Simpson, Stacey Vavakas, Sydney Anstine-Culhane, Cindi Stevenson, Blayne Jockers, Victoria Partridge, and Silesia Wellbrook volunteered by helping lower income teenage girls shop for the perfect prom dress. They assisted them by helping pick out a dress that complimented their personality and shape as well as helped with shoe choices and accessories. Jessica would like to thank all who have participated in these volunteer efforts and looks forward to future volunteer opportunities. Oakland WISE Committee Member Julie Sadowski is planning a dinner, tentatively scheduled for July, benefiting Girls Inc. The mission of Girls Inc. is to inspire all girls to be strong, smart, and bold, through direct service and advocacy. Jessica would like to thank Julie for her passion and dedication surrounding women's issues, and her continued efforts supporting the WISE Committee. The TWU International Working Women's Committee (WWC) Meeting is scheduled for May 20-22. In attendance on behalf of TWU Local 556 will be 2nd Vice President LaTonia Benoit, Chairperson of the WISE Committee Jessica Parker, Chairperson of the Civil and Human Rights Committee (CHRC) Pamila Forte, Oakland Shop Steward Julie Sadowski, and Oakland Shop Steward Kristen Loucks. Jessica is currently working on a presentation to be presented by LaTonia, Pamila, and Jessica regarding sexual assault. Jessica is excited to attend the upcoming WWC Meeting and looks forward to seeing and spending time with the Warrior Women of the TWU.	



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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JUNE 2019 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
Pamila and Heather Kelly-Gray collaborated with the Domicile Executive Board Members for the lounge Mobilizations in each base for National Pride Month. CHRC assisted with registration and Pride shirts for the upcoming DAL, MDW, DEN and SFO Pride Parades in the month of June. CHRC would like to thank LAX Shop Steward Genesis Davoy, Dallas Shop Steward Tiffanie Morris , and California State Conference Chairperson Matthew Hettich for their assistance with the Parades. Lounge Mobilizations will take place in all of the Domilciles on June 20. Pamila attended the Working Women’s Committee Meeting in Dallas May 20-22. In attendance at the meeting were Woman’s Issues Service and Education (WISE) Committee Chairperson Jessica Parker, Recording Secretary KeyAnder Early, Oakland Shop Stewards Kristin Loucks, and Julie Sadowski. TWU Local 556 was tasked with providing a power-point presentation on Sexual Harassment/Assault in the workplace. Pamila had a conference call with Janet Hill Vice President of the Coalition of Labor Union Women (CLUW) to gather information for the presentation. Pamila would like to thank Heather-Kelly-Gray for assisting with the power-point presentation.	

Report From:	Education
Submitted Report:	
Amanda reports she made posts to the Official TWU 556 Facebook Group for the Memorial Day PIN Black Out date, the upcoming Membership Meeting dates, Reschedule policy and Groundtime language. She also posted the Commuter checklist she created that was sent to the Shop Stewards in the monthly Shop Steward newsletter. Amanda also participated in the Shop Steward Conference call to discuss the Lunch and Learn. Amanda continues to add and remove members to the Official TWU Local 556 Facebook Group, ensuring the Members of the Group are Southwest Flight Attendants. Amanda created eight Facebook Lives during May based on feedback she received as well as situations that arose throughout the month. Topics included: RIGS Part 1 (482 views), RIGS Part 2 (334 views), the IEFB communication from the Safety Committee (1,009 views), a recap of the Oakland Lunch and Learn with Oakland Domicile Executive Board Member Josh Rosenberg (1,434 views), a reminder about Membership Meetings, Satellite Base Vacancy and Vacation bidding (739 views), Irregular Operations in Denver (986 views), the Commuter Policy (493 views), End of the month Reserve, UMs and exercising options (675 views). Amanda met with the Scheduling Committee on May 10th to observe them writing Secondary Lines. She is creating an educational piece on how the monthly vacancy is awarded. Amanda participated in the Oakland Lunch and Learn on May 24th. Approximately 12 Members participated. Topics included Reserve, Attendance Points, Fact Finding meetings, California Labor issues, the Commuter Policy. Amanda continues to answer Member's questions via phone, text and e-mail regarding contractual and work rules issues.	

Report From:	FADAP
Submitted Report:	
Tom Spillers participated in the Denver Safety fair along with FADAP Al anon member Sarah smith May 15. FADAP, CISM, Professional Standards, and Tom Crabtree we're invited to a attended a meeting with the UT Southwestern Addiction Team by Amy Swetnam our On-Site EAP-specialist through Optum, May 16. Natalie and Dallas Base Coordinator Jodi Nevant attended dinner and a meeting with Serenity View Treatment facility May 21.	

Report From:	Grievance
Submitted Report:	
<i>June 2019</i> <i>Executive Board Report</i> <u>TOTAL NUMBER OF GRIEVANCES:</u> 201 total grievances: <i>34 terminations</i> <i>13 group grievances</i> <i>43 non-term disciplinary</i> <i>66 Attendance</i> <i>45 individual contract</i> <i>Total Contract Grievances on file: 58</i> <i>Total Discipline Grievances on file: 143</i> <u>Settled and Withdrawn Report:</u> Nineteen grievances were settled; of those ten were settled at the Step 2 level. Fifty-three grievances were withdrawn without prejudice. One Flight Attendant released the Union to proceed on his own. Of the sixty-six Attendance grievances, twenty-eight were No-Shows, five Unable to Contact, twenty Failure to Report, eight Sick Leave 1, two May Be Late, one SL, and two No-Show Training. The forty-three non-term disciplinary grievances consisted of: twenty-five written warnings, seven final written warnings, four thirty-day suspensions, one six-day suspension, two three-day suspensions and four violations falling under the “other” category (pass bureau, discussion log entry, etc.). <u>Fact-Finding Meetings:</u> One hundred and thirteen fact-finding meetings were held in the bases, in May 2019. <u>Board of Adjustments:</u> May 21, 2019: FA: IEFB issue. <i>Settled. Removed discipline.</i> May 23, 2019: FA’s: PHX bomb scare issues. <i>Settled. Paid accordingly.</i> <u>Arbitrations Scheduled:</u> June 4, 2019: FA – <i>Settled with resignation. Made decision during second prep session.</i>	

June 25, 2019: FA – Arbitrator Adler.

July 18, 2019: FA – Arbitrator Gold.

July 24, 2019: FA – Arbitrator Briggs.

August 6, 2019: FA – Arbitrator Gomez

August 9, 2019: FA – Arbitrator McKee

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 his own regarding his thirty-day suspension for a Social Media Policy infraction.

Flight Attendant released TWU Local 556 and is proceeding on her own for Termination Class 1.17. Arbitration scheduled June 27, 2019 with Arbitrator Vernon.

Flight Attendant arbitration was held May 16, 2019. They agreed to closing arguments rather than briefs. Waiting on Arbitrator Vernon's award.

Flight Attendant released Union and is proceeding on his own to arbitration, to be heard by Arbitrator Franckiewicz, for Dishonesty/Termination.

Upcoming Grievance Meeting:

The Union and Management will be meeting on June 19, 2019 for our monthly grievance meeting.

