



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

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# JULY2019

## COMMITTEE REPORTS

Presented: August 2019 Executive Board Meeting

<b>Report From:</b>	<b>CHRC</b>
<b>Submitted Report:</b>	
<p>Pamila and Heather assisted Domicile Executive Board Members to facilitate Pride Lounge Mobilization's June 20. CHRC assisted with four Pride parades in June; Dallas, Denver, Chicago and San Francisco. For the first time CHRC collaborated with Southwest Airlines and Chicago Inflight Leaders to have a successful turn out for the Chicago Pride parade. CHRC assisted with registration fees and provided the TWU 556 banners and shirts for Members. CHRC would like to thank all the Members and Shop Stewards who participated in LGBTQ Pride Month activities, and celebrated the 50th anniversary of the Stonewall uprising in 1969.</p>	

Report From:	CISM																				
Submitted Report:																					
<p>The CISM Team responded to a total of 166 incidents during the month of June and assisted 306 Flight Attendants.</p>																					
<p>CISM Chairperson Eileen Rodriguez presented CISM to new hire classes 416, 418 and 419.</p>																					
<p>CISM Chairperson Eileen Rodriguez attended and participated in the Sexual Misconduct Task Force that included 4 other Southwest Flight Attendants and two TWU Local 556 officers. Eileen also met with Inflight Sr. Manager Tom Crabtree and NOC Manager Tracey Short on the current notification procedures.</p>																					
<p>The CISM Team announced via an IIOTG and TWU556 Email blast that they are accepting applications and will be interviewing potential new team members.</p>																					
<p>The following are the incidents that CISM assisted with in June :</p>																					
<table> <tr> <td>Aircraft Incident</td><td>2</td></tr> <tr> <td>Assault</td><td>5</td></tr> <tr> <td>Birdstrike</td><td>1</td></tr> <tr> <td>Calls Related to Death of FA</td><td>1</td></tr> <tr> <td>Crew Member Illness</td><td>5</td></tr> <tr> <td>Death on Board</td><td>2</td></tr> <tr> <td>Debriefing - Team Member</td><td>3</td></tr> <tr> <td>FADAP Team Referral</td><td>6</td></tr> <tr> <td>FA Death</td><td>2</td></tr> <tr> <td>FA Death of Family Member</td><td>12</td></tr> </table>		Aircraft Incident	2	Assault	5	Birdstrike	1	Calls Related to Death of FA	1	Crew Member Illness	5	Death on Board	2	Debriefing - Team Member	3	FADAP Team Referral	6	FA Death	2	FA Death of Family Member	12
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FA Illness	4
FA Injury	8
FA Involved in Incident - Off Duty	2
Fear of Flying	1
Illness of Family Member/Car egiver Stress	8
International Incidents	1
Mechanical	3
Medical Emergency	32
New Class Presentation	1
Other	3
Passenger Misconduct	10
Personal Issue	31
Pet Onboard Events	1
Professional Standard Referral	1
Sexual Harassment or Assault	3
Smoke or Fumes in Aircraft	1
Suicide Attempt/Inte rvention	4
Suicide Attempt of a Family Member	3

Suicide of a Family Member	4
Termination/ Fact Finding	2
Turbulence	2
Unaccompan ied Minor or Young Traveller Incident	1
Weapon Found On Aircraft	1
<b>Total</b>	166
<b>FAs Assisted</b>	306

Report From:	COPE
Submitted Report:	
<p>Cope Report</p> <ul style="list-style-type: none"> <li>*Meeting with Andrew Rangolan, TWU International Cope Field Rep TWU State Conference Director, Via Conference Call.</li> <li>*Working with BWI Domicile Executive Board Member Damion West and Andrew Rangolan to start Virginia, DC, Baltimore State Conference. Damion will be the Chair once the conference is up and running. *Congratulations Damion*</li> <li>*Working to get Local 556 affiliated with the L.A. County Federation of Labor.</li> <li>*Members attended several events and AFL-CIO Conventions.</li> <li>*Meeting with Regina Eberhart, TWU Director of Political Action, Via Conference Call</li> <li>* Cabin Air Safety: Increasing participation among Flight Attendants to push for more cosponsors on the toxic air legislation</li> <li>*Local 556 Legislation Issues Important to Flight Attendants</li> <li>*Meeting with Zack Tatz, Senior Director of Government Affairs Via Conference Call.</li> <li>*FAA Reauthorization Bill</li> <li>* Implementation of minimum 10 rest period</li> <li>* Sexual Misconduct Task Force</li> </ul> <p>Legislative Update:</p> <p>The minimum 10- hour rest period was meant to be implemented within 30 days of the FAA Reauthorization Act was signed into law. There were deadlines missed because of the Government Shut Down and now the 700 Max issues seem to be keeping the FAA and DOT very busy. It is possible that the 10 Hour Rest will have to go through a Rules Making Process, which could take up to 2 years.</p> <p>The Rules Making Process: a process for developing and issuing rules (rules are also referred to as regulations). The process can lead to issuance of a new rule, an amendment to an existing rule, or the repeal of an existing rule. The FAA is also been without an FAA Administrator. The front runner for the job is a Ex Delta Airlines Senior Vice President of Flight Operations. He needs Senate confirmation before taking over the agency. Just recently a news story came out saying he has a Whistleblowers Case. Accusing him of not taking safety issues at Delta seriously. There is no timeframe time for when the Minimum 10 Hour Rest will be implemented.</p> <p><b>COPE ACTIVITIES BY TWU LOCAL 556 MEMBERS:</b></p> <p>The Nevada State AFL-CIO 2019 Legislative Conference of the 80<sup>th</sup> Legislature was held in Carson City, Nevada April 16<sup>th</sup> and 17<sup>th</sup>. TWU 556 Las Vegas flight attendants, Maria Teresa Hank and Steve Johnson, attended the conference. Both are active lobbyists and activists in their state. The main theme of the conference was, "Elections have consequences." It is time for the officials we elected to start the hard work to bring our state up to an</p>	

acceptable level for the people of Nevada in the areas of healthcare, fair pay, and retirement.

Several great speakers were in attendance. This is the first time in 20 years that a democrat was elected as Governor. Governor Steve Sisolak made an appearance and gave an inspiring speech in which he praised and supported labor unions. It is the first time in years that the Governor has had a true “open door” policy, so it is hopeful that many positive things will come out of his term. The Attorney General, Aaron Ford, also spoke. He talked about the Three C’s: consumer protection, criminal justice/reform and constitutional/civil rights.

A great roundtable discussion given by Artie Blanco on common sense economics gave us all a reality check on “The Price of the American Dream.” In 1970 an average young worker between the ages of 18-24 made \$6852/year and paid \$1290 for college/year. That same worker could buy a car for \$3450 and a house for \$23,600. The current wage for a young worker is now \$29k/year with college being \$20k/year. The cost of a new car is now around \$34k and a new home \$315K. It is no wonder so many kids cannot leave home and be expected to be on their own straight from high school. Ms. Blanco also brought home the importance of unions working with our elected officials to further raise the causes of workers (i.e. raise minimum wage, education credits, and healthcare).

The second day of the conference was spent at the actual capital building meeting with local assemblymen and then watching the legislature in the house as they discussed/passed and vetoed bills. Some of the bills that were being lobbied were:

SB215-healthcare benefits for female firefighters (female cancers such as breast and ovarian are currently NOT covered under their current healthplan)

SB340-prevailing wage

SB493-misclassification of employees

SB119-OSHA training for convention workers

SB135-collective bargaining for state workers

AB337-coverage for workers on trains

AB297-Fire Life safety; requirement to inspect smoke fire dampers

AB492-PTSD as an established covered workers comp for first responders

The NV AFL-CIO convention was an informative and very busy two days. The district meetings will be entitled, “Growing Our Movement; Empowering Our Communities.” That will be held May 21-22 in Phoenix, AZ.

