



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

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# JULY 2019 OFFICERS REPORTS

## **President Report:**

### **Executive Board Meeting/ Negotiations**

June 11- 13, Lyn led the Negotiating Committee as the team attended another session of bargaining. Lyn was unable to chair the June 2019 Executive Board meeting due to this negotiation's session.

### **Satellite Base Testing Agreement**

On June 11, President Montgomery, Negotiators Denny Sebesta and Liz Howayeck, Scheduling Committee Chairperson Xander Ricker and Scheduling Committee Member Don Shipman presented a Satellite Base Testing Agreement proposal to the Executive Board for approval. On June 24, Lyn and Negotiators met with Brendan Conlon, Claire Taitte and Brianna Grant and Wayne Shaw to review the Questions and Answers to the new Satellite Base Testing Agreement. A further review was needed, and analysis by all involved continued. Finalizations did not occur until late Friday afternoon. Lyn wants to thank Denny, Xander, Don, and Liz for their work during this time. For the Satellite Base Testing Agreement and more information See Satellite Base Report

### **Membership Meetings**

Lyn provided the following message to be read at this session of Membership Meetings:

*"I regret that I and the entire NT are not able to attend the Membership Meetings this session due to scheduling conflicts and workload. As we have become a larger organization, scheduling becomes more difficult in all areas. Scheduling negotiation dates with the Company and ensuring we have enough time for preparation is currently a priority for the team. We did our best to schedule the sessions with Membership meetings in mind. However, it was simply not possible to get enough sessions scheduled without conflicts. Fortunately, our bylaws provide the ability for other Officers to be able to chair the meetings and tend to other important matters. I have confidence in the Members of this Executive Board to be able to run the meetings so negotiations can continue without delays. I do regret being unable to attend the meetings; please know this is not a decision made lightly.*

*The Negotiating Committee is always available via email and via phone should any Member need to speak with us. We are planning on some other ways to communicate with Members. There will be or details about these events soon.*

*I am always happy and available to speak to Members anywhere anytime. Your voice and input are what drives our asks at the table."*

### **Negotiations**

On June 25 and 26, a Negotiating Session was scheduled. The team presented Article 33 with a ground commuter policy for all Members. Management countered Article 25 Health and Safety. The team needed to caucus to allow further review of the outstanding articles. This caucus allowed Lyn to attend the DOT Sexual Misconduct Inflight Task Force Meeting. See attached report below. Lyn continued to work with the Negotiating Committee writing contract language and preparing for talks at the table. The committee is also working on ways to reach Members with an upcoming campaign and scheduled a conference call to hear directly from Members concerning parental challenges. For more information, see the Negotiating Committee Report.

### **Communication to Members**

On June 21, Lyn was invited by the TWU Air Division to record a podcast. Brian Parker interviewed Lyn about the MAX 8 grounding and the current state of 556 negotiations. Lyn wants to thank Brian Parker for inviting her to the studio in Southlake, Texas. Lyn hopes to be invited back to record another podcast soon. To hear the podcast visit <http://podcast.twu.org/e/discussion-with-twu-556-president-lyn-montgomery/>

On June 17, Lyn held a conference call with the Communication Committee Chairpersons to review needed information concerning the functioning of the committee. Lyn wants to Congratulate Chad Kleibscheidel for being the recipient of TEXAS AFL CIO communication award for Unity magazine. Lyn wants to thank Chad for his service to TWU Local 556 communications.

### **Quarterly Fly**

On June 30, Lyn flew a multi-day pairing in compliance with the bylaws. Lyn chooses to fly trips that interfere as little as possible with her Union schedule. This can prove to be challenging. Lyn enjoys flying and being online seeing Members face to face.

### **TWU International**

On July 8, Lyn flew to Oakland to meet with International Vice President Mike Mayes and discussed the current status of negotiations with him. Lyn also shared a plan to increase the power of TWU Flight Attendant Unions through enhanced communication, more promotion of Flight Attendant legislation and the development of a coalition amongst Allegiant, Jet Blue, Southwest and FSI. We will be a stronger, more powerful vice when we ban

together. Vice President Mayes shares this vision, and Lyn looks forward to working with him in this venture.

### **TWU International Future Leaders Organization Committee (FLOC)**

A Future Leaders Organization Committee has now been established at TWU International. The following report was written by attendee Carolyn Jainarayan (BWI 126690).