Report From:	Health
Submitted Report:	
Added to the Health based on subject matter submitted by LayShaye Hutchinson Health Care Summit Report Session II Attendees: Michele Moore- Health and Safety Co-Chair LaShaye Hutchinson – Negotiating Committee All Workgroups with CBAs on Property Host Speakers: Julie Weber- VP and Chief People Officer Russell McCrady- VP Labor Relations Gregg Thorsen- Facilitator: Wally Gomaa- CEO ACAP Health Consulting, Sr. VP, Holmes Murphy Associates Chad Mead- Sr. Attorney, General Counsel On May 21, 2019, Southwest Airlines hosted Session II of the Healthcare Summit. The company reintroduced the Vision of the Summit. Their Vision for the Healthcare Summit is to see whether, by working together, to find a better way to address healthcare at Southwest Airlines. In January, guest experts spoke on the many challenges and opportunities healthcare presents. In Session II, they looked to build on that foundation and to focus on specific steps that can be taken to promote the vision within our workgroups and across the company. The Agenda was: 1. Achieving good health is good for everyone 2. Finding high quality healthcare possible 3. The US Healthcare System challenges are significant, but we can overcome them through better health and better quality. 4. Healthcare Privacy- HIPPA Collectively, the decision was to concentrate our efforts on <i>Know Your Health Numbers</i> and <i>Focus on Quality Care</i> all felt was a great first step to helping the People of Southwest Airlines.	

Session III is scheduled for September 17, 2019 for the next Session of the Healthcare Summit.

Report From:	Health
Submitted Report:	
Health Report for June Board Meeting	
<u>ASAP</u> The ASAP Event Review Committee (ERC) has caught up on closing out all of the reports that were submitted during the government shut down. During this time Flight Attendants continued to complete reports. We have seen over a 50% increase in reporting thus far in 2019. We will continue to do program promotion by traveling to Safety Fairs and having various promotional activities at overnight hotels. We had a good day of promotion at the DEN Safety Fair. <u>Flight #1380</u> The Flight Attendants that were involved in this event are back flying the line and are doing incredibly well. <u>Health/Safety Issues</u> • Pet allergy accommodations have been handled on an inconsistent basis so TWU 556 has been discussing this issue for the past several months with the company. The company will be publishing their policy via RBF in the near future. The documentation provided to TWU 556 Health and Safety will be provided to Lyn. TWU 556 had no participation in the contents of the policy as the company is handling is as an ACT accommodation under the ADA. • Measles • Max -800 aircraft • Whistleblower OSHA hearing regarding FAR compliance/discipline • Ground Operations policies that conflict with Inflight policies • Turbulence Flight Attendant injuries • Policy changes involving IEFB's • Health Summit • Service on short flights (inter-island Hawaii service)	

Health and Safety Meeting (HASC)

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

- **Injury Data**
- **Southwest Airlines No Fly list – this is still in the works but will not be implemented in the near future as there are a lot of issues that have to be considered and worked through from the technology side**
- **Hearing Testing**
- **Safety at MDW Recurrent Training facility**
- **SSI Revision on Lethal Toxins**
- **IEFB compliance**
- **Hot cans on the aircraft**
- **Lighting on the -800 aircraft**

Upcoming Meetings:

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

ASAP: Procedures Policy

ASAP: HOU event

HASC - monthly meeting

Meeting with Steve Murtoff – monthly meeting

Max -800 Meeting

Meeting with Greg Wells

Shop Steward Training

ASAP promotional trip

Report From:	New Hire
Submitted Report:	
Joe reports since the beginning of May 2019, he has spoken with Class 414, 415, and 416. The Company informed Joe they have cancelled class 417 and would not be rescheduling it or renumbering the classes going forward. Joe thanks BMAL Eric Weis for attending the presentation to Class 416 with him. Joe would again like to thank Josh Rosenberg, Sam Wilkins, Matt Hettich, Angie Kilbourne, and Heather Kelly-Gray for their continued help in welcoming the New Hires into Oakland.	

Report From:	Other
Submitted Report:	
Satellite Base Test Agreement Update <u>APRIL 2019</u> 04-11 and 12-19 Team meeting to work on Satellite Base Test language Attendees: Lyn M, Liz H, Denny S, Xander R, Don S <u>MAY 2019</u> 05-06-19 Meeting with Team to continue work on Satellite Base Test language Attendees: Lyn M, Liz H, Denny S, Xander R, Don S and Joe S. 05-10-19 Meeting with Management on Satellite Base Test Agreement Attendees: Union – L. Montgomery, A. Ricker, L. Howayek, D. Sebesta, L. Le (Notes scribe) Company – B. Conlon, C. Taitte, W. Shaw, B. Grant • Union submitted counter-proposal in response to Company's last counter. • Some discussion between parties for clarification • Scheduled next meeting date for June 5 to be held at SWA HDQ <u>JUNE 2019</u> • 6/5/2019 Meeting with Management made counter proposal. Attendees ○ Union – L. Montgomery, A. Ricker, D Shipman, D. Sebesta, L. Le (Notes scribe) ○ Company – B. Conlon, C. Taitte, W. Shaw, B. Grant • 6/6/2019 Meeting with Management to follow up with counter proposal ○ Union – L. Montgomery, A. Ricker, D Shipman, D. Sebesta, L. Le (Notes scribe) ○ Company – B. Conlon, C. Taitte, W. Shaw, B. Grant	

Report From:	Other
Submitted Report:	
New Hire Vacancy Ad-hoc Committee Members of the New Hire Vacancy Ad-hoc Committee met with Crew Planning to review how New Hires were assigned lines. After thorough discussions with planning, they believe the way New Hires are assigned their first line is appropriate and has the least impact on a Flight Attendants bid choice. They also discussed what happens when New Hires are assigned a line of time consisting solely of two days or turns. They worked with planning and agreed to practices when New Hires are assigned these types of lines and request a different one within the contractual time frame. The agreement made allows the New Hires to have a slightly easier schedule and does not affect the way lines are bid or assigned to Flight Attendants. They also discussed current contract language and exactly what sections apply when assigning New Hires to bases. They are still discussing exactly what applies and if there can be any changes that Southwest would agree to that are within the confines of our current contract. The Ad-hoc Committee also followed up with Management about hiring in the Bay Area. We were told that they are diligently working on identifying people who live in California that are in the current hiring pool and take steps to accelerate them to initial training. The ad-hoc committee appreciates all the patience that the OAK base has shown with this situation and how they continue to welcome New Hires. The Ad-hoc Committee is working diligently to research and work with Southwest to implement any possible solutions that are allowed in our current contract.	