Report by: Maria T Hanks LAS

&

Steve Johnson LAS





## **AFL- CIO 2019 Southwest District Meeting**

### **Phoenix, AZ May 21-22, 2019**

#### **Day One May 21, 2019**

##### **Group Session Morning:**

Liz Schuler National AFL-CIO gave a speech about Future of Work meetings and how rarely working people or union members are at the table in these meetings. She also discussed how automation is killing the work force and taking away jobs. She discussed how instead workers need to be using automation to help them do their jobs better and referenced the auto industry who now has devices that workers wear to help them do their jobs safely. Liz said we need to focus on how automation can help do more things like improve the safety of workers instead of reducing jobs. Liz talked about Amazon and how little they are paying in taxes. She said that the Amazon warehouses are the modern day sweat shops. A robot can literally fire a worker in an Amazon warehouse.

The "Pro Act" has been introduced in Congress to protect organizing unions. An app has been created to help organize locals. It's called "Action Builder". It can harness data in one place from surveys and talking to members. It can also include data from past campaigns that makes it easier to track. The data goes straight into the system in real time so other organizers/mobilizers can see the results as you are surveying.

##### **Morning Breakout Session:**

##### **State and Local legislations: take charge of your capitol and win for workers**

In this session we did several group exercises that discussed the wins and losses for the individuals sitting in small groups. After the small groups talked amongst themselves it was discussed as a large group what the challenges they faced. They talked about the different bills and legislative pieces each state introduced and how they either got the bill past or if it didn't succeed why. A detailed discussion followed about how in the future what can be done better. There was also a discussion about how a win was accomplished. The biggest take away from this session was introducing the bill or legislature is the most important part because that starts the conversation. Learning from either the win or loss is imperative. Just because it doesn't pass the first time then it's time to reorganize and try again.

##### **Mid-Morning Group Session:**

**USPS:** The topic of this session was Saving Our Postal Service. The APWU president gave a speech about the campaign "US Mail is Not For Sale". The Postal Service has 640,000 employees. It's the largest number of union members in the US. It is composed of 4 unions: APWU, NALC, LIUNA, and NPMHU. They are 85-95% organized nationwide. He talked about how in the recent past years the postal service has shown a profit loss that is 100% due to the "prefunding of the pension plan". They are required to fund the pension plan on a 10-year schedule and that is included in their profits/losses. This makes it fiscally impossible for the postal service to produce a profit. There is a bill that will repeal the prefunding mandate and are asking for local/state support. There is a call to union members to write/call their representatives to ask them to support bill H.R. 2382. In TX the politicians who are in support of this bill are: Fletcher, Green, Gonzalez, Escobar, Jackson Lee, Castro,

Cuellar, Allred, Veasey, Vela Jr. and Doggett.

A vote by mail push would help strengthen the postal service.

There are two other bills being introduced that they are calling for support on: H. Res. 33 & S. Res. 99 they both maintain USPS independence.

**AFT: Fund our Future Campaign**

A video was shown about the Fund our Future Campaign that is being supported by AFT locals in 18 different states. Texas is one of them. This campaign is to increase awareness and help get better funding for our public schools.

**Communications:**

AFL-CIO Communications Director gave a speech about how communications have changed.

68% of people get their news from different social media outlets. Facebook: 68%

Twitter 71% Reddit 73%

However, 57% of people expect the news they receive from social media to be incorrect.

60% of union members trust the information that is communicated to them from their local unions.

**Breakout Session Day One PM:**

**Membership has its benefits. Maximizing the unions value for members**

A representative from Union Plus gave an intensive review of all the benefits they give to union members. They encouraged us to include their flyer in all new hire orientation packets.

Union Plus offers hardship assistance:

Mortgage Assistance, Strike/Job Loss, Disability, Hospital Grant, disaster relief, active duty/veterans grant for home buying, personal loan program, credit counseling.

Medical bill negotiator and legal services. They also offer scholarships.

Free college for an Associate's degree is offered online to all union members and family members through Union Plus. There are 15,000 students enrolled in the Spring Term 2019 throughout the 50 states. Studies are offered online through Eastern Community College in Ohio. Credits do transfer to many state schools if union members want to complete their 4-year degree.

American Income Life Insurance Company gave a presentation of all supplemental benefits they offer to union members. AD&D up to \$4000, Family information guide, child safe kits, health services discount programs and needs based analysis.

Bank of Labor gave a presentation of all the benefits they offer banking through their bank instead of the big major banks.

**Afternoon Group Session:**

**Solidarity Segment**

Harry Grill Political Director of Unite Here LAS Culinary Union Local 226 talked about wins they received in their most recent contract. There are 6 more union elections in the LAS area currently happening now. They are also working on a contract informational training for all shop stewards. Housekeeper research is being done to maintain CBA language to help them stay current with their job challenges. Currently a housekeeper must clean 15-16 rooms per shift.

Ginny McDavid AFA-CWA President of Harris County Labor Assembly/Flight Attendant for United Airlines talked about the Houston Airport workers initiative. Catering workers for United are mainly immigrants that make \$11 hour. Most of them have these jobs so they can travel back and forth to see their families in their home

country. They barely get wage increases and the company knows that they need the travel benefits, so they use that benefit against them to not give them fair wage increases. SEIU and Unite Here are working together to organize these workers and help them receive a living wage increase and unionize them for all other benefits unions can offer.

### **It's About the Issues- Conversations with Members**

Artie Blanco and Liz McElroy Nation AFL-CIO gave a presentation using text messaging surveys to the attendees about what issues union members want politicians to fight for them.

1<sup>st</sup> Survey: Rate the top 2 issue for politicians to address in their campaigns

Results:

1. Labor Law Reform: 36% (63 votes)
2. Access to healthcare 32.6% (60 votes)
3. Retirement/ Pension Security 28.5% (51 votes)
4. Regulation of money in politics 12.6% (28 votes)
5. Income Inequality 27% (51 votes)
6. Infrastructure Investment 16% (28 votes)
7. Affordable Quality Education 13.7% (27 votes)
8. Voter Rights 13.1% (23 votes)
9. Immigration Reform 17.1% (30 votes)
10. Fair Trade 2.8% (5 votes)

A group discussion about these real time results followed.

2<sup>nd</sup> Survey: Which percent of your membership do you believe you can have issues conversation with?

1. One out of four members 36.5%
2. One out of eight members 26.9%
3. One out of 16 members 14.6%
4. One out of 32 members 21.8%

A group discussion about these real time results followed.

## **Day Two May 22, 2019**

### **Group Morning AM Session**

Opening Remarks by Paul Stapleton-Smith Chair PIMA area Labor Federation AFL-CIO. Kirsten Engle AZ State Representative District 10 AFT teacher elected union member to office. She talked about using her union background in the state legislature. Kirsten talked about how the "Red for Ed" campaign in AZ that was a great success. In AZ K-12 teachers is 49<sup>th</sup> in the US for salary wages. 50,000 teachers ascended the capitol in AZ to protest the 1% salary increase the governor had proposed. This movement was called the "Red for Ed" campaign. After the protest, the governor agreed to a 20% salary increase for K-12 teachers in AZ. This increase does not bring them up to the national average, but it resolved part of the issue for now. She also talked about the criminal justice reform that AZ needs desperately. Currently AZ has the 4<sup>th</sup> largest incarceration rate in the US.

Lyn Rodenhuis Director of Political and Economic Growth and Power AFL-CIO gave a speech about the decline in union density. However, more Americans approve of unions than any time in the last 15 years. In 2018 nearly 500,000 workers participated

in strikes nationwide.

