



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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JULY 2019 OFFICERS REPORTS

Presented: August 2019 Executive Board Meeting

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. Worked with Grievance staff, office staff, assisted in research and case buildings Attended meetings with the president and Management on various issues. Answered to Members phone calls, issues, emails, and other concerns. Responded to emails for the Executive Board. He continued to work on lawsuits and other legal matters. Worked with various Committees for planning/development and worked on Communications. He won an award in the Texas AFL-CIO communication competition and will attend the Texas AFL-CIO Constitutional Convention in July. I missed Executive Board Meetings during the month of May due to an extreme family emergency and while not in attendance, was reassigned by the Board away from Communications to focus more intensely on the role of vice president -taking on more duties as Lyn's designee while her workload increases during Contract negotiations. I continued to assist the Communications Committee after my reassignment to assist in their task saturation and transition to a new plan/direction. He also chaired the membership meetings scheduled while the president was preparing and negotiating our Contract with Southwest Airlines management. I looked forward to helping develop plans for the return of the MAX aircraft, monitoring our daily operation, working with our president and continuing to work with the Uniform Committee as their liaison.	

Report From:	Vice President - 2
Submitted Report:	
2nd Vice President Report June 3-5 Traveled to Dallas Worked in the Office Meeting with President Lyn Montgomery for tasks to be completed Meeting with Andrew Rangolan, TWU COPE & State Conference Director Via Conference Call June 6-7 Traveled to MCO Attended TWU Florida State Conference with BWI DEBM Damion West June 10-12 Traveled to Dallas Attended Executive Board Meetings June 17-21 Traveled to Dallas Worked in the Office Meeting with President Lyn Montgomery for tasks to be completed June 24-25 Worked from home Meeting TWU Working Women Chairs and Co-Chair's Via Conference Call Meeting Harris County Labor Assembly June 26-27 Flew Hou Pairing HS2D	

Report From:	BMAL
Submitted Report:	
<u>Kay Hogan</u> On June 3rd & June 18th, I attended the New Hire Dinner. On June 13th - 15th I attended the Executive Board Meeting. On June 24th I attended the LAX Shop Steward Meet & Greet in Dallas. On June 25th I attended the LAX Shop Steward Training in Dallas. I assisted with registration and presented the MOB/ORG Shop Steward Training Presentation.	

Report From:	BMAL
Submitted Report:	
<u>Eric Weis</u> For The Month of June 2019: . Worked EEOC 3-10 June 2019 . Worked in Union Office 3-7 June 2019: Attended A Step 2 Meeting With Grievant Specialist Tye Shirley. Attended New Hire Orientation With Chair Joe Skotnik. Spoke to New Hires About The Importance Of Team Work, Unity, And The Use Of Professional Standards. Attended New Hire Dinner. Worked With Grievance Specialists Brandon Hillhouse And Marcy Vineyard. Worked With Several Office Staff Whom Are All Amazing At Answering Union And Contractual Questions. . Attended Shop Steward Training 24-25 June 2019 Presented By Shop Stew Chair/Co Chair Lucy Lehman And Bwi Debm Damion West. . Attended Chicago Membership Union Meeting 18 June 2019 . Marched In The Chicago Pride Parade on 30 June 2019 On Behalf Of Twu556 Civil And Human Rights Committee And Swa. Special Thanks To Atl Debm Pamila Forte For Helping Out And Making This Happen. Special Thanks To My Mdw Debm Donna Keith Who also Helped And Marched In The Pride Parade.	

Report From:	BMAL
Submitted Report:	
<u>Officer Report July 2019 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> Gayle continued her work as Grievance Chairperson for TWU Local 556 even while on Medical Leave for Breast Cancer surgery and treatment. She volunteered many hours assisting the Grievance staff. She would like to thank the entire grievance team and especially Marcy Vinyard, Brandon Hillhouse, Barbara Fitzhugh, and Becky Parker for their tireless efforts defending our Members.	