Report From:		Professional Standards
Submitted Report:		
Professional Standards Activity Report For May 2019		
Company Policy		2
CRM		3
Employee Relations		1
F.A.R.		1
Hotel		2
I.R. Filed		6
Not Taken		3
Pilot Issue		3
Social Media		1
Unprofessional Behavior		5
Withdrawn		2
In Progress		2
Total		31
Positive Resolution		12
Negative Resolution		2
Unresolved		16
In Progress		2
*Unresolved includes case categories: I.R. Filed, Not Taken, Withdrawn and cases where all parties could not be reached or did not return the committee member's call.		
Base Information		
BWI	6	
DAL	6	

DEN	4
HOU	5
LAS	2
LAX	3
MDW	3
OAK	1
PHX	1

Report From:	Safety														
Submitted Report:															
Safety Team Report Michael Massoni – Operational Safety Chair <i>...The mission of the Unions Safety Team is to provide Union Leadership in all issues of health & safety; Technical Counsel to the TWU Executive Board; Representation to our Membership; Stewardship within our Company, Industry, its regulatory bodies and most importantly, facilitate Effective Communications between all...</i> To: TWU Local 556 Executive Board CC: Thom McDaniel Date: June 10, 2019 Re: June 2019 EB Safety Team Report Currently the Safety Team has the following open and/or resolved action items: Aviation Safety Action Program (ASAP) – Reports Under ERC Review - 40 <table> <tr> <td>ASAP Reports received 2019 Year-to-Date:</td> <td>1133</td> </tr> <tr> <td>Accepted Reports Year-to-Date:</td> <td>769</td> </tr> <tr> <td>Excluded Reports to date:</td> <td>20</td> </tr> <tr> <td>Open Reports:</td> <td>6</td> </tr> <tr> <td>ASAP Reports received 2018 Year-to-Date:</td> <td>1716</td> </tr> <tr> <td>Total Reports Received in 2017</td> <td>947</td> </tr> <tr> <td>Total Reports Received over the Life of Program</td> <td>8391</td> </tr> </table> Southwest Airlines Event Notification System (ENS) Fielded Events for Period: 3/8/19 through 4/12/19 = 667 Emergencies Declared for Period = 44 2019 Year-to-Date = 1577 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		ASAP Reports received 2019 Year-to-Date:	1133	Accepted Reports Year-to-Date:	769	Excluded Reports to date:	20	Open Reports:	6	ASAP Reports received 2018 Year-to-Date:	1716	Total Reports Received in 2017	947	Total Reports Received over the Life of Program	8391
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Total Reports Received in 2017	947														
Total Reports Received over the Life of Program	8391														

*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

04/12/19 through 06/10/19 = 38

2019 Year-to-Date = 44

2018/2019 Year-over-Year Comparative = -63 (**58.88% Decrease Year-over-Year**)

All of 2018 = 460 = **13.9% Increase Year-over-Year**

All of 2017 = 396 = **34.3% Decrease Year-over-Year**

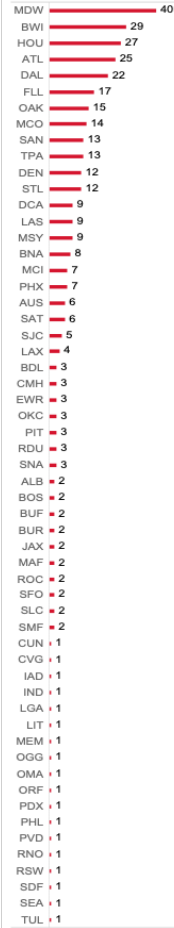
All of 2016 = 535 = **32% Decrease Year-over-Year**

All of 2015 (Benchmark High) = 788

Latest Hot Aircraft Reporting Overview (Normalized with all other Sources) 27MAY19-02JUN19:

Hot Aircraft Overview 05.27.2019 - 06.02.2019

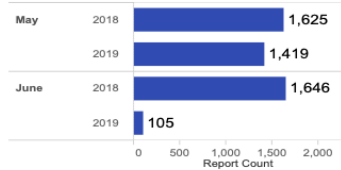
Hot AC Total by City



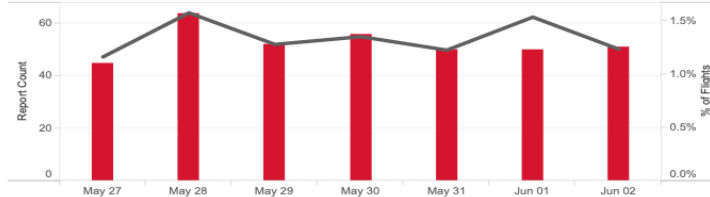
Reports by Type - 2 Week Lookback

Data Type	Hot AC Reports		% Difference	
	5/20/2019	5/27/2019	5/20/2019	5/27/2019
ACARS	320	348		8.75%
IF SOPI		1		
Inflight Form	15	19		26.67%
Grand Total	335	368		9.85%

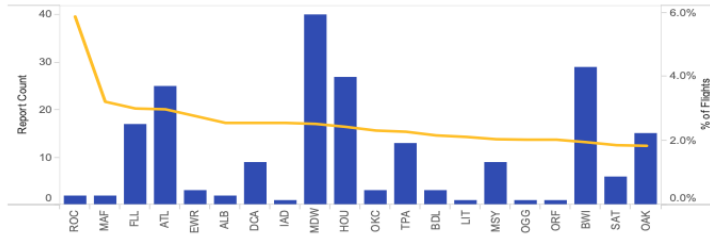
Year over Year Comparison



Daily Employee Report Submissions and % of Flights



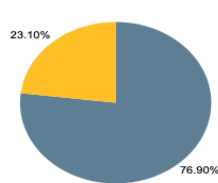
Stations - Top 20 Based on % of Flights



The percentages for the Top 20 Stations are based on the number of Hot AC Events reported on and the number of flights that departed from each city during the respective week.

Hot Aircraft by Fleet

Percent of total Hot AC Reports received



Fleet	Hot AC Reports	% of Flights**
700	283	1.43%
800	85	1.38%

**Percent of Hot AC Events to Total Flights per Fleet
Please note: Fleet not available for every report

'Hot' Aircraft and Gates

Aircraft with four or more reports

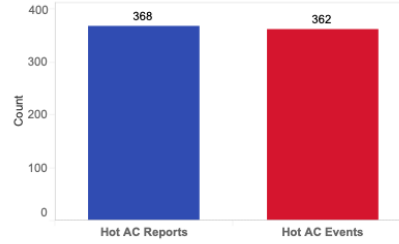
AC Number	
473	6
757	5
263	4
498	4
559	4
563	4
704	4
900	4
919	4
937	4
7725	4

Gates with three or more reports

Station	Gate	
ATL	C10	6
DAL	16	3
	20	3
FLL	B8	4
BWI	A6	3
DCA	6	3
TPA	C43	3

Reports versus Events

Hot AC Reports are the total number of reports received. Hot AC Events are the unique number of Hot AC occurrences, taking into account multiple reports for the same event.