Iron Workers Local 75 from PHX had members talk that have been on strike for 3 months. 5 members that are participating in the strike talked about the issues that led them to strike. Issues include not being paid from the time they clock in every day. They started noticing that their paycheck was short by 2 hours, 1 hour, 30 minutes, etc. Then management started taking a picture an hour or two into their shift of who was present at work. They started using that as their clock in time. Work injuries were not being filed with the state and workers were not being taken seriously for their injuries that occurred on the job. If management required them to travel to a job site that required an overnight stay, no per diem was paid. In fact, no extra money was paid to them at all. When they brought their concerns to the supervisors, they would direct them to management, who would then direct them to the COO. The COO would send them to HR and the cycle would continue. No one would do anything about the issues. They would merely send them back and forth to the different departments. Workers then decided to strike, and they have been out of work for 3 months.

Lyn came back and talked about the solidarity amongst the Iron Workers of Local 75 and how important they are to the labor movement.

Lyn also talked about the importance of using the organizing tool at [toolsfororganizers.com](http://toolsfororganizers.com)

Tefere Gebre Executive Vice President AFL-CIO talked about the importance of organizing unions today.

#### **Breakout Session Day Two AM:**

##### **Holding the 116<sup>th</sup> Congress Accountable**

Bill Samuel of AFL-CIO led the session. 60 new democrats were elected in the House of Representatives in 2018. The unemployment rate is at or below 4% for almost a year. However, this isn't for all full time workers and doesn't include the numbers that have totally given up finding a job.

##### Wages are "starting to rise"

- 3.4% over the past year which is more than inflation rates.
- We need a sustained wage growth to make up for decades of stagnation.
- Currently there is no real danger of inflation.

##### Full employment is the key to collective action

- We need to take advantage NOW before the next recession.

##### Union Membership is in a long-term decline

- 6.4% in the private sector; 33.9% in public sector and 10.5% overall.
- 2007-2018 density fell 1.1% in private sector.
- 2007-2018 density fell 1.9% in public sector.
- As union membership fell, the top 10% income has taken advantage of the money.

##### Protecting the Right to Organize Act H.R.2474/ S.1306

- Repeal the right to work laws
- Provide for 1<sup>st</sup> contract arbitration
- Speed up elections
- Stronger remedies for violations
- Ban permanent of strikers

- Permit secondary picketing
- Card check as a remedy for employer interference
- Ban captive audience meetings
- Narrow definition of supervisor and close independent contract loophole
- Provide a private right of action to individual workers

The House of Representatives has 140 co-sponsors of this bill. In TX, NONE of the new democrats are co-sponsoring the bill.

#### Public Sector Bargaining Bills

Public Service Freedom to Negotiate Act.

Public Safety Employer-Employee Cooperation Act.

#### NAFTA 2.0

Timeline- End of April, White House sends implementing bill to the House. That starts a 60-day clock for up or down votes.

The bill still needs:

- Mexico must enact and effectively implement labor law reforms that ensure the freedom to join unions and negotiate for better wages.
- Stronger labor standards to end repression of workers rights.
- New labor enforcement mechanisms that guarantee swift and certain action.
- Real measures to end outsourcing of jobs in auto, aerospace, call centers and baked goods.

Democrats in TX that have NOT committed are Lizzie Fletcher TX-7, Veronica Escobar TX-16, Silvia Garcia TX-29, and Colin Allred TX-32.

*Go to AFL-CIO website for talking points on NAFTA.*

Congress must pass a multi trillion-dollar infrastructure bill to fund:

- Aviation, rail, transit, ship building
- Highway trust fund, roads, bridges, tunnels
- School construction
- Modernize energy grid and support for clean coal; nuclear power
- Expansion of broadband

Infrastructure means:

- Millions of good jobs
- Economic growth
- Improved global competitiveness
- Better quality of life

#### Res. 55 Climate Change, Energy and Union Jobs

Health Care: Making health care a right

- Medicare for all
- Medicare for America
- Lower Medicare eligibility to age 55

Repealing the 40% "Cadillac tax" on health benefits

- Middle class health benefits tax repeal act
- 290 House co-sponsors could expedite floor action

#### Multiemployer Pensions:

Scope of the multiemployer pension plan crisis. Tell Congress that DOING NOTHING IS

NOT AN OPTION. The “Butch Lewis Act” is a federal loan program to reassure the plan.

Immigration:

To ensure that ALL working people have rights and dignity. Say YES to:

- Broad path to citizenship, starting with the Dream and Promise Act of 2019.
- Policies like community trust that respect due process and prevent criminalization.
- Reforms on H-2A, H-2B, H-1B visas to protect labor rights and standards.
- Investing in in real priorities like infrastructure
- Ending child and family detention and maintaining humanitarian commitments.

*\*The issue is that employers are telling Congress they can’t find workers. However, the real issue is it is cheaper to give an immigrant a visa and pay them less than an American educated worker. The immigrants aren’t demanding a living wage.*

Health and Safety:

- Workplace Violence Prevention Act H.R. 7141
- 9-11 Victims Compensation Fund extension
- H.R. 1327/ S. 546

Economic Agenda:

- \$15 federal minimum wage increase (effective 2024)
- Health and Families Act (paid sick days)
- Family Act (paid family and medical leave)
- Paycheck fairness (pay equity)

Democrats Unwilling to Commit to Co-Sponsor these bills are Colin Allred TX-32, Henry Cuellar TX-28, Vincente Gonzalez TX-15 and Lizzie Fletcher TX-7.

**Group Session Mid-Morning Day Two**

Union Veterans Council gave a speech about how to mobilize and engage veterans in Union issues.

- 15% total union density in the Veterans workforce. 7.5% in TX.
- How to engage your local Union Veterans
- Encourage your veterans to get involved with issues.

Have your local veteran members sign up at [unionveterans.org](http://unionveterans.org)?

Social media: @unionvets

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Report From:	Education
<b>Submitted Report:</b>	
<p>Amanda reports she made posts to the Official TWU 556 Facebook Group regarding the Fatigue language, the power outage in Los Angeles, President Lyn Montgomery's Podcast with TWU Strategic Action Coordinator Brian Parker, and the Negotiating Committee's conference call regarding family leaves.</p> <p>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.</p> <p>Amanda created six Facebook Lives in June. Topics included: Exercising Contractual options (477 views), Fatigue (1,200 views), Reserves being required to see the Company Doctor (1,500 views), the Contract Q&amp;A and Letters of Agreement document (483 views), Irregular Ops and Reserve Overlap (462 views), and a recap of the Oakland Lunch and Learn (676 views)</p> <p>Amanda co-hosted two Contract Education Conference Calls with Shop Steward Chairperson Lucy White-Lehman on June 6. The topic discussed was Article 8, Hours of Service. Each call lasted approximately 60 minutes and afforded Shop Stewards to ask questions regarding Article 8. Two calls were held to accommodate both AM and PM Shop Stewards. A follow-up e-mail was sent to the Shop Stewards, which included Contract Notes graphics to help educate Members about Article 8. The Education Committee and Shop Steward Committee plan to continue to hold these calls.</p> <p>Amanda attended the Las Vegas Membership Meeting on June 24. She also presented at the Shop Steward Training in Dallas on June 25, discussing the Education Committee with the newly elected Shop Stewards.</p> <p>Amanda participated in the Oakland Lunch and Learn on June 28. The majority of Members who attended were on probation. Topics discussed included Reserve, Attendance Points, Vacation Bidding, and end of the month Reserve Overlap. Amanda continues to answer Member's questions via phone, text and e-mail regarding contractual and work rules issues.</p>	

Report From:	FADAP
<b>Submitted Report:</b>	
<p>Jade Wilson Hosted the telephonic meeting for National FADAP on June 12. Natalie attended the Shop Stew meeting on June 24.</p>	

Report From:	Grievance
Submitted Report:	
<p style="text-align: center;"><i>July 2019</i> <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> <i>14 group grievances</i> <i>36 non-term disciplinary</i> <i>74 Attendance</i> <i>49 individual contract</i></p> <p><i>Total Contract Grievances on file: 63</i> <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> Sixty-four fact-finding meetings were held in the bases, in June 2019.</p> <p><b><u>Chat Apps</u></b> 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> <p>Aug 29, 2019: FA-Class 2.10</p>	



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.