Report From:	DEBM - ATL
Submitted Report:	
Pamila attended the Executive Board Meeting June 11-13. Pamila published an Econnection. Pamila represented Members for Fact-Finding and Step Two Meetings. Pamila reports Fact Finding Meetings. Pamila and Atlanta Shop Stewards LaKenya Johnson, Rasheedah Malik, and Eric McCulley conducted the Pride Lounge Mobilization on June 20. Pamila attended the Atlanta Membership Meeting June 21. Pamila and Shop Stewards Travis Bruce, Eric McCulley, Eslandra Merrick and Dee Dee McCleod conducted an Education Lounge Mobilization on July 1. During the Mobilization, Atlanta Shop Stewards distributed Union pins, palm cards with important contact information, Article 11 -Reserve Questionnaires, IEFB compliance information, and vacation bidding reminders. Pamila would like to thank Angie Kilbourne for creating the graphics for the lounge mobilization. Pamila attended the Texas Labor-Management Hall of Fame July 11. Gwen Dunivent York was inducted into the Hall of Fame for her long history serving Local 556 Members, the TWU International Working Women's Committee, and as the Committee on Political Education Director. Also, in attendance from Local 556 were Treasurer, John Parrott, Domicile Executive Board Member, Jessica Parker, TWU International Vice President, Thom McDaniels, and Grievance Team Members, Tiffany Padilla and Tye Shirley. Pamila continues to answer calls, text messages, and emails from Members.	

Report From:	DEBM - BWI
Submitted Report:	
Baltimore Domicile Executive Board Member Base Report (June) <u>Executive Board</u> • Attended Executive Board week June 10 - 13 • Attended TWU Florida State Conference • Development Stages for the TWU DMV State Conference - o <i>(District of Columbia, Maryland & Virginia)</i> • Baltimore Membership Meeting June 19 <u>Domicile Executive Board Member</u> • June Lounge Mobilization 1. IEFB Compliance June 11 2. Pride Month/IEFB Compliance June 20 3. Vacation Bidding • Met with Baltimore Base Leadership June 17 • Lunch meeting with Baltimore Base leadership and Brian Ridgeway June 26 • Updated all Postings and Publications for June 1. Glass Case 2. Membership Meeting Notice 3. E-Connection 4. Baltimore Beat (BWI printed newsletter) <u>Shop Steward Committee Co - Chair</u> • Shop Steward Bylaw Amendments June 19 • Training (LAX & Make Up Training) 1. Training Prep June 19 - 20 2. Travel and Training Prep June 23 3. Training Setup June 24 4. Shop Steward Training June 25 <u>Baltimore June Meetings</u> • Fact Finding – 11 • Step #2 – 9 Baltimore is second for the number of FFM for the month of June	

Report From:	DEBM - DAL
Submitted Report:	
JULY DAL DEBM REPORT Kristie held a Independence day lounge mobilization on July 7th with shop steward Joy Bassinger. They served hot dogs and handed out union swag and pins and answered questions regarding scheduling issues and IROPS. They instructed members on how to download the TWU app and utilize the chat feature.. Kristie attended fact finding meetings in July and met with base manager Tammi Feuling for a discussion on fact finding meetings. She also attended the monthly board meeting from July 16-18. Kristie updated the glass case with a summer theme and recent calendar for membership meetings. She attended the TWU Bowling event for the membership in Addison on July 25th. Kristie continues to keep the DAL base informed of current events and occurrences through the use of the Dallas Union Connection page. She also answers individual questions and concerns through email, text and phone calls.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended the Executive Board Meeting June 11-13. On June 14, Denver Shop Stewards Chris Albert and Michelle Abramovitch led Denver Base Orientation for Probationary Flight Attendants new to the Denver-Base. The 14th of each month will be a standing date for Base Orientation and is intended to assist and support our newest Members in their transition to a new domicile. Jessica would like to thank Shop Stewards Jamie Simpson, Chris Albert, and Michelle Abramovitch for their passion and dedication to serving the Members of TWU Local 556, particularly New Hires. Jessica attended the Denver session of the Membership Meeting on June 25. Jessica met with Inflight Leadership on July 9 to discuss issues specific to the Denver-Base. On July 9, Jessica also participated in a conference call with Baltimore Domicile Executive Board Member (DEBM) Damion West and Oakland DEBM Josh Rosenberg to discuss an education project regarding the Committee on Political Education (COPE). A reminder for Denver Base Orientation was published to Denver Flight Attendants on July 10. On July 11, Jessica was proud to attend the Texas Labor-Management Hall of Fame Luncheon in which Local 556's very own Gwen Dunivent York was inducted into the Hall of Fame. Jessica represented Members in Fact-Finding Meetings and returned Members' calls, texts, and emails.	