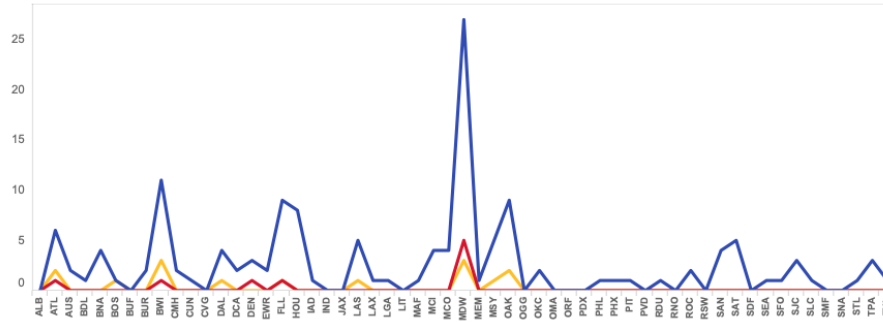


Ground Operations

As reported by the Pilot Group through ACARS messaging.

- Air Not Connected
- Ops Agent Not Present
- Ramp Agent Not Available

	5/20/2019	5/27/2019
% Air Not Connected	36.56%	41.67%
% Ops Agent Not Present	3.44%	2.59%
% Ramp Agent Not Available	7.81%	4.31%



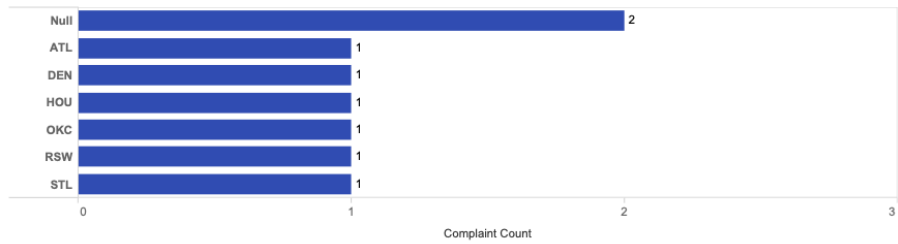
Good Job ACARS

Date	Flight Number	Station	Message
5/27/2019	5350	FLL	AIR OUT GREAT JOB OPS
5/30/2019	1574	RNO	GREAT STATION
5/31/2019	621	PHX	NICE HUSTLE
	804	SAN	EXCELLENT STATION

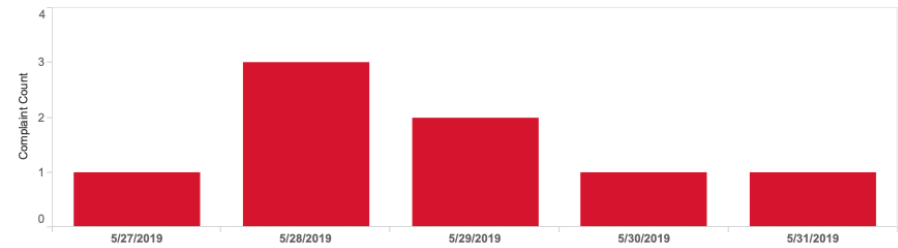
If this section is left blank, it is intentional and means there were no "good" messages from the Pilots this week.

Customer Hot AC Complaints for the week of 05/27/19 to 06/02/19

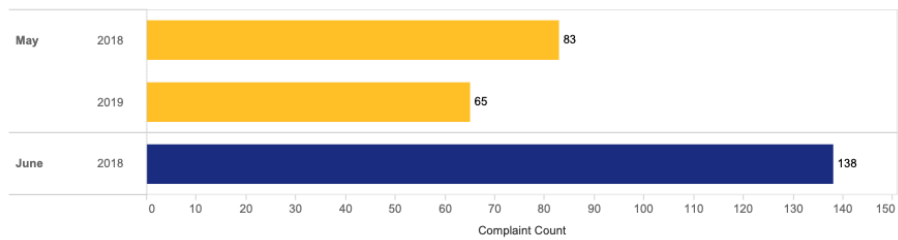
Pax Complaints by Originating City



Pax Complaints by day



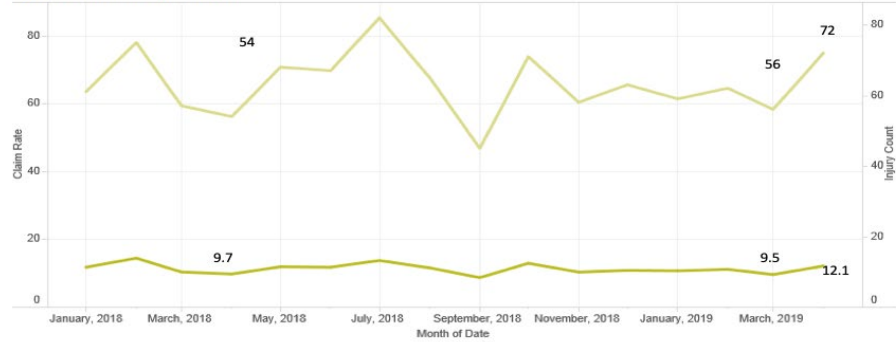
Year over Year Customer Complaints



Current Occupational Injury Data:Current Occupational Injury Data:

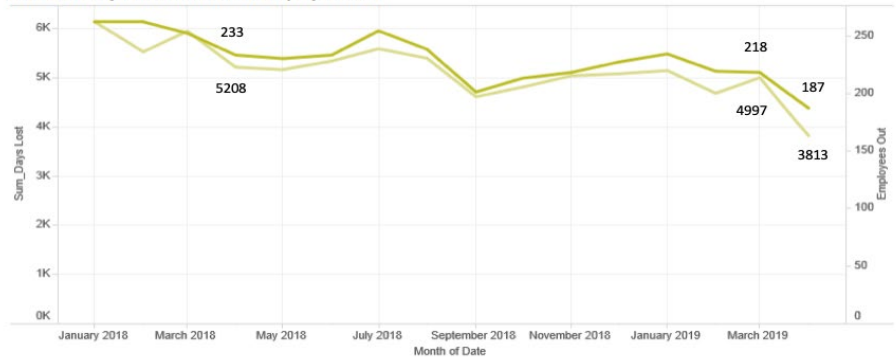
LTCR

Lost Time Claims with Rate



Lost Workdays

Lost Workdays with Number of Employees Out



OSHA Recordable (Inflight)

	Date Reported / OSHA Recordable					
	2017		2018		2019	
	Non-OSHA	OSHA	Non-OSHA	OSHA	Non-OSHA	OSHA
Jan	69	70	72	67	83	67
Feb	62	75	59	83	82	64
Mar	71	74	73	67	90	67
Apr	82	69	83	56	78	70
May	73	74	85	78	0	0
Jun	72	77	77	69	0	0
Jul	79	69	95	89	0	0
Aug	73	66	95	75	0	0
Sep	53	63	60	53	0	0
Oct	66	69	85	83	0	0
Nov	73	53	79	59	0	0
Dec	77	69	78	67	0	0