Report From:	LODO
Submitted Report:	
<p data-bbox="310 359 558 390">July 10, 2019, 2019</p> <p data-bbox="310 396 680 428">LODO Subcommittee Report</p> <p data-bbox="310 476 1321 548">The LODO Subcommittee has a scheduled meeting with Southwest Airlines on August 5, 2019 to discuss the Outstanding Issues:</p> <p data-bbox="310 594 570 625"><b>Outstanding Issues:</b></p> <ul data-bbox="380 669 1252 903" style="list-style-type: none"> <li>• Hiring Agreement requirement of 3-year commitment</li> <li>• LODO Supervisors Flying to evaluate</li> <li>• Inequities created in the program between new hires and current LODO</li> <li>• Technology disparity</li> <li>• LODO New Hire Vacancy process</li> </ul> <p data-bbox="310 947 493 978"><b>SJU Pay Issue:</b></p> <p data-bbox="310 1024 1321 1367">On July 10, Claire Taitte emailed the LODO Committee and informed us that the Company had discovered an error with the April and May LODO productivity pay. Back in February, the Company announced that they would add SJU to the LODO program but would not be paying the LODO productivity bonus (\$25/flight) on the SJU flights. It was discovered that payroll had actually paid it for SJU both in April and May. The correct updates to the report used to manually add the pay was not made. The LODO Committee requested the names of those affected. President Montgomery sent the following request:</p> <p data-bbox="310 1413 407 1444">“Claire,</p> <p data-bbox="310 1491 1333 1871">Thank you for letting us know this information. The Union agrees that and supports that fact that payroll will not seek repayment of the funds. Additionally, The Union would like for the Company to consider paying the \$25 for all LODO flights, including SJU. The pay was a needed resource to make the program successful while offering compensation for an educated skill. Many of the LODOS are now new hires who make minimum pay. They are locked into the program and have reduced flexibility over other Flight Attendants. LODOs offer a great resource to Southwest and enable us to remain competitive with International Customers. Please reconsider the removal of SJU from the productivity program.</p> <p data-bbox="310 1917 1219 1948">Please feel free to contact me to discuss or if you have any questions.”</p>	

Be aware the \$25 is a productivity pay program which is governed by Article 21.17. The article states the Company reserves the right to extend, modify or discontinue any such programs at its discretion.

**HOT TOPIC**

The hot topic currently is the LODO New Hire Vacancy process. The process blocks current LODOs in the program from bidding a vacancy to the any of the bases that have LODO Vacancies. At this time, a possible Grievance is being considered by Grievance Leaders.

See attached Files for Company Correspondence to LODOs

Report From:	Other
Submitted Report:	
<p>Satellite Base Report Author- Denny Sebesta</p> <p>During the June 2019 Executive Board session, the entire Team presented the Satellite Base Test Agreement Phase II for approval. Once board approval was granted, revised Q &amp; A's and communication was developed for distribution to the entire Membership. The Union communication coincided with the release date and time of Management's communication, and both were released on Jul 1 at approximately 3:00p.m. CST.</p> <p>Below are the scheduled dates of Team meetings internally and with Management for the month of June 2019.</p> <p><b><u>JUNE 2019</u></b></p> <p><b>06-05-19</b> Meeting with Management to continue discussions on Satellite Base Test language revisions. Attendees: Union – L. Montgomery, L. Howayek, D. Sebesta, A. Ricker, D. Shipman, L. Le Company – B. Conlon, C. Taitte, W. Shaw, B. Grant</p> <ul style="list-style-type: none"> <li>• Company reviewed updated success metrics for May and presented counterproposal</li> <li>• Discussions between parties included analysis on sick time, open time, reason for pulls and trip coverage (Lineholder/Reserve)</li> <li>• Union requested time to review Company proposal</li> <li>• Scheduled next meeting date for June 6 at 4:00p.m. to be held at SWA HDQ</li> <li>• Union Team debriefed after meeting and began process to develop a counterproposal</li> </ul> <p><b>06-06-19</b> Started with internal Team meeting to continue developing a counter to Company's proposal. The Team met with the Company at SWA HDQ at 4:00p.m. Attendees: Union - L. Montgomery, D. Sebesta, D. Shipman, L. Le (Liz &amp; Xander absent) Company – B. Conlon, C. Taitte, W. Shaw, B. Grant</p> <ul style="list-style-type: none"> <li>• Union presented counterproposal TWU 2.3, defined as Phase II</li> <li>• Discussion between parties included language on defining sufficient time, and clarification on vacation, company required items, process to determine new SB's during test and need for new Q &amp; A's</li> </ul>	

- Company expects to respond to Union counterproposal by Monday, June 10

**06-10-19** Conference call with entire Team to continue work on finalizing presentation for the Executive Board.

**06-11-19** Team presented the Satellite Base Test Agreement Phase II to the Executive Board.

Attendees: L. Montgomery, L. Howayek, D. Sebesta, A. Ricker, D. Shipman

For the remainder of June, both parties worked collectively on developing clearer Q & A's for the Satellite Base Test Agreement Phase II, which were released with the announcement on July 1, 2019.

Report From:		Professional Standards
Submitted Report:		
<b>Professional Standards Activity Report</b> <b>For June 2019</b>		
<b>Company Policy</b>		<b>1</b>
<b>CRM</b>		<b>7</b>
<b>Employee Relations</b>		<b>2</b>
<b>F.A.R.</b>		<b>2</b>
<b>I.R. Filed</b>		<b>7</b>
<b>Not Taken</b>		<b>3</b>
<b>Pilot Issue</b>		<b>5</b>
<b>Unprofessional Behavior</b>		<b>3</b>
<b>Withdrawn</b>		<b>6</b>
<b>In Progress</b>		<b>1</b>
<b>Total</b>		<b>36</b>
<b>Positive Resolution</b>		<b>12</b>
<b>Negative Resolution</b>		<b>2</b>
<b>Unresolved</b>		<b>16</b>
<b>In Progress</b>		<b>2</b>
<b>*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.</b>		
<b>Base Information</b>		
<b>ATL</b>	<b>3</b>	

<b>AUS</b>	<b>2</b>
<b>BWI</b>	<b>7</b>
<b>DAL</b>	<b>3</b>
<b>DEN</b>	<b>2</b>
<b>HOU</b>	<b>2</b>
<b>LAS</b>	<b>3</b>
<b>LAX</b>	<b>3</b>
<b>MDW</b>	<b>8</b>
<b>OAK</b>	<b>4</b>
<b>PHX</b>	<b>2</b>

Report From:	Scheduling
Submitted Report:	
<p><b><i>July Scheduling Committee report</i></b></p> <p><i>The number of line positions that a Flight Attendant could be awarded for the month of August increased by 357-line positions from 9,807 in July to 9,277 positions in August. The Scheduling Committee left 36 positions in open time for the month of August in comparison 498 were left in June.</i></p> <p><i>The Committee for the month of August wrote an average of 79.9% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an increase in purity over July by 9.65%. 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 94.39 TFP average work days were 13.67. The contractual numbers above do not include the two satellite bases of FLL and AUS.</i></p> <p><i>The AUS Satellite base had an average of 62.64% pure lines, 39.56% weekend off and 1.1% lines containing 3-on/off or 48-hour breaks. The average lines paid 84.78 tfps.</i></p> <p><i>The FLL Satellite base had an average of 62.70% pure lines, 39.02% weekend off and 0% lines containing 3-on/off or 48-hour breaks. The average line paid 80.64 tfps.</i></p> <p><i>The Line Writers for June Primaries were: Doreen Argyropoulos, Shelley Taylor, Lisa Trafton, and Xander Ricker. Casey Rittner also volunteered his time to write the Atlanta Base Bid Packet.</i></p> <p><i>The Line Writers for June Secondary Lines were: Billye Ruth Williamson, Sheri Tyler, Shelley Taylor and Xander Ricker.</i></p> <p><b><u>Other Committee Work</u></b></p> <ul style="list-style-type: none"> <li><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></li> <li><i>• The SAT/SCH Committee finalized phase II testing language for Satellite Bases and presented the tentative test language to the board.</i></li> <li><i>• The Board voted to proceed with phase II testing.</i></li> </ul>	