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended the June Executive Board Meeting June 11-13. David conducted a Lounge Mobilization for Pride on June 21 along with Shop Steward Glenn Thompson. David would like to thank the Civil and Human Rights Committee for their assistance. On June 27 David attended the Houston Base of the Year party. He conducted several Fact Finding and Step Two Meetings and remained in constant contact with the Executive Board and Management.	

Report From:	DEBM - LAS
Submitted Report:	
Rachel reports that she attended the Executive Board Meeting June 10-13. Rachel spent time in the Las Vegas Lounge assisting Members and educating about the Vacation Bidding process along with Education Committee Chairperson Amanda Gauger. Rachel met with Base Leaders to discuss issues within the Base. Rachel represented Members in Mandatory Meetings. Rachel would like to thank Las Vegas Shop Steward Kaci Scovel for spending time in the lounge educating Members; Las Vegas Shop Steward Patti Phillips for spending time in the lounge mobilizing Members to attend the Membership Meeting; and Las Vegas Shop Steward Paul Buchheit for spending time in the lounge mobilizing Members to attend the Las Vegas Pride Parade in October. Rachel continues to coordinate Shop Stewards for opportunities to shadow Meetings with Management. Rachel attended the Las Vegas Membership Meeting and assisted Members via emails, phone calls, and texts throughout the month. Rachel served as the Emergency Officer On Call the week of July 8.	

Report From:	DEBM - LAX
Submitted Report:	
It was another busy month in LAX! Trish held two workshops this month, A Base Orientation, and Maximizing CWA, an overview tutorial on navigating CWA, and assisting members locating resources within. Trish wishes to thank Shop Stewards Genesis DaVoy, and Shelly Lefebvre for hosting the workshops. Trish did four Fact-Finding meetings, and is happy to report overall discipline issues have dropped in the base. June was Pride Month, and Trish wishes to thank CHRC, and Shop Steward Jamaul Peacock, for hosting a day of fun and Love in the lounge. Trish had several meetings with management this month, and is pleased with the progress being made to address base issues. Management has been open to the base's concerns, and is willing to work together on solutions. Trish continues to answer member's inquiries, and is happy to provide support and guidance to the base. She especially enjoys spending time in the lounge and the personal interaction this allows. Trish appreciates the member's openness, and will continue to be available to serve their needs. Trish wishes to thank the LAX based Flight Attendants for their valuable input and kind words.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that Fact-Finding Meetings are still on the decline in Orlando. Jimmy reported that delay of flight and late to gate meetings are continuing to decline also. Jimmy reported that Orlando Shop Steward David Stanfield and himself conducted a Pride Month lounge day on June 14, 2019. Jimmy reported that snacks and pizza were provided along with other pride items. Jimmy reported a "Save The Date" flyer regarding the Come Out With Pride Orlando parade in October was distributed. Jimmy reported he has met with Orlando Base Management regarding various issues. Jimmy reported there have been issues with the main employee parking lot in Orlando with there not being enough parking spaces at certain times of the day. Jimmy has reached out to the Director of Airport Parking Operations Manager for an update. Jimmy reported that United Airlines with open a satellite base in Orlando, Phoenix and San Diego for Flight Attendant's on September 1, 2019.	