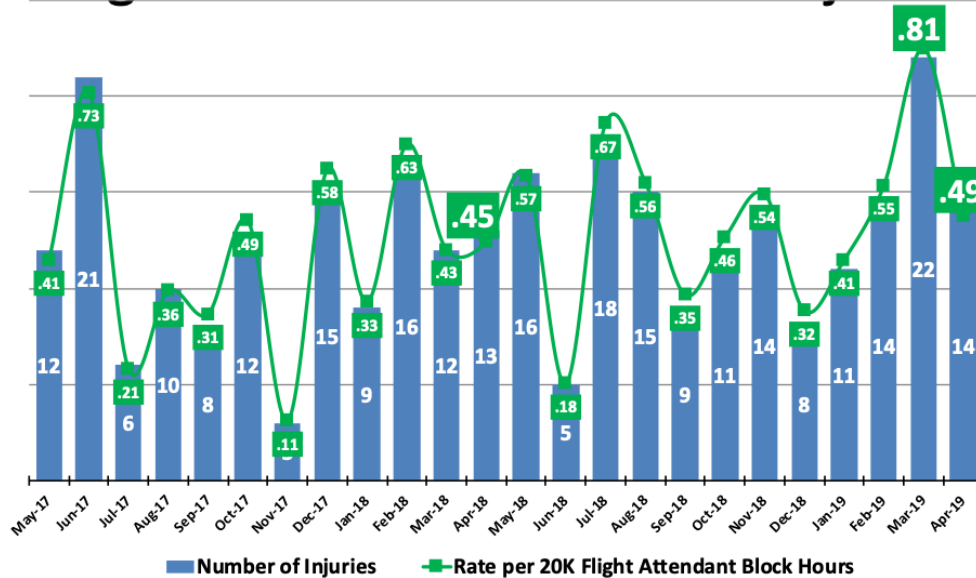
Cause

Injuries By Cause General and Cause Specific

Top Cause N	25	Top Cause Specific	150
-------------	----	--------------------	-----

Cause General	2017	2018	2019
Struck by/Against	516	483	154
Slip/Trip/Fall	254	309	91
Other	240	253	118
Carrying/Lifting	199	190	55
Pushing/Pulling	106	131	41
Weather	48	58	25
Caught In/Between	47	46	17
Collision	41	38	24
Null	18	28	8
Animal/Insect	18	27	3
Strain	37	45	13
Contact with object	38	40	15
Cut/Puncture	29	47	7

Flight Attendant Turbulence Injuries



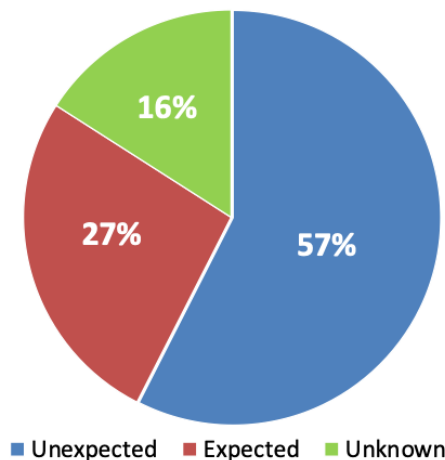
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SWA-Internal - May be protected from disclosure under 49 U.S.C., Section 40123 & 14 CFR Part 193

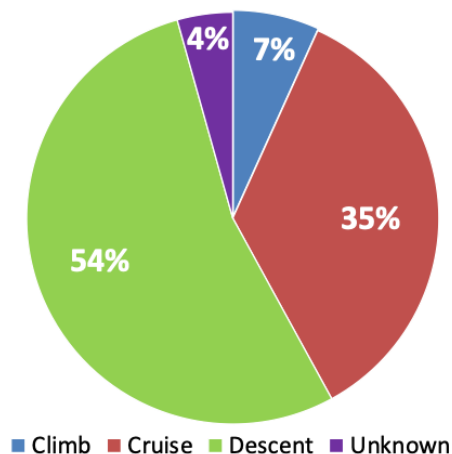
Southwest

Turbulence Injuries Overview: January 2018 - April 2019

Flight Attendants Advised of Turbulence



Phase of Flight



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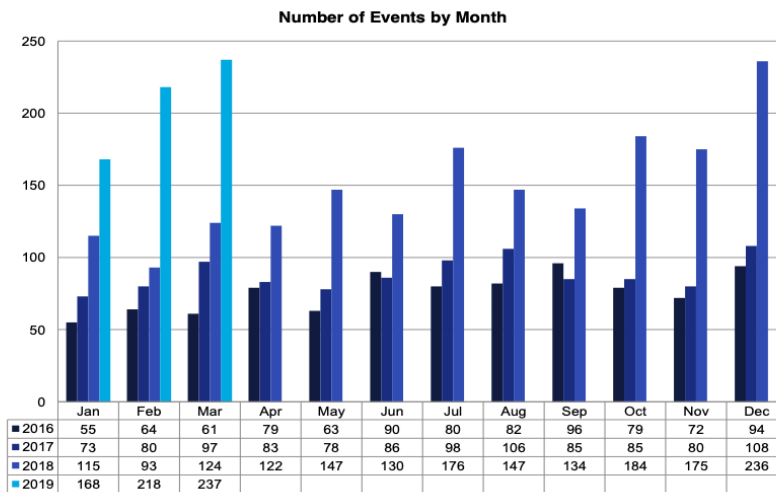
SWA-Internal - May be protected from disclosure under 49 U.S.C., Section 40123 & 14 CFR Part 193

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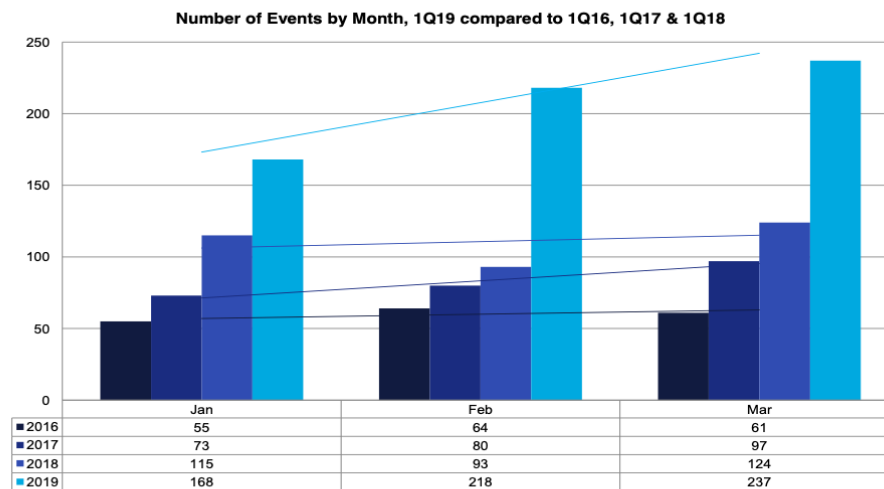
Open Discussion Items:

ASAP Q1 2019 Data Review:

