



The Union of  
Southwest Airlines Flight Attendants  
**TWU LOCAL 556**

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# JULY 2019 COMMITTEE REPORTS

| Report From:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Grievance |
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| Submitted Report:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |           |
| <p style="text-align: center;"><i>July 2019</i><br/><i>Executive Board Report</i></p> <p><b><u>TOTAL NUMBER OF GRIEVANCES:</u></b></p> <p><b>206 total grievances:</b></p> <p><i>33 terminations</i><br/><i>14 group grievances</i><br/><i>36 non-term disciplinary</i><br/><i>74 Attendance</i><br/><i>49 individual contract</i></p> <p><i>Total Contract Grievances on file: 63</i><br/><i>Total Discipline Grievances on file: 143</i></p> <p><b><u>Settled and Withdrawn Report:</u></b></p> <p>Thirteen grievances were settled; of those seven were settled at the Step 2 level. Forty-two grievances were withdrawn without prejudice. Two grievances were accepted by the Company. One Flight Attendant released the Union to proceed on his own.</p> <p>Of the seventy-four Attendance grievances, thirty-three were No-Shows, seven Unable to Contact, twenty Failure to Report, ten Sick Leave 1, one May Be Late, one SL, and two No-Show Training.</p> <p>The thirty-six non-term disciplinary grievances consisted of: twenty-one written warnings, six final written warnings, three thirty-day suspensions, two three-day suspensions and four violations falling under the “other” category (pass bureau, discussion log entry, etc.).</p> <p><b><u>Fact-Finding Meetings:</u></b></p> <p>Sixty-four fact-finding meetings were held in the bases, in June 2019.</p> <p><b><u>Chat Apps</u></b></p> <p>1,061 chat app messages received the month of June.</p> <p><b><u>Board of Adjustments:</u></b></p> <p>Aug 27, 2019: FA-Class 3.8</p> |           |

Aug 29, 2019: FA-Class 2.10

Sept 24, 2019: FA-FTR

**Arbitration Schedule:**

June 25, 2019: FA – Arbitrator Adler. *Settled-Retirement.*

July 18, 2019: FA – Arbitrator Gold. *Settled-Removal of discipline. No pay.*

July 24, 2019: FA – Arbitrator Briggs.

August 6, 2019: FA – Arbitrator Gomez

August 9, 2019: FA – Arbitrator McKee

**Arbitration- 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 held on June 27, 2019 with Arbitrator Vernon.

Flight Attendant arbitration was held May 16, 2019. They agreed to closing arguments rather than briefs. **Company award.**

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

Flight Attendant released Union and is proceeding on his own to arbitration for a Written Warning: Class 2.10 Unprofessional Conduct.

**Upcoming Grievance Meeting:**

The Union and Management will be meeting on July 31, 2019 for our monthly grievance meeting.