Report From:	DEBM - MDW
Submitted Report:	
Donna reports during the month of June 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 current issues and answering questions. 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 June as well as the Chicago Membership Meeting on June 18. Donna spent the 4th of July in the MDW Lounge helping with the lunch provided and speaking with Flight Attendants. Donna assisted with the coordination and attended the Chicago Pride Parade on June 30. 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 June session of Executive Boards from June 11-13. Josh spent numerous days in the lounge speaking with Members about local Labor issues, Contract Education, and our lawsuit with Southwest over California protected leave. Josh held a "Lunch and Learn" on June 28th with Education Chair Person Amanda Gauger. Josh would like to thank Amanda and everyone that attended. The San Francisco Pride Parade was held on June 30. TWU 556 marched in the parade with other TWU Members from around California. Josh would like to thank TWU International for having the TWU Coach in the parade. Josh met with Damion West and Jessica Parker, per strategic planning, to work on how to better engage members on local labor and COPE issues. On June 15, per our preliminary injunction that was issued granted, Southwest changed the practice of "auto-burning" California Flight Attendants protected leave. Josh would like to thank everyone that helped with this case, especially OAK Shop Stewards Matt Hettich, Annmarie Mota, Sam Wilkins and all Members that shared their stories and struggles with the way that Southwest incorrectly applied this leave. This is a big win for Flight Attendants and demonstrates what we can do to move Labor issues forward when we are active and engaged with our Union.	

Report From:	DEBM - PHX
Submitted Report:	
• Was Emergency Officer on Call June 10-June 17 & July 1-July 8 • Wants to thank LAS DEBM Rachel Brownfield and MDW DEBM Donna Keith for helping John with Emergency Officer on Call • Did 1 Fact-Finding Meeting since the June Board Meeting • Wrote an E-Connection after the June Board Meeting • Reviewed Grievances and wrote Base Report for July Board Meeting • Was in the lounge a couple of times between the June and July Executive Board Meetings • Met with Meggan about base parking issues • Wants to thank Shop Steward Jeff Baker for doing a lounge mob about the IEFB charging requirement before boarding • Wants to thank Shop Steward Michael Broadhead for being in the lounge on June 20th for Pride Day. • Jim Day is the new Assistant Base Manager. Jim replaces Edwin Rhodes who has decided to be an Onboarding Supervisor • Kathy Garner, who was an Inflight Supervisor is now an Onboarding Supervisor • Spoke with Education Committee Chairwoman Amanda Gauger about Education Committee related matters • Have been in constant contact with the Membership via phone calls, emails, Facebook, and face to face interactions	



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AUGUST 2019 OFFICERS REPORTS

Report From:	President
Submitted Report:	
• Lyn worked with the Negotiating Committee to launch a new campaign, Your Voice = Our Power. Lyn wants to thank the Negotiating Committee for their dedicated work on this venture which has included many extra hours. • Lyn chaired the July 2019 Executive Board Meeting. Lyn was excused from the afternoon session on July 17 for personal reasons. • On July 19, Lyn and the Negotiating Committee hosted a conference call with the Negotiations Task Force (NTF) Squad Leaders. The purpose of the call was to educate leaders on the new campaign and get them involved in spreading the word to others. • On July 22, Lyn and the Negotiating Committee hosted another conference call with the Negotiations Task Force Agents. The agents were informed about the details of the campaign that launched that evening. Full participation in the program was requested and encouraged. • On July 22, the Negotiating Committee launched the YOUR VOICE = OUR POWER campaign. • On July 23-24, Lyn traveled to Washington DC to attend the DOT Inflight Sexual Misconduct Task Force meeting. The task force is currently discussing data collection. The next session of the task force will discuss training and procedures. The meetings have been valuable for the President to attend. The President has made meaningful connections and has learned a wealth of knowledge to bring back to the local. Lyn has brought this valuable information back to the Southwest as Management is developing policies and procedures for handling instances of sexual misconduct onboard. Lyn attended the meeting on August 8 led by Jamie Dotson Manager of Employee Insight at Southwest Wings building. 2nd Vice President and Civil and Human Rights Chairperson Latonia Benoit and CISM Chairperson Eileen Rodriguez also attended. The next DOT Task Force meeting is September 25-26 at the Department of Transportation Headquarters in Washington DC. • On July 25, Lyn attended the Labor Coalition at the SWAPA offices. Lyn outlined and presented a plan for the labor unions on the property to work together effectively. The Southwest Quarterly Earnings presentation for the Unions was held in the Freedom Hall. Lyn was in attendance. • On July 26, Lyn prepared for session #14 with the Negotiating Committee. The committee met with several subject matter experts including CISM Chairperson Eileen Rodriguez, AMFA Local 18 Wayne Lampley and Rob Cush as well as Health and Safety Chairpersons Jannah Dalak and Michael Massoni. Wayne and Rob explained ways Management could improve the temperature of the aircraft on the ground. Eileen spoke about the importance of and value of CISM. Health and Safety gave continued input. Lyn prepared a powerpoint presentation to inform Management about the changes the Union requested for Article 25 Health and Safety. Lyn wants to thank the subject matter experts for their time, assistance, and expertise.	