Growth of the program

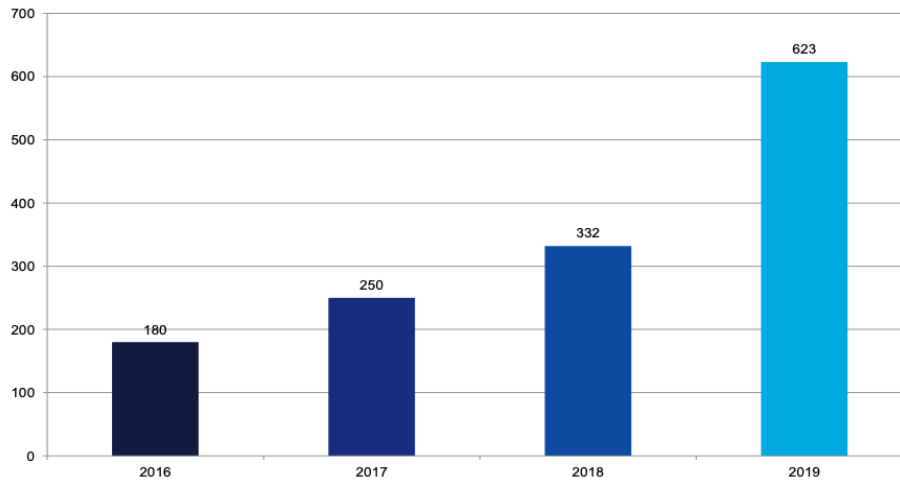


Growth of the program



Growth of the program, continued

Number of Events by Quarter, 1Q19 compared to 1Q16, 1Q17 & 1Q18



Growth of the program, continued

ASAP Report Growth					
Year	Jan	Feb	Mar	% Change	
2016	55	64	61		
2017	73	80	97		
2018	115	93	124		
2019	168	218	237		
2017 Growth	33%	25%	59%	39%	
2018 Growth	58%	16%	28%	34%	
2019 Growth	46%	134%	91%	91%	

ASAP Report Growth, Less IEFB Reports					
Year	Jan	Feb	Mar	% Change	
2016	55	64	61		
2017	69	73	92		
2018	90	63	83		
2019	123	151	182		
2017 Growth	25%	14%	51%	30%	
2018 Growth	30%	-14%	-10%	2%	
2019 Growth	37%	140%	119%	99%	

Growth of the program, continued

ASAP Report Growth													
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	% Change
2016	55	64	61	79	63	90	80	82	96	79	72	94	
2017	73	80	97	83	78	86	98	106	85	85	80	108	
2018	115	93	124	122	147	130	176	147	134	184	175	236	
2019	168	218	237										
2017 Growth	33%	25%	59%	5%	24%	-4%	23%	29%	-11%	8%	11%	15%	18%
2018 Growth	58%	16%	28%	47%	88%	51%	80%	39%	58%	116%	119%	119%	68%
2019 Growth	46%	134%	91%	0%	0%	0%	0%	0%	0%	0%	0%	0%	91%

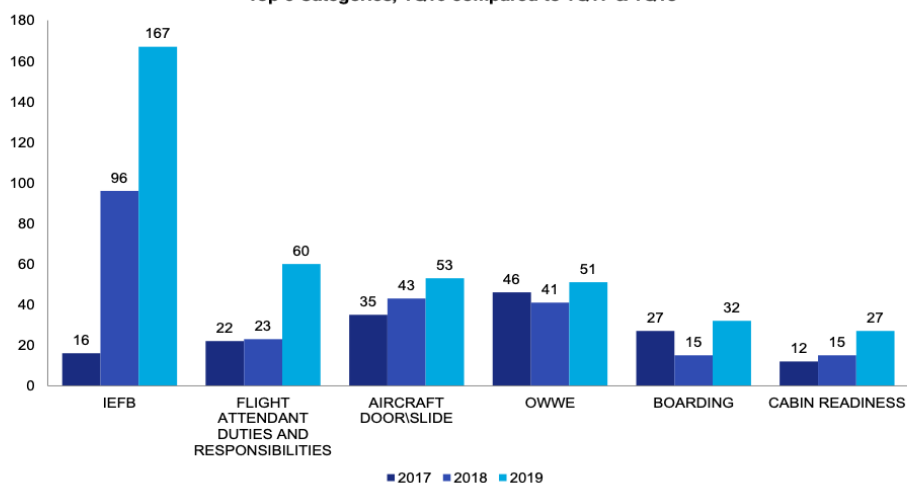
ASAP Report Growth, Less IEFB Reports													
Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	% Change
2016	55	64	61	79	63	90	80	82	96	79	72	94	
2017	69	73	92	78	71	79	91	93	71	78	69	91	
2018	90	63	83	93	102	106	139	109	101	132	125	181	
2019	123	151	182										
2017 Growth	25%	14%	51%	-1%	13%	-12%	14%	13%	-26%	-1%	-4%	-3%	7%
2018 Growth	30%	-14%	-10%	19%	44%	34%	53%	17%	42%	69%	81%	99%	39%
2019 Growth	37%	140%	119%	0%	0%	0%	0%	0%	0%	0%	0%	0%	99%

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Taxonomy of reported events

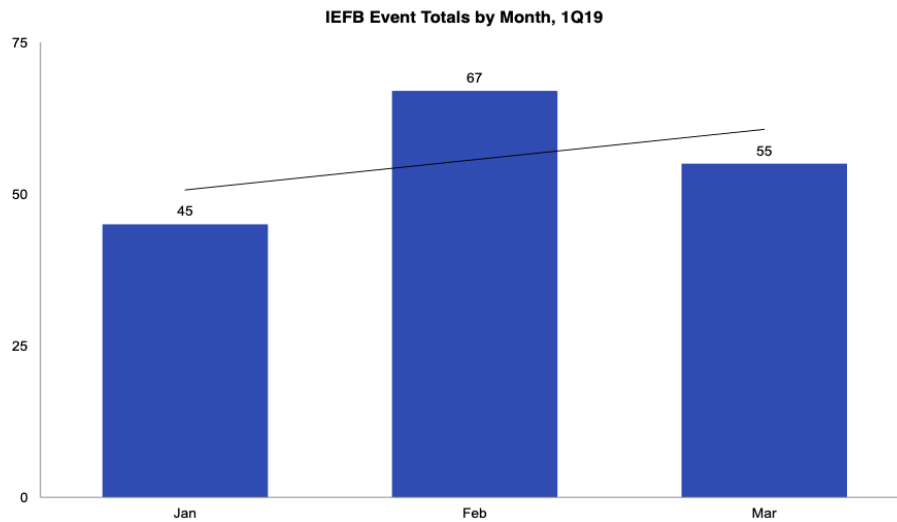
Top 6 Categories, 1Q19 compared to 1Q17 & 1Q18