<b>Report From:</b>	<b>Scholarship</b>
<b>Submitted Report:</b>	
<p>The deadline for scholarships offered by TWU Local 556 was June 30. All applications and essay questions submitted for review are required to be postmarked by June 30 in order to be eligible. The Scholarship Selection Committee will meet to review all applications and essay questions and award scholarships by August 20. The Paul Gaynor Scholarship and the Gwen York Scholarship are available to TWU Local 556 Members only. The Madeleine Howard Scholarship and the Robert "Trebor" McDowell-Akins Scholarship are available to TWU Local 556 Members and their immediate family members. Jessica looks forward to meeting with the Scholarship Selection Committee to determine who the scholarships will be awarded to and is proud to serve as the Scholarship Committee Chairperson.</p>	

Report From:	Shop Steward
Submitted Report:	
<p><b>June Shop Steward Committee Report 2019</b></p> <p>Shop Steward Education Conference Call on June 6, 2019</p> <ul style="list-style-type: none"> <li>• Held AM/PM Conference Call</li> <li>• Hosted by Education Chair Amanda Gauger</li> <li>• Discussed Article 8: Hours of Service, Duty Day, Crew Rest/Domicile Break (Contractual and FAR) and Article 11: Reserve</li> <li>• Brandon Hillhouse assisted on the call answering grievance questions</li> <li>• Shop Stewards were given an opportunity to email questions ahead of time</li> </ul> <p>Emailed survey to Shop Stewards on June 25, 2019</p> <ul style="list-style-type: none"> <li>• In lieu of newsletter, survey was sent out asking Stewards preferred communication method, frequency and content</li> <li>• Survey consisted of 6 questions</li> <li>• Emailed Education Conference Play back with Contract Notes talking points graphics</li> </ul> <p>Resolved Shop Stewards Issues</p> <ul style="list-style-type: none"> <li>• Dealt with several Shop Steward issues and complaints</li> <li>• Dealt with Shop Steward not turning in notes</li> </ul> <p>Breakdown Shop Steward Lounge Mobilizations</p> <ul style="list-style-type: none"> <li>• March-June total of 27 lounge mobilizations held by 22 different Stewards systemwide</li> <li>• Topics covered: Points, Base Orientation, Sexual Assault, Work Rules, IEFB Compliance, Pride Mobilizations, Contract questions</li> <li>• `Interacted with approximately 800 FAs total</li> <li>• Submitted Lounge Mobilization Base pay for June</li> </ul> <p>LAX Training and makeup training in DAL</p> <ul style="list-style-type: none"> <li>• Meet and Greet on June 24, 2019</li> <li>• Training held on June 25, 2019</li> <li>• Materials provided: Training Manual, handbook, Salesforce Information, Timesheet information</li> <li>• Trained 23 total Shop Stewards: LAX 8, other bases 15</li> <li>• Presentations: Grievance (Brandon Hillhouse/Marcy Vineyard), Professional Standards (Kurtis Beggs), ASAP (Michael Massoni/Michele Moore/Jannah Dalak), Education (Amanda Gauger), Mobilization (Kay Hogan), Fact-Finding (Marcy Vineyard/Damion West/Lucy White-Lehman) and Social Media (Renda Marsh)</li> </ul>	

Report From:	Survey
Submitted Report:	
<p>VeAnne reports she worked in conjunction with the Uniform Committee to send out a survey to all flight attendants about the uniform. The information gathered will be used internally by the Uniform Committee in preparation with a meeting with Cintas and Southwest Airlines to perform a line review. The results will not be published to the membership. The survey ran for 2 weeks. 5,444 flight attendants started the survey and 4,302 flight attendants completed the survey.</p>	

<b>Report From:</b>	<b>Uniform</b>
<b>Submitted Report:</b>	
<p>June 13th Lisa had a meeting with Mike Sims and Jamie Dotson. Lisa brought in Bill Bradley due to his extensive knowledge of materials and fabrication. There was a lot of conversation regarding the "mechanical stretch" material. The company was asked why they decided to go with the mechanical stretch process instead of changing the fabric altogether? The answer was that it provided a quick and cheaper option than a redesign would. Bill laid out the problems with the mechanical stretch process which included relaxing of the fabric after use. At the time of drafting this report, Lisa has already received a few emails regarding this very thing. After the fabric has stretched enough times it starts to sag. This produces an undesired fit and look.</p> <p>Other things were discussed including the upcoming Line Review at Cintas, and as always, a request from Lisa to produce the "Old Blue" dress. With the upcoming line review and that the company responds better to numbers, a survey with specific questions has been sent to the Membership. The results of this survey will provide the memberships view with the current line, updates, and Cintas. The numbers will be shared with the Company and Cintas at this meeting.</p> <p>There are an unacceptable amount of emails coming in regards to back ordered items. I have contacted Cintas several times and I have not received an acceptable reason or date of availability for these items. Some Members are running low on wearable items.</p> <p>There have been a few inquiries as to where the EB is in regards to Union Fabric Testing.</p>	

<b>Report From:</b>	<b>WISE</b>
<b>Submitted Report:</b>	
<p>Jessica reports that the Women's Issues, Service, and Education (WISE) Committee is looking forward to the 20th Biennial Coalition of Labor Union Women (CLUW) Convention. The Convention will take place October 15-18 in Las Vegas. Jessica is grateful that the Executive Board was supportive of this event and flexible in adjusting the October Executive Board Meeting so that many of our Union Leaders can attend. It should be noted that for the first time in decades, the Executive Board and the Negotiating Committee have a majority of women Union Leaders representing a largely female Membership. Having a strong delegation at the CLUW Convention will assist and support current Leadership and foster new Leadership within Local 556.</p> <p>On July 11, Jessica was proud to represent TWU Local 556 and the WISE Committee at the Texas Labor Management Hall of Fame Luncheon as Local 556's very own Gwen Dunivent York was inducted into the Texas Labor Management Hall of Fame. Gwen had a long history of serving Local 556 as a Board Member, Chairperson of the Working Women's Committee (WWC), and serving on the Grievance Team. Gwen then went on to serve as the TWU International WWC Chairperson and was ultimately appointed as the Committee on Political Education (COPE) Director. In attendance on behalf of TWU Local 556 were International Vice President Thom McDaniel, Treasurer John Parrott, Atlanta Domicile Executive Board Member (DEBM) Pamila Forte, Denver DEBM Jessica Parker, Grievance Team Members Tye Shirley and Tiffany Padilla, and Dallas-Based Flight Attendant Beverly Cross. Gwen is loved and missed by all who had the good fortune to know her, work with her, and learn from her. Her contributions to the Transport Workers Union, the Labor Movement, and the Women's Movement should serve as an example to all of us.</p>	



The Union of  
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# AUGUST 2019 COMMITTEE REPORTS

<b>Report From:</b>	<b>CHRC</b>
<b>Submitted Report:</b>	
There is nothing new to report for the month of July.	