- Lyn attended the Mob/org bowling event in Dallas. Lyn wants to thank Chantil Huskey and Kay Hogan for organizing the event. These events are a great time for Members to come together.
- On July 30, Lyn led the fourteenth negotiating session. The session was scheduled for July 30- August 1. Please see negotiating update # 14 for more information.
- On August 1, Lyn and Safety and Health Chairperson Jannah Dalak attended the Max 8 briefing led by COO Mike VanDeVen.
- On August 5, Lyn attended a meeting with Management with the LODO subcommittee. For more information, please see the LODO report.
- On August 7, Lyn and Negotiator Joe Skotnik hosted an impromptu Facebook Live on the Official TWU Local 556 Facebook Group. Lyn and Joe explained the Company's comprehensive proposal that Management distributed directly to the Members. The video is available to watch on the group. The NT also published a "Truth and Myths" email informing the Members on the facts of the proposal.
- Lyn prepared a plan to proceed onward for the Executive board.
- Lyn thanks the numerous 556 Members who sent two hundred roses, a dozen lilies and thank you cards to her at the Local 556 office. This classy act of support in this loving and positive way is greatly appreciated.
- Lyn encourages Members to continue to send positive support to all leaders of 556.

Report From:	Vice President - 1
Submitted Report:	
First Vice President, Chad Kleibschedel, has had briefing meetings or telephone calls with the President to remain updated on critical items that could affect our Membership. He has also been kept informed and aware of the day to day proceedings of Union matters and has given opinion, direction, and counsel to the president when solicited. At the direction of the president as her designee, he has assisted in telephone calls, responding to emails, and other correspondence to other Departments and the Membership. Chad also monitors and reacts accordingly to TWU 556 NOC events and multiple daily Inflight Scheduling Shift briefings. Continues to assist in communications and plan strategy regarding the grounding of the 737 MAX at its return to service. Worked with Grievance staff, office staff, assisted in research and case building. Aided in the resolution of over six hundred flight attendants potentially facing discipline for the Company's error reporting the FAA Certification Cards properly. Answered to Members phone calls, issues, emails, and other concerns. Responded to emails for the Executive Board. Attend GRC in July and worked on Communications during July and continues to work developing stronger ties with the media as the MAX and Contract issues develop. Attended Executive Board Meetings during the month of July and chaired Membership Meetings except Oakland due to an emergency and Dallas while attending the Texas AFL-CIO to receive an award. He worked with DEBM and Scholarship Committee Chairperson Jessica Parker on the review and selection of the TWU Scholarships. Has secured a seat going forward with Southwest Airlines management with regard to Technology advancements and how it impacts our Membership. He will also continue to monitor and be an advocate for our Healthcare and engage when appropriate with management regarding our benefits. He looks forward to assisting in the implementation of the plans for the return of the MAX aircraft, monitoring our daily operation, and continuing to work with the Uniform Committee as their liaison.	