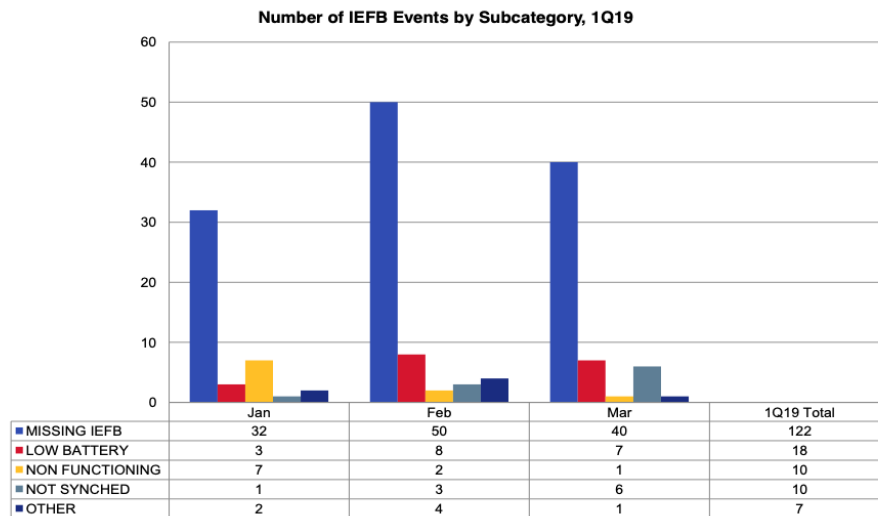
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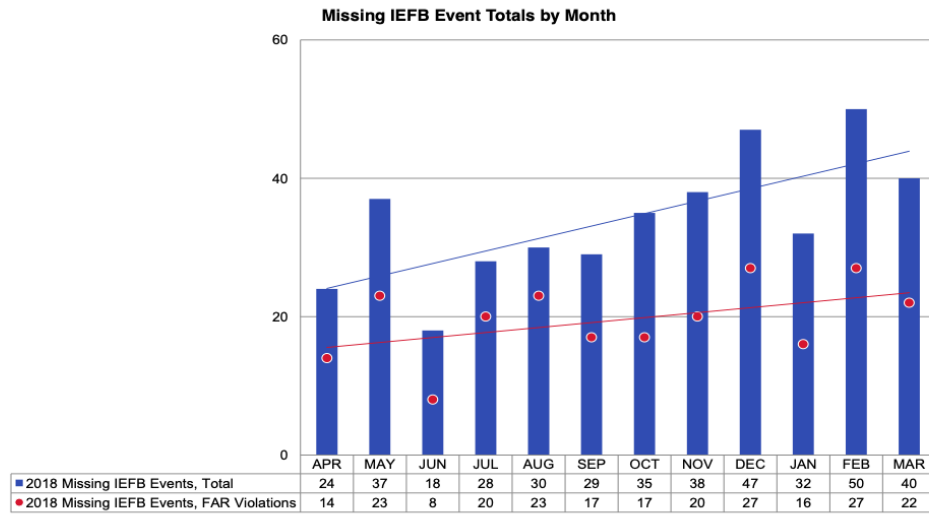
Taxonomy of reported events, continued



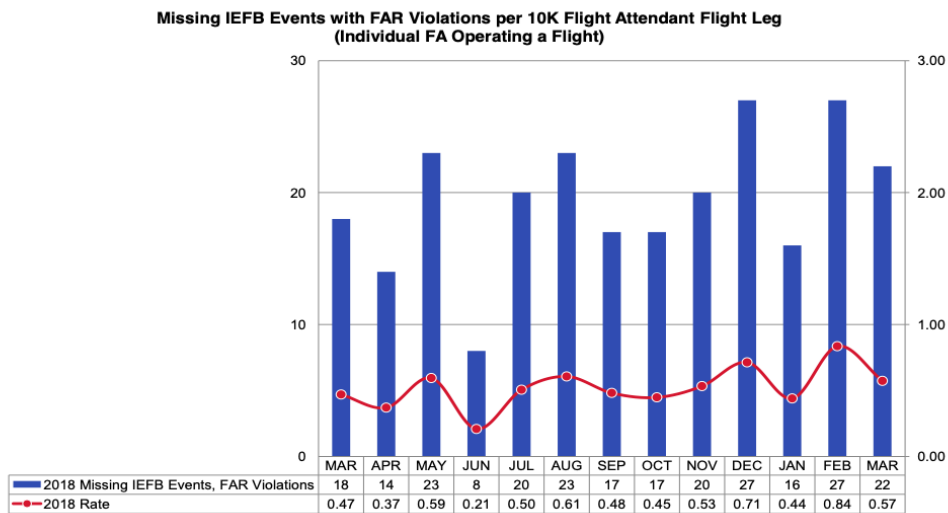
Taxonomy of reported events, continued



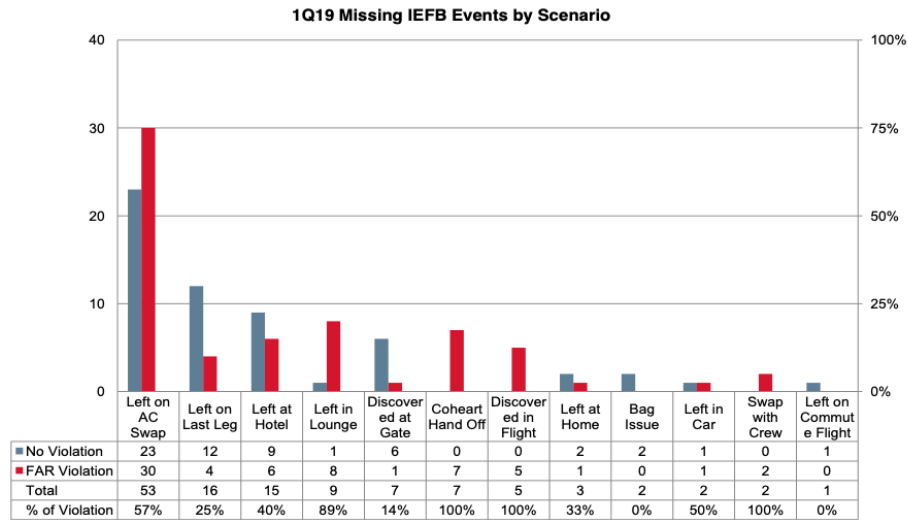
Taxonomy of reported events, continued



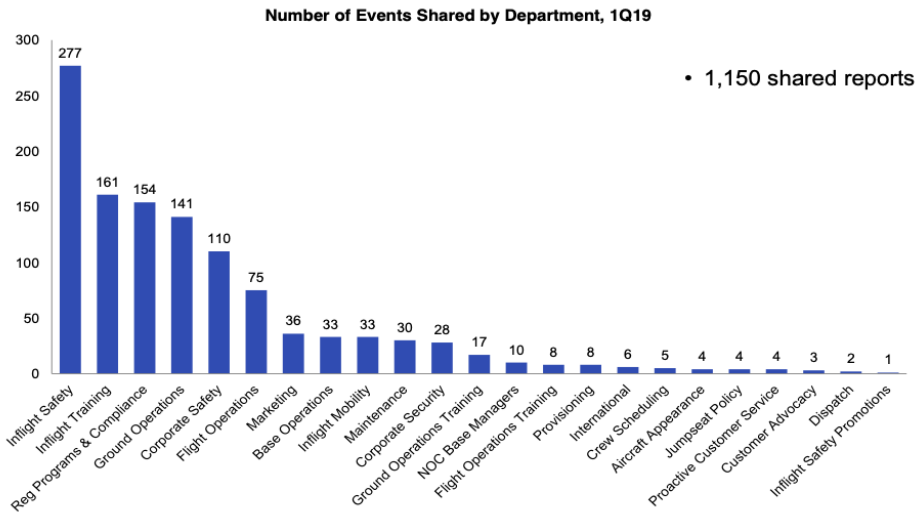
Taxonomy of reported events, continued



Taxonomy of reported events, continued



Referrals to other departments



Promotional activities

- ETOPS Validation Flights, FEB (External)
 - Took the opportunity to discuss ASAP with all Flight Attendant cadre throughout the week
- ATL Safety Fair, 28MAR (External)
 - Participated in the Safety Fair coordinated by the Atlanta Inflight Base