<b>Report From:</b>	<b>Communications</b>
<b>Submitted Report:</b>	
<p>Unity Magazine</p> <ul style="list-style-type: none"> <li>• This month the Communications team will began the development of the Fall 2019 issue.</li> </ul> <p>Newsletter</p> <ul style="list-style-type: none"> <li>• The Communications team is working to develop a monthly newsletter that will launch September 2019.</li> </ul> <p>If you have any ideas or stories, please send them to <a href="mailto:communications@twu556.org">communications@twu556.org</a></p>	

Report From:	COPE
Submitted Report:	
<p data-bbox="662 388 863 420">COPE Report July</p> <p data-bbox="310 462 1308 598">On July 30 thru Aug 1, TWU Local 556 COPE partnered with TWU International State Conferences, in Columbus, Ohio to strategize for the upcoming 2020 Elections. All Chairs and Co-Chairs were present and each state had a strategic plan for the upcoming year, and accomplishments from the past year.</p> <p data-bbox="310 604 1308 636">TWU Local 556 is proud to have a few Chairs and Co-Chairs of the State Conferences.</p> <p data-bbox="310 642 951 674">Matt Hettich, Chair of the California State Conference.</p> <p data-bbox="310 680 1268 743">Donna Keith, Chicago Domicile Executive Board Member, Chair of Illinois/Indiana State Conference.</p> <p data-bbox="310 749 634 781">Co-Chair Brendon Remezas</p> <p data-bbox="310 787 1300 850">Damion West, Baltimore Domicile Executive Board Member, will be the Chair of the DC, Virginia, Baltimore State Conference.</p> <p data-bbox="310 856 1162 888">LaTonia Benoit, 2nd Vice President, Co-Chair of Texas State Conference.</p> <p data-bbox="310 894 1252 957">Susan Johnson, MCO Flight Attendant, NTF Leader, Co-Chair of the Florida State Conference.</p> <p data-bbox="310 963 1325 1068">Others in Attendance were Chicago Flight Attendant, Shop Steward, Corliss King. Las Vegas Flight Attendant, Shop Steward, Addie Crisp. I would like to thank all of you for your hard work and dedication to the membership.</p> <p data-bbox="310 1104 1065 1136">On July 24, I attend the Texas AFL-CIO Executive Board Meeting.</p> <p data-bbox="310 1142 1292 1205">July 25 thru 27 I attended The Texas AFL-CIO 60th Constitutional Convention in San Antonio, TX.</p> <p data-bbox="310 1211 1325 1348">Dallas Central Labor County Delegates, Renda Marsh, Dedra Bass, John Williamson, Harris County Central Labor Council Delegate Rose Johnson, TWU International Organizer, and Texas AFL-CIO Executive Board Member, Thom McDaniel attended the Convention.</p> <p data-bbox="310 1354 1325 1417">I would like to thank all of you for your hard work and dedication. Your many hours of volunteer work as delegates haven't gone unnoticed. I greatly appreciate it.</p> <p data-bbox="310 1461 1219 1524">I was once again elected to serve on the Texas AFL-CIO Executive Board, Vice President of District 3, this is my fourth term.</p> <p data-bbox="310 1530 1211 1562">I served as Resolutions Committee Chair and Hall of Fame Committee Chair.</p> <p data-bbox="310 1568 1227 1631">I received an award for the work as one of the Co-Chairs of the Texas AFL-CIO Working Women Committee.</p> <p data-bbox="310 1638 1227 1701">I was honored to be asked to nominate Montserrat Garibay for re-election as Secretary-</p> <p data-bbox="310 1707 1016 1738">Treasurer of the Texas AFL-CIO. Montserrat was re-elected.</p> <p data-bbox="310 1745 1008 1776">Rick Levy was re-elected as President of the Texas AFL-CIO.</p> <p data-bbox="310 1820 1195 1883">TWU Local 556 Communications, Chad Kleibschedel, won first place in the Publications</p> <p data-bbox="310 1890 854 1921">Contest. Chad was there to receive his award.</p> <p data-bbox="310 1927 1219 1959">Dedra Bass, won first place in the 2<sup>nd</sup> Annual Texas AFL-CIO Karaoke Contest.</p>	



I am proud to announce that our own Gwen York, was inducted into the Texas AFL-CIO Hall of Fame.

Chicago Flight Attendants Corliss King, Erich Schwenk, Roy Soria, have been working on the Illinois Family Leave Act. Flight Attendants have been excluded from being able to use the Family Leave Act. They have been meeting with the local congressman to get this corrected. This will be a benefit to all Flight Attendant in the state.

Illinois Sick Leave Act (Public Act 99-0841)

HB6162

Introduced to the Illinois House of Representatives (2/11/2016)

Passed in the House 5/24/2016

Passed in the Senate 5/31/2016

Sent to the Governor 6/27/2016

Signed 8/19/2016

Effective January 1, 2017

State law requiring employers to allow employees to use at least a portion of the sick leave time that is already available to them, under certain existing employer policies, to care for certain relatives.

The Act requires employers to allow employees to use such time “for absences due to an illness, injury, or medical appointment of the employee’s child, spouse, [domestic partner], sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, for reasonable periods of time as the employee’s attendance may be necessary, on the same terms upon which the employee is able to use sick leave benefits for the employee’s own illness or injury.”

Less than two weeks after the Act’s effective date, the Act was amended with several significant changes by [Sen. Jacqueline Y. Collins](#) (16<sup>th</sup> District).

Several exemptions were added to the Act as well. Employees of an employer subject to the provisions of Title II of the Railway Labor Act, and employers and employees as defined in either the federal Railroad Unemployment Insurance Act or the Federal Employers' Liability Act or other comparable federal law are exempt from the Act’s requirements. This has excluded airline flight crew, both flight attendants and pilots.

A similar law with RLA exclusions to Sick Leave was just overturned in California. We are actively looking to overturn this amendment to include ALL employees of Illinois. The RLA is an outdated law that Congress extended to cover airline employees in 1936.

Report From:	Education
Submitted Report:	
<p>Amanda reports she made posts to the Official TWU 556 Facebook Group regarding the Phase Two of the Satellite Base Test Agreement, the PIN Black Out date for July 4<sup>th</sup>, Vacation Bidding, the Negotiation Committee's Leave Conference Call, MAX8 Update, Hurricane Barry, and changes to the California Sick Leave Policy.</p> <p>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. The Official Group has 8,216 Members.</p> <p>Amanda created four Facebook Lives in July. Topics included: Irregular Operations Resources (705 views), Daily Release Time (990 views), Vacation Bidding (1,076 views), Overlap (800 views). She responded to questions posted by Members on the Lives as well as questions e-mailed to the Education Committee.</p> <p>Vacation bidding educational materials were e-mailed to the Membership on July 5 to assist with the Vacation bidding process. Amanda responded to all e-mails sent regarding Vacation.</p> <p>Amanda continues to work on additional educational materials, including requests from Board Members, Committee Chairs and the Grievance team. These materials include: Basics of Reports, the Commuter Policy, Overlap, etc. Additional 101s regarding DRT/SDRT, Vacancy and 201s regarding Reserve, Vacation and Overlap are being created.</p> <p>Amanda will co-host an Education Shop Steward Conference call on August 16. The topic will be Article 9: Additional Flying. The Contract Notes graphics were sent out in the Shop Steward newsletter along with the Conference Call information.</p> <p>Amanda would like to thank Angie Kilbourne for her collaboration in creating the Contract Notes series as well as her work on additional Contract 101s and 201s. She would also like to acknowledge Samantha Wilkins for her contributions to content for the Contract 101s and 201s, and Ashley Watson for creating additional Flight Attendant artwork to be used in the new 101s and 201s.</p> <p>Amanda looks forward to working with the Education Committee's Executive Board Liaison, John Di Pippa, and would like to thank him for his support.</p>	