Report From:		Vice President - 2
Submitted Report:		
2nd Vice President Report August EB Meeting		
July 15	GRC Meeting (Dallas)	
	Top Five Meeting	
	Lyn Montgomery,	
President		
	Chad Kleibschedel, 1 st Vice President	
	KeyAnder Early, Recording/Secretary	
July 16-19	Executive Board Meeting (Dallas)	
July 24	Texas AFL-CIO Executive Board Meeting (San	
Antonio)		
	Phone Testimony for Arbitration	
July 25-27	Texas AFL-CIO 60 th Constitutional Convention	
July 30-Aug 1	TWU State Conference Chairs and Cochair's	
Meeting		
	Columbus, OH	
Aug 5	Travel to Dallas	
Aug 6	Worked in the office	
Aug 7	SWA Retreat 2.0 Preview 10am to 3pm	
Aug 8	SWA Sexual Misconduct Task Force	
Meeting		

Report From:	Recording Secretary
Submitted Report:	
• There were 76 amendments and 1 revision submitted during the second round of Membership Meetings. • The 45-day notice has been prepared and is ready for publishing.	

Report From:	BMAL
Submitted Report:	
<u>Kay Hogan</u> On July 16 - 19 I attended the Executive Board Meeting. On July 23 - 24 I participated in a Legal Review for TWU Local 556. On July 25th I attended the MOB/ORG Bowling Event in DAL. On July 26th I chaired the DAL Membership Meeting.	

Report From:	BMAL
Submitted Report:	
<u>Officer Report August 2019 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> Gayle continued her work as Grievance Chairperson for TWU Local 556 even while on Medical Leave for Breast Cancer treatment during the first half of July. She volunteered many hours assisting the Grievance staff. She would like to thank the entire grievance team and especially Marcy Vinyard, Brandon Hillhouse, Barbara Fitzhugh, and Becky Parker for their tireless efforts defending our Members. Gayle was very involved in an arbitration the fourth week of July and attended the DAL TWU 556 sponsored bowling event. On July 31st, she attended the monthly Labor meeting with SWA; Marcy Vinyard and Brandon Hillhouse joined her at this meeting.	

Report From:	DEBM - ATL
Submitted Report:	
Pamila attended the Executive Board meeting July 16-19. Pamila attended the Dallas Membership Meeting July 26. Pamila represented Members during Fact finding Step-Two Meetings. Pamila attended the Executive Board Special Meeting Conference call August 3. Pamila attended the quarterly luncheon meeting with Atlanta Base Manager, Graham Vandergrift, Senior Manager Inflight, Brian Ridgeway, Assistant Base Mangers Brian Coulter, Tiffany Laurent, and Nikki Abron-Smith to discuss issues around the Atlanta base. During the meeting we discussed the upcoming hospitality summit, social media violations, the implementation of a new daily program tracking dishonesty and attendance. Atlanta Shop Steward Eric McCulley participated in an education lounge mobilization August 9. Pamila updated the glass case, tidied the Red-Rack, and continues to answer emails, text messages, and calls from Members.	

Report From:	DEBM - BWI
Submitted Report:	
Baltimore Domicile Executive Board Member Base Report (July) <u>Executive Board</u> • Attended Executive Board week July 15 - 19 • Conference Call Aug 3 • Dallas Membership Meeting July 26 • Attended the TWU State Conference Chair - Co Chair Meeting in CMH July 30 - Aug 1 <u>Domicile Executive Board Member</u> • Lounge Activities 1. Vacation Bidding/Negotiations Updates and Campaign Aug 5 2. Social Media Violations Aug 19 3. Your Voice = Our Power Mobilization • Met with Baltimore Base Leadership July 22 • Updated all Postings and Publications for July/August 1. Glass Case 2. E-Connection 3. Baltimore Beat (Baltimore printed newsletter) • Worked on the 2nd 6 months of the 2019 Baltimore Strategic Plan <u>Shop Steward Committee Co - Chair</u> Worked with Shop Steward Chair on Committee duties • Committee Report • Shop Steward Newsletter • Shop Steward base lounge mobs and pay • Shop Steward questions and concerns <u>Baltimore July Meetings</u> • Fact Finding – 16 • Step #2 – 14 Baltimore is second for the number of Fact Finding Meetings for the month of July <u>Baltimore Strategic Plan 2019</u> Domicile Executive Board Member (DEBM): • Updating members email addresses • Being more visible in the lounge/terminal • Encouraging Members to use union services Official Facebook group, Union Office during business hours, CISM, FADAP and Clear Skies Communication: • Written E-Connection first week of every month • Highlight Base Mobilization for the month	