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Publications

- ASAP Alert, 5MAR
 - Raised awareness to minimum crew requirements when a Flight Attendant discovers they are without an IEFB. Outlined solutions for when discovered before and during boarding
- ASAP Voice, 20MAR
 - Articles and shared reports highlighting the changes and actions ASAP reports have driven in 2018



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OSHA 300 Log Email Distribution to DEBM's Completed

Scheduled and Standing Meetings:

June 10 - 12, 2019 - ASAP Continuity Guide Discussions/HOU Base Visit and ERC Team Building

June 26, 2019 – Third follow-up Meeting with Greg Wells, Lauren Peck and

Ground Operations (RE: Inflight/Ground Ops interface issues per assurance data)

June 26, 2019 – Fourth 737 Max Grounding Update

June 27, 2019 – Health and Safety Coordination (HASC) meeting

June 25, 2019 – LAX Shop Steward ASAP Training Session, Dallas, TX

June 11-13, 2019 Article 25 Negotiation Sessions, Dallas, TX

Report From:	Scheduling
Submitted Report:	
<i>June Scheduling Committee report</i> <i>The number of line positions that a Flight Attendant could be awarded for the month of July decreased by 134-line positions from 9,411 in June to 9,277 positions in July. The Scheduling Committee left 498 positions in open time for the month of July in comparison 584 were left in June.</i> <i>The Committee for the month of July wrote an average of 70.25% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an increase in purity over June by .3%. 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 101.52 TFP average work days were 14.32. The contractual numbers above do not include the two satellite bases of FLL and AUS.</i> <i>The AUS Satellite base had an average of 77.78% pure lines, 37.78% weekend off and 11.11% lines containing 3-on/off or 48-hour breaks. The average lines paid 98.2 tfps.</i> <i>The FLL Satellite base had an average of 77.78% pure lines, 36.59% weekend off and 21.95% lines containing 3-on/off or 48-hour breaks. The average line paid 98.41 tfps.</i> <i>The Line Writers for June Primaries were: Doreen Argyropoulos, Seri Tyler, Shelley Taylor, Lisa Trafton, Rebekah Knox, Janet Lamy, Ryan Smith and Xander Ricker</i> <i>The Line Writers for June Secondary Lines were: Richard Locher, Lisa Trafton, Sheri Tyler, Shelley Taylor and Xander Ricker.</i> <u>Other Committee Work</u> <i>Lyn Montgomery, Liz Howayeck, Denny Sebesta, Don Shipman, Joe Skotnik, LeShaye Hutchinson, Liz Howayeck and Xander Ricker met to discuss future satellite base testing language.</i>	

Report From:	Scholarship
Submitted Report:	
Applications are currently being accepted for the four scholarships offered by TWU Local 556. Applications and essay questions must be postmarked by June 30 in order to be eligible. Jessica provided information regarding scholarships to Domicile Executive Board Members to include in their E-Connections. Jessica submitted a publication to Communications on June 7 to remind Members that the deadline for applications is quickly approaching.	

Report From:	Shop Steward
Submitted Report:	
May Shop Steward Committee Report 2019 Submitted Lounge Mobilization Base pay Emailed Monthly May Newsletter May 31, 2019 Topics highlighted • Class 3.6/3.17 • Monthly breakdown over the last 12 months regarding Class 3.6/3.17 • Example of ASAP events • ASAP tips • Required Items Checklist • Notice of Education Conference Call on June 6 at 11:00 CST and 16:30 CST Held Education AM/PM Conference Call on June 6, 2019 with Education Chairperson Amanda Gauger and Brandon Hillhouse regarding Article 8 Resolved Shop Steward issues • Dealt with Shop Steward complaints and issues • Dealt with ASAP Shop Steward representation issue • Dealt with Shop Steward not turning in notes Chairs meet on June 5, 2019 to plan upcoming training and work on Bylaws LAX Training and makeup training • Training scheduled for June 24-25, 2019 in DAL • Organized Meet and Greet on June 24, 2019 • Coordinated with Debbie regarding Hotel • Coordinated with John Long regarding video presentations • Emailed Training Invitations, RSVPs due June 10, 2019 • Coordinated Presenters • Coordinated with DEBMs regarding their Stewards attending Training	

Report From:	Survey
Submitted Report:	
VeAnne reports she is working with the Uniform Committee to send out a survey to the membership ahead of SWA meeting with Cintas.	

Report From:	Uniform
Submitted Report:	
Lisa had a conference call on May 21, 2019 with Mike Sims and Jamie Dotson. They discussed the following issues: <u>Cotton Shorts for immediate use:</u> Those already approved with ACT will be able to outsource a cotton pant item to be made into shorts until uniform cotton shorts are available from Cintas. Flight Attendant needs to call ACT for list of approved items. <u>Female Blue Polo:</u> They know there is a desire for it and are discussing it. <u>Apron:</u> Lisa proposed an apron for females with one already in stock with Cintas. It provides more coverage where needed with a less unisex look. <u>Light Sweater:</u> Looking into options. Possible decide at Line Review in July <u>Hidden elastic in waistband for male and female pants:</u> Could possibly happen later. <u>Blue Dress reboot:</u> Lisa brings this up every meeting. Union believes it could eliminate a majority of female uniform issues including the need for an alternative uniform for some females. <u>ACT form:</u> Verbiage is being looked at in legal. No deadline on completion stated. <u>Streamlining ACT process:</u> Still trying to get approval and deadline to make alternate uniform easier process. <u>Blue blouse fail:</u> Company knows females love the color but do not like the application. It is the least purchased item. Lisa brought up stock items already in Cintas catalog that could replace item. Management does not want to throw away money spent on current stock, so item may not be replaced for a while. We have an upcoming meeting in DAL with core team members June 13th to discuss these and other issues further. We are in the process of creating a uniform survey to be completed before the Line Review at Cintas.	

Report From:	WISE
Submitted Report:	
Jessica attended the Working Women's Committee (WWC) Meeting in Dallas May 20-22. In attendance on behalf of TWU Local 556 were Recording Secretary KeyAnder Early, Atlanta Domicile Executive Board Member Pamila Forte, Oakland Shop Steward Julie Sadowski, and Oakland Shop Steward Kristen Loucks. It was an informative and engaging Meeting and Jessica would like to thank Local 513 for hosting. Jessica, Pamila, KeyAnder, and Julie did a presentation on sexual assault and sexual harassment at the Meeting which was very well received by those in attendance. Jessica would like to thank Pamila, KeyAnder, and Julie for their work on the presentation and also extend a huge thanks to Oakland Shop Steward Heather Kelly-Gray for assisting us with the PowerPoint Presentation.	