<b>Report From:</b>	<b>FADAP</b>
<b>Submitted Report:</b>	
<p>Natalie and Tom submitted the 2019-2020 FADAP Budget Proposal July 10.</p> <p>FADAP Team Members Natalie Salser, Tom Spillers, Jodi Nevant, and McArthur Stidom attended the Labor Assistance Profesional Conference in Las Vegas July 14-19.</p>	

Report From:	Grievance
Submitted Report:	
<p style="text-align: center;"><i>August 2019</i> <i>Executive Board Report</i></p> <p><b><u>TOTAL NUMBER OF GRIEVANCES:</u></b></p> <p><b>210 total grievances:</b></p> <p><i>37 terminations</i> <i>14 group grievances</i> <i>44 non-term disciplinary</i> <i>67 Attendance</i> <i>48 individual contract</i></p> <p><i>Total Contract Grievances on file: 62</i> <i>Total Discipline Grievances on file: 148</i></p> <p><b><u>Settled and Withdrawn Report:</u></b></p> <p>Twenty-eight grievances were settled; of those nineteen were settled at the Step 2 level. Fifty-one grievances were withdrawn without prejudice.</p> <p>Of the sixty-seven Attendance grievances, twenty-seven were No-Shows, seven Unable to Contact, eighteen Failure to Report, nine Sick Leave 1, two May Be Late, one SL, and three No-Show Training.</p> <p>The forty-four non-term disciplinary grievances consisted of: twenty-three written warnings, twelve final written warnings, four thirty-day suspensions, four three-day suspensions and one violation falling under the "other" category (pass bureau, discussion log entry, etc.).</p> <p><b><u>Fact-Finding Meetings:</u></b></p> <p>One hundred and nine fact-finding meetings were held in the bases, in July 2019.</p> <p><b><u>Chat Apps</u></b></p> <p>908 chat app messages received the month of July.</p> <p><b><u>Board of Adjustments:</u></b></p> <p>Aug 27, 2019: FA-Class 3.8</p> <p>Aug 29, 2019: FA-Class 2.10</p>	

Sept 24, 2019: FA-FTR

**Arbitration Schedule:**

July 24, 2019: FA – Arbitrator Briggs. *Held. Preparing briefs.*

August 6, 2019: FA – Arbitrator Gomez. *Settled. Resignation.*

August 9, 2019: FA – Arbitrator McKee. *Settled. Reinstatement.*

FA: Slated – Arbitrator Vernon

October 16, 2019: FA - Arbitrator Adler

**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 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 August 21, 2019 for our monthly grievance meeting.

Report From:	Health
Submitted Report:	
<b>Health Report for August Board Meeting</b> <hr/> <p><b><u>ASAP</u></b></p> <p>The ASAP Event Review Committee (ERC) has a new FAA representative. We are currently behind on closing out reports due to the changeover. We are considering having multiple meetings to try to get caught up. We recently attended the DAL base Safety Day and are going to try to do a promotional visit at an overnight hotel in September.</p> <p><b><u>Health/Safety Issues</u></b></p> <ul style="list-style-type: none"> <li>• Max -800 aircraft</li> <li>• Ground Operations policies that conflict with Inflight policies</li> <li>• Turbulence Flight Attendant injuries</li> <li>• Service on short flights (inter-island Hawaii service)</li> </ul> <p><b><u>Health and Safety Meeting (HASC)</u></b></p> <p>The following topics were discussed at the recent HASC Meeting:</p> <ul style="list-style-type: none"> <li>• Injury Data</li> <li>• Hot Cans</li> <li>• TSA event where the TSA hid a knife under all of the beer cans in a kit</li> </ul> <p><b><u>Upcoming Meetings:</u></b></p> <p>ASAP ERC: Weekly Meeting with a day of preparation and follow-up</p> <p>ASAP: Procedures Policy</p> <p>HASC - monthly meeting</p> <p>Meeting with Steve Murtoff – monthly meeting</p> <p>Max -800 Meeting</p> <p>ASAP promotional trip</p>	

Report From:	LODO
Submitted Report:	
<p>August 8, 2019 LODO Subcommittee Report</p> <p><i>The attendees were:</i>  <i>TWU- Lyn Montgomery, LaShaye Hutchinson and Egda Avila</i>  <i>SWA- Claire Tate, Kevin Clark and Kevin Allen</i></p> <p>The LODO Subcommittee met with Southwest Airlines on Monday August 5, 2019 to discuss:</p> <ul style="list-style-type: none"> <li>• Technology challenges</li> <li>• Bidding and Trading Flexibility</li> <li>• LODO Reserve Utilization</li> <li>• LODO Hiring</li> <li>• LODO Cities</li> <li>• LODO Multiple Positions Bid</li> <li>• LODO Vacancies</li> <li>• LODO Productivity Pay</li> <li>• LODO Newsletter- Boarding Times</li> <li>• Recommitment to meeting regularly and receiving reports</li> </ul> <p><b>Technology:</b>  As it applies to Technology at the time the company cannot commit to any timeframes on when their will be improvement with technology side of how LODOs currently do their BIDDING and TRADING. It is on the Company “Need” to implement list, but for budgetary reason is not a top priority.</p> <p><b>Bidding and Trading Flexibility:</b>  Both parties discussed options surrounding giving LODOs more flexibility as they do their Bidding and Trading each month. This would require the LODO Subcommittee Agreement to be revised. The Company is willing to allow one additional trip into Open time system wide to give more flexibility in trading. In addition to changing the dates that trading can occur for out of base trades. Currently, LODO all Open time trading occurs on the 18<sup>th</sup> of the month for in and out of base. Also, this allows LODO RESERVES to trade RESERVE blocks for LODO trips. If the dates is shifted by a day day or so, this will give In Base LODOs more flexibility to trade for trips they want.</p> <p><b>LODO Reserve Utilization</b>  Currently right now, the program is staffed adequately to cover all LODOs trips where very few trips go out without a LODO. If a trip goes out with a LODO its</p>	

usually in an IROP situation.

### **LODO Hiring**

Currently the program is staffed to about 280 LODOs system wide. There are no plans to do any future hiring. But if a need does arise, they will make every attempt to hire LODOs out of the regions where the LODO staffing needs are anticipated. This will help avoid new Hire LODOs being displaced. We had brief discussions on allowing the NEW hired LODOs to leave a base and not be LOCKED in. But the Company said, they would consider, but if a need arose in another base, these would be the first LODOs sent to that base.

### **LODO Vacancies**

We discussed with the company how the LODO vacancies are being handled and a concern that new hire LODOs are being forced based more often as well as circumventing Seniority for those not hired into the program. The Company shared that at this time, ALL LODOs vacancies have been fulfilled, and there is not anyone waiting to get into a base that they cannot hold. It was discussed that many of those not hired for the program are playing the Base switching game to try to avoid getting reserve in bases, so they bid LODO for another base. They are bidding into bases where LODO flying has been reduced, for example DEN. The New Hire LODOs are simply filling the vacancies based on a need that an existing LODO does not have base bid for. The Company did express, often times, if they change how the vacancies are done, they are afraid that the LODOs not hired into the program, will get to the bases that have need and will not be required to bid LODO. This will leave the company with having to re-route not only the HIRED LODOs but the non-hired as well. This could also cause an increase in flights that go out without a LODO. The company wants to avoid this situation. One Solution is to require the Non hired LODOs to bid LODO lines for a certain time frame. The Union position is not to harm the existing LODOs in the program by putting stipulation on them. This would not be a receptive or well received idea by the existing LODOs. The Union inquired about possibly the company creating a Bid Out program for LODO bases to allow ANYONE to get in and out. Due to the lack of technology and many of the process for LODO are manual, including Vacancy bidding. It would be an impossible program to managed manually.

### **LODO Cities**

Southwest has no plans to add any additional LODO Cities at this time. CZM will not be a LODO destination.