- Dates for proposed education piece (goal 2 monthly)
- Highlight Baltimore F/A of the month
- Highlight trending discipline and tips for corrective action
- Updating Union Glass case with educational material

Shop Stewards:

- Monthly meeting/conference call (goal to be in contact with entire team once a month)
- Plan and hold monthly Mobilization in Base
- Plan and hold monthly Education in Base
- Printed and electronic material to be used to educate the base (distributed by BWI SS)

Baltimore Membership Engagement:

- Developing a 5 person Shop Steward team to plan engagement activities
- One time per quarter have a Base Day (coordinate with Baltimore Inflight)
- Continued support for the Negotiation Team and Negotiation Task Force
- Continue making sure every Baltimore F/A has a Union pin

Management:

- Meeting with Base Management once per quarter on what's trending
- Developing a plan to address members concerns

MONTHLY ACTIVITY CALENDAR:

<u>MONTH</u>	<u>MOBILIZATION</u>	<u>EDUCATION</u>
1. JANUARY	HUMAN TRAFFICKING	Point Tracking for 2019
2. FEBRUARY	BLACK HISTORY MONTH	Base Communication
3. MARCH		ASAP/Hotline Number
4. APRIL		Class 1.17/Commuter Policy
5. MAY	MEMORIAL DAY	Breakdown of all Leaves
6. JUNE	GAY PRIDE MONTH	Fatigue Policy
7. July	4 of July	Vacation Bidding
8. August	Social Media Policy	Vacation Bidding/Negotiation
9. September	Labor Day	Point Check/4 th Quarter Prep
10. October	Breast Cancer Awareness	Fatigue
11. November	Men Health Month/Toys for Tots	FADAP/CISM
12. December	Christmas/Toys for Tots	Recap for the Year

Report From:	DEBM - DAL
Submitted Report:	
Kristie attended Executive board meetings August 13-15. She continues to do fact finding meetings and composed a Fact finding 101 guide for DAL shop stewards. She attended the Town Hall meeting on August 29th and also held a lounge mobilization serving grilled cheese and addressing issues. Kristie updates Dallas Union Connection daily with all published communication from Local 556. Kristie had a meeting with management regarding the increase in SM violations.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended the Executive Board Meeting in Dallas July 16-19. Jessica attended the Working Women's Committee Meeting in Islandia, New York on July 24. Jessica attended the Dallas session of the Membership Meeting on July 26. Jessica served on the Scholarship Selection Committee on July 30. On August 3, Jessica participated in an Executive Board Conference Call regarding the Article XX Trial taking place on August 8. Jessica has represented Members in Fact-Finding Meetings and Step-Two Meetings. Jessica met with Denver Inflight Leadership on both July 31 and August 5 to discuss issues specific to the Denver Base. On August 5, Jessica was updated by the Denver Base Manager on calls that have been placed to Denver-Based Flight Attendants reminding them of the Social Media Policy. These calls are considered to be non-disciplinary, but are notated in the Flight Attendant's file and could be considered in determining discipline if any other issues arise that involve a perceived Social Media Violation. Jessica has returned Members' emails, calls, and texts and remains available to Flight Attendants who need assistance.	

Report From:	DEBM - LAS
Submitted Report:	
Rachel attended the Executive Board Meeting in July 2019. She was in attendance for the entire day every day during the Executive Board Meeting. Rachel represented Members in Mandatory Meetings with Management. Rachel attended the Dallas Membership Meeting. Rachel worked on items for the Strategic Plan. Rachel assisted Members over the phone and via email throughout the month.	