*I'm happy to report that a committee has been officially formed with TWU International and the goal will be to educate, mentor, and motivate young members of our locals.*

*This April was the first meeting hosted to establish the committee. We began by first creating its bylaws, electing our chair-members, and also discussed strategies on how to connect with our members. We want to encourage young workers to be fearless toward learning the contract and to become activists within our local. We are hoping that this becomes an opportunity to connect our elected board and union representatives with members on a smaller scale to make them feel further incorporated. This will serve as an investment for our union, making sure that young workers are educated, involved, and taking action.*

*The greater goal behind creating this group is to help young members develop the skills necessary to become active in the union and play a role in shaping its future. From creating this committee, we will be able to unite members throughout TWU international and potentially evolve a wide range of diversity, energy, and talent. Together with other locals, we intend on providing the best resources and tools for our members who want to be involved but don't know whom to talk to or where to begin.*

*Overall the Future Leaders Organization Committee works to educate and empower the next generation of TWU workers. Having this organization will help recruit young workers with the potential to mobilize and make our union stronger. Laboring activism will become less of a challenge because a strong committee such as this one has the power to increase attendance at union events, eliminate questions such as "What is the union is doing for me" and start promoting questions such as "How can I help my union and fellow workers succeed?"*

*My opinion of FLOC is that it will be extremely beneficial for our local. I hope this gives you a brief insight of what took place, and I hope going forward 556 may consider it as an option to get young members involved. Again, I wanted to extend my gratitude for trusting that both Meg and I would be a great representation of 556. We both look forward to working on this project should it become a part of our career at Southwest. I'm certain you'll be hearing more about this committee in the upcoming weeks. TWU International Representative Heather Laverty has been working with FLOC and will be meeting with all the local presidents to discuss the outlook of this committee in depth. If you have any questions, please feel free to reach out to me.*

The next scheduled meeting is set for August 6-8 in Miami.

### **MAX 8**

President Montgomery has been in contact with Vice President of Inflight Sonya LaCore concerning the MAX 8 safety issues and return to service. Lyn is encouraged that Sonya understands the critical role Flight Attendants have as Aviation's First Responders. Flight Attendants must be included and advised, and our faith must be restored before the MAX 8 returning to service. Lyn has requested that Management address the TWU Local 556 Executive Board so that the Local 556 officials can be fully updated on the Company's progress. Lyn has also been in contact with John Maloney from the government affairs department at Boeing. On July 10 she had a phone meeting with Mr. Maloney to facilitate Boeing representatives to come to Dallas and meet with the Executive Board in August. Lyn feels it is imperative that the entire board be able to ask tough questions directly to Boeing. Lyn prepared a plan for the local to follow for the MAX 8 aircraft return to service and will present it during the July 2019 Executive Board Meeting.

### **Sexual Misconduct Inflight Task Force**

Lyn attended the June 26-27, Department for Transportation Task Force meeting. Currently the force which is a subcommittee of the Aviation Consumer Protection Advisory Committee (ACPAC) has met four times. The meetings are closed to the public due to the sensitive nature of the subject matter.

Lyn presented the Task Force with a presentation on Inflight Sexual Misconduct as it applies to Flight Attendants. Lyn used research from surveys, interviews with Flight Attendants, information from Flight Attendant Union leaders across the nation, statements and interviews from victims and actual knowledge based on her twenty seven years as a Flight Attendant. Lyn spoke of two separate passenger to passenger incidents of inflight sexual misconduct she encountered as a working Flight Attendant. Lyn talked about the different phases of flights and how different actions may be taken by Flight Attendants based on stage of flight. Lyn commented that Flight Attendants are incredible at maintaining a safe cabin environment and current training teaches them to deescalate incidents. However more needs to be done to train Flight Attendants to identify, respond and report onboard incidents of a sexual nature. Lyn also gave a presentation on actual real-life practices Flight Attendants perform. She stressed that 68% of Flight Attendants report being targets of inflight sexual misconduct. Her second presentation to the task force focused on

real life practices of Flight Attendants across the industry. Lyn stressed the importance of a Flight Attendant's role in helping victims find justice through proper reporting and collection of information.

Lyn wants to thank Southwest Flight Attendant Nicole Catlett and Allegiant Flight Attendant Raychel Armstrong. Ms. Catlett and Ms. Armstrong are survivors of inflight sexual misconduct who shared their personal stories and experience. These two brave Survivors provided the task force with real life accounts to the subcommittee that was invaluable.

As a member of the task force, Lyn has gained needed insight from all areas that surround the issue including Airline Management, Department of Justice, Federal Bureau of Investigations, Airport Management, Passenger perspective and victim's rights. She is utilizing this information to aid Management in developing criteria for them to consider when establishing a program here at Southwest Airlines.

#### **Administrative and Other Duties**

Lyn is scheduling monthly meetings with the TWU Local 556 Vice Presidents, Treasurer and Recording Secretary to review tasks, items that need attention, and to keep one another abreast of current issues. Lyn continues to advise the Grievance Team and Grievance Leaders.

Lyn wants to thank Chad Kleibscheidel, LaTonia Benoit and John Parrott for assisting with duties to enable her to work on negotiations.

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