### **LODO Multiple Positions Bid**

The LODO Subcommittee agreement allows the company to us multiple BID positions for LODOs. If a flight requires a LODO and its an 800, the company can staff the A and D position with a LODO. It only happens currently on the HAV flights, but currently the Flight schedule through October 31, has an



equipment downgrade from an 800 to a 700. So this will not be an ongoing use. The UNIONs position is that this is not fair, and we must try to protect out non LODO D flyers. It is not fair they are losing their lines because of the company's decision to take the 800 into HAV.

**LODO Productivity Pay**

Since the company has discontinued giving \$25 productivity pay for SJU. The Union made a final request for the company to reconsider this decision. The Union suggested to only offer the productivity pay during "High Flying" Season. The Company maintained their position and said, they will not consider bringing back the productivity pay for SJU. It was only a temporary perk in the program. They only introduced it because they were having issues staffing the SJU flights. Now that is no longer an issue, because they have plenty of LODOs in the program who bid it and have coverage with those who don't bid it with the New hire LODOs

**LODO Newsletter- Boarding Times**

The Union addressed the LODO Newsletter article on Boarding times, that the Company needs to clarify the RBF from 12/07/2016. LODO Newsletter attached.

**Recommitment to meeting regularly and receiving reports**

The company will start sending Metric reports upon request. These reports will have a LODO summary, that includes Total LODO Flights, LODO Reserve Pairing, Headcount, Flights without LODO speakers, and LODO Opt outs. Both parties made a commitment to start scheduling more frequent meetings. The next meeting TO BE DETERMINED.

<b>Report From:</b>	<b>Other</b>
<b>Submitted Report:</b>	
<b><u>Satellite Base Testing Report August 2019</u></b>  The new Satellite Base Test Agreement went into full effect on August 1, 2019. We have not received feedback of any issues or concerns with the new provisions.  Management reports that they want to expand the satellite base test to more than two locations but must do so cautiously. With the current impacts of MAX8 and MAX7, they will likely wait until late this year or early next year before opening additional locations. Management will still be analyzing the new provisions of the new agreement. The desire is to select test locations that are best for the operation and the population of Flight Attendants. Based on the agreement, input from TWU 556 is required prior to determining the locations.	

Report From:		Professional Standards
Submitted Report:		
<b>Professional Standards Activity Report for July 2019</b>		
<b>Company Policy</b>		<b>4</b>
<b>CRM</b>		<b>9</b>
<b>F.A.R.</b>		<b>1</b>
<b>Hotel</b>		<b>1</b>
<b>I.R. Filed</b>		<b>3</b>
<b>Not Taken</b>		<b>4</b>
<b>Pilot Issue</b>		<b>2</b>
<b>Social Media</b>		<b>3</b>
<b>Unprofessional Behavior</b>		<b>2</b>
<b>Withdrawn</b>		<b>4</b>
<b>In Progress</b>		<b>1</b>
<b>Total</b>		<b>34</b>
<b>Positive Resolution</b>		<b>17</b>
<b>Negative Resolution</b>		<b>1</b>
<b>Unresolved</b>		<b>15</b>
<b>In Progress</b>		<b>1</b>
<b>*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.</b>		
<b>Base Information</b>		
<b>ATL</b>	<b>1</b>	

<b>AUS</b>	<b>2</b>
<b>BWI</b>	<b>7</b>
<b>DAL</b>	<b>2</b>
<b>DEN</b>	<b>3</b>
<b>FLL</b>	<b>1</b>
<b>HOU</b>	<b>2</b>
<b>LAS</b>	<b>5</b>
<b>LAX</b>	<b>3</b>
<b>MCO</b>	<b>1</b>
<b>MDW</b>	<b>2</b>
<b>OAK</b>	<b>5</b>

Report From:	Scholarship
Submitted Report:	
<p>Jessica reviewed all scholarship applications and essay questions submitted for the scholarships offered by TWU Local 556. Jessica met with the Scholarship Selection Committee on July 30 to further review all applications and select winners for each scholarship. The Scholarship Selection Committee consisted of Scholarship Committee Chairperson Jessica Parker, 1st Vice President Chad Kleibschedel, and Professor at Texas Christian University (TCU) Clark Jones. Jessica would like to thank both Chad and Clark for their willingness to assist with this process. TWU Local 556 Member and Shop Steward Sam Wilkins was awarded the Paul Gaynor Scholarship. TWU Local 556 Member Anna Shoop was awarded the Gwen York Scholarship. Matthew Roach, son of TWU Local 556 Member Lynn Roach, was awarded the Madeleine Howard Scholarship. Samantha "Rylie" Hansen, daughter of TWU Local 556 Member Shelby Hansen, was awarded the Robert "Trebor" McDowell-Akins Scholarship.</p> <p>Jessica called each person who was awarded a scholarship and sent an email to those who were not selected. Jessica is currently working on a publication announcing scholarship winners that will be published to the Membership.</p>	

Report From:	Shop Steward
Submitted Report:	
<p><b>July Shop Steward Committee Report 2019</b>  Submitted Lounge Mobilization Base pay  Emailed Monthly July Newsletter July 31, 2019  Topics highlighted</p> <ul style="list-style-type: none"> <li>• June Discipline Trends</li> <li>• Class violation breakdown ear to date totals</li> <li>• Shop Steward Utilization</li> <li>• Article 9 - Additional Flying</li> <li>• LAX/Makeup Shop Steward Training</li> <li>• Notice of Education Conference Call on August 16, at 2:00 CST</li> </ul> <p>Education/Shop Steward Conference Call on August 16, 2019 with Education Chairperson Amanda Gauger and Brandon Hillhouse regarding Article 9</p> <p>Resolved Shop Steward issues</p> <ul style="list-style-type: none"> <li>• Dealt with Shop Steward complaints and issues</li> <li>• Dealt with ASAP Shop Steward representation issue</li> <li>• Dealt with Shop Steward not turning in notes</li> </ul> <p>Chairs set to meet 2nd week of August to began the Committee Budget process</p>	

Report From:	Uniform
Submitted Report:	
<p>Due to an upcoming meeting with management and Cintas a very specific survey was sent out to the Membership. These questions pertained to the updated pieces, materials, cotton alternative, and additional pieces desired. 4,302 Members completed the survey. The data collected will be used during upcoming meets as proof of the concerns and needs of Flight Attendants. This meeting has been rescheduled for Aug 2019.</p> <p>Quality control issues with Cintas remains an issues. Multiple calls to Cintas from Lisa have gone unresponded.</p> <p>Members should continue to utilize LINK in order to keep Hot Topics alive.</p>	

<b>Report From:</b>	<b>WISE</b>
<b>Submitted Report:</b>	
<p>Jessica attended the TWU International Working Women's Committee (WWC) Meeting on July 24 in Islandia, New York. Jessica would like to thank Local 252 for hosting a wonderful Meeting. The TWU Local 556 Women's Issues, Service, and Education (WISE) Committee will be co-hosting the upcoming October WWC Meeting with Local 505 in San Francisco. Jessica looks forward to working with Local 505 President Jennifer Platt and planning an educational and exciting Meeting for the women of the TWU.</p> <p>Registration is now open for the 20th Biennial Coalition of Labor Union Women (CLUW) Convention. The Convention takes place October 15-18 in Las Vegas. Jessica will be reaching out to all Domicile Executive Board Members (DEBMs) for recommendations on who should attend the Convention on behalf of Local 556 and the WISE Committee. In order to attend the Convention with a voice and a vote, you must be a member of the National CLUW by September 1, 2019. Jessica is proud that our Executive Board and our Negotiating Committee have a majority of women Union Leaders, representing an almost 80% female workforce, and looks forward to this opportunity to learn and grow as leaders and foster new leadership within Local 556.</p>	