Report From:	DEBM - LAX
Submitted Report:	
Trish had an amazing month in LAX! Trish planned 2 workshops, and a 4th of July bbq celebration. The turnouts for all of the events were positive. Trish wishes to thank Denese Deeley for co-hosting the bbq celebration! The base is continuing to grow, with more Flight Attendants every month. The LAX Union Base Orientation has proven very beneficial, and one will be planned for every month. Trish wishes to thank LAX shop steward Lena Cottingham for hosting the base orientation. Trish is pleased that the long awaited changes to the protected sick leave law were implemented this month. Trish planned a sick-leave overview workshop that happened to coincide with the recent changes. Trish was happy with the turn out for the workshop, and is grateful to provide the tools and education to support the LAX Flight Attendants. Trish wishes to thank LAX shop steward Rebecca Hoftstetter for hosting the event. Trish continues to work with management on many issues, and appreciates the base's willingness to work together for solutions. Trish is grateful to the LAX Flight Attendants, and the strong Shop Steward team. Trish appreciates the hard work everyone puts in, and the team environment being fostered in the base. Trish continues to plan educational workshops each month, and hopes the LAX Flight Attendants are provided with the tools they need to be successful. Trish enjoys serving the base, and will remain committed to providing the support needed for LAX.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that Fact-Finding Meetings have increased since the July Executive Board Meeting. Jimmy reported that the meetings mainly consist of delay of flight and late to gates and also social media violations. Jimmy reported that also a contributing factor to delayed flights were on originating flights out of San Juan due to the addition of the new gates in Terminal D, specifically gates D7, D8 and D9. The D Terminal is a long walk from the KCM checkpoint and van times from the crew hotel have not been adjusted. Jimmy reported that there were no Recurrent Training classes in Orlando from July 23, 2019 to August 2, 2019 due to a new cabin trainer being installed. It is a replica of the Denver Recurrent Training cabin trainer with overhead compartments, a working PA system and other features. Jimmy reported that he has met with Orlando Base Management to discuss various topics. Jimmy would like to Congratulate Orlando Based Flight Attendant's Shaunda Graham and Ashlee Livengood on their appointment to the Orlando CISM Team. Jimmy would also like to Congratulate Orlando Flight Attendant Javier who was feature on SWALife in the 'My City, My Heart' video.	

Report From:	DEBM - MDW
Submitted Report:	
Chicago Base Report July 2019 Donna reports during the month of July 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 current issues and answering questions. 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 July as well as the State Conference Chairs Meeting in Columbus Ohio on July 30 – August 1. Donna has been available and in communication with the Chicago Members via phone, email, and text.	

Report From:	DEBM - OAK
Submitted Report:	
Josh Rosenberg attended every day and session of the July Executive Board Meeting. Josh Chaired the Oakland Membership Meeting on July 23rd. Josh continued to answer Member questions about the changes to Protected California Sick Leave. Josh encourages California based Members to reach out to him if they have any questions or issues because of the recent changes. Josh Attended the Dallas Membership Meeting on July 26th. While in Dallas he also worked with Rachel Brownfield and Jessica Parker on items from the Executive Board strategic plan.	

Report From:	DEBM - PHX
Submitted Report:	
• Was Emergency Officer on Call July 22-July 29 • Did 4 Fact-Finding Meetings since the July Board Meeting • Wrote an E-Connection after the July Board Meeting • Reviewed Grievances and wrote Base Report for August Board Meeting • Reached out with the help of the base to verify that all Parking discounts are still in effect and compiled a document with all of them to distribute to Members as necessary • Was on the Executive Board Conference Call on August 3 • Was in the lounge 3 times for lounge mobs after the July Executive Board Meeting • Attended the PHX Membership Meeting • Continues to be available to assist Members in person, email, phone/text, and social media • Wants to thank LAS DEBM Rachel Brownfield, Sam Wilkins, and Education Committee Chairperson Amanda Gauger for always being available to help John as necessary	