



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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**Executive Board Meeting
October 8-9, 2019
Synopsis**

**TUESDAY
October 8, 2019**

CALL TO ORDER: Chad Kleibscheidel called the Meeting to order at 0902.

GUEST: Parliamentarian Al Gage

TWU MEMBERSHIP PLEDGE: LaTonia Paul Benoit

PLEDGE OF ALLEGIANCE: Executive Board Members

We appear to have a quorum

Kay Hogan made a **motion (1)** to excuse Lyn Montgomery from the October Executive Board Meeting for union business. John Parrott **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Kay Hogan made a **motion (2)** to excuse Chantil Huskey from the October Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Sean Cooley made a **motion (3)** to excuse Trish Damstra from Tuesday of the October Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Kay Hogan made a **motion (4)** to excuse Charla Miller from Tuesday of the October Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

AM ROLL CALL: TWU Local 556 Executive Board Members Chad Kleibscheidel, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Lyn Montgomery, Chantil Huskey, Charla Miller and Trish Damstra were excused.

CORRESPONDENCE: None

MINUTES:

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

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

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

QUARTERLY FLYING REPORT:

NAME	DATE	PAIRING
Lyn Montgomery	9/05/2019	DS2U
Chad Kleibschedel	9/26/2019	DS28
LaTonia Benoit	9/26/2019	HS1E
John Parrott	9/14/2019	DADR
KeyAnder Early	9/29/2019	BS2J
Sean Cooley	7/8/2019	CAGL
Kay Hogan	9/5/2019	DS12
Chantil Huskey	9/13/19	BARU
Charla Miller	Excused Per Motion 6	
Gayle Ross Middleton	9/5/2019	DS11
Eric Weis	9/20/2019	MS40
Pamila Forte	9/13/2019	DS1N
Damion West	7/8/2019	BAJ1
Kristie Scarbrough	9/26/2019	DS16
Jessica Parker	9/17/2019	CS39
David Jackson	Excused Per Motion 5	
Rachel Brownfield	9/20/2019	LS2L

Trish Damstra	8/24/2019	LS2X
Jimmy West	8/6/2019	FS2H
Donna Keith	9/6/2019	MS11
Josh Rosenberg	9/17/2019	OS15
John DiPippa	7/04/2019	PA6J

Rachel Brownfield made a **motion (5)** to excuse David Jackson from the Third Quarterly Flying requirement for personal reasons. John Parrott **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Sean Cooley made a **motion (6)** to excuse Charla Miller from Third Quarterly Flying requirement for personal reasons. John Parrott **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

GRIEVANCES:

Guest Grievance Team Members Brandon Hillhouse and Marcy Vinyard.

Gayle Ross Middleton submitted the **Grievance Report** for review, and it is attached.

Eric Weis made a **motion (7)** to not proceed with the grievance case. David Jackson **seconded** the motion. The motion **carries**.

*The Executive Board took a break at 1026
Chad Kleibscheidel called the Meeting to order at 1050*

Jimmy West made a **motion (8)** to proceed with the grievance case. Rachel Brownfield **seconded** the motion. The motion **carries**.

Josh Rosenberg made a **motion (9)** to proceed with the grievance case. Rachel Brownfield **seconded** the motion. The motion **carries**.

*The Executive Board went to lunch at 1207
Chad Kleibscheidel called the Meeting to order at 1340*

PM ROLL CALL: TWU Local 556 Executive Board Members Chad Kleibscheidel, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Gayle Ross Middleton, Eric Weis, Pamela Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Lyn Montgomery, Chantil Huskey, Charla Miller and Trish Damstra were excused.

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

Grievance Review Committee Report: The consent calendar with the Grievance Review Committee recommendations was accepted by general consent.

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

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

John Parrott presented the **Office Manager Report**.

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

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

KeyAnder Early submitted the **Recording Secretary Report** for review.

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

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

Kay Hogan submitted the **Board Member at Large Report** for review.

*The Executive Board took a break at 1500
Chad Kleibschedel called the Meeting to order at 1530*

Gayle Ross Middleton submitted the **Board Member at Large Report** for review.

Eric Weis presented the **Board Member at Large Report**.

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

Pamila Forte (ATL) submitted the **Atlanta Base Report** for review.

Damion West (BWI) submitted the **Baltimore Base Report** for review.

Donna Keith (MDW) submitted the **Chicago Base Report** for review.

Kristie Scarbrough (DAL) submitted the **Dallas Base Report** for review.

Jessica Parker (DEN) submitted the **Denver Base Report** for review.

David Jackson (HOU) submitted the **Houston Base Report** for review.

Rachel Brownfield (LAS) submitted the **Las Vegas Base Report** for review.

Trish Damstra (LAX) submitted the **Los Angeles Base Report** for review.

Jimmy West (MCO) submitted the **Orlando Base Report** for review.

Josh Rosenberg (OAK) submitted the **Oakland Base Report** for review.

John DiPippa (PHX) submitted the **Phoenix Base Report** for review.

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

LaTonia Paul Benoit presented the **COPE Report**.

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

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

Amanda Gauger submitted the **Education Committee Report** for review.

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

Lisa Happer submitted the **Uniform Committee Report** for review.

KeyAnder Early submitted the **Communications Committee Report** for review. The Executive Board agreed to add LaTonia Paul Benoit as another designated officer to officially ok outgoing communications.

Pamila Forte submitted the **Civil and Human Rights Committee (CHRC)** for review.

Damion West submitted the **Shop Steward Committee Report** for review.

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

Natalie Salser submitted the **Flight Attendant Drug and Alcohol Program (FADAP) Report** for review.

Lyn Montgomery submitted the **LODO Report** for review.

Lyn Montgomery submitted the **Satellite Bases Report** for review.

VeAnne Reeder submitted the **Survey Committee Report** for review.

Drew Kennedy submitted the **Tech Services Report** for review.

Chris Sullivan submitted the **Veterans Committee Report** for review. The Executive Board reviewed the TWU International Veterans Committee Election Notice.

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

Rachel Brownfield made a **motion (11)** that the TWU Local 556 Executive Board approve and support Brendon Remezas as a nominee for a position on the TWU International Veterans Committee. Donna Keith **seconded** the motion. The Executive Board discussed the motion on the floor.

Josh Rosenberg made an **amendment (11a)** to strike the name Brendon Remezas and replace it with "all interested Members in good standing". John Parrott **seconded** the motion.

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

The motion **fails**.

The Executive Board voted on **motion (11)** that the TWU Local 556 Executive Board approve and support Brendon Remezas as a nominee for a position on the TWU International Veterans Committee.

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

The motion fails.

The Executive Board agreed to put out an all call for those interested in being nominated for the TWU International Veterans Committee positions. After receiving additional information, the Executive Board decided to seek clarification prior to moving forward.

Chad Kleibscheidel Recessed the Meeting at 1705

WEDNESDAY
October 9, 2019

CALL TO ORDER: Chad Kleibscheidel called the Meeting to order at 0900.

GUEST: Parliamentarian Al Gage

Jessica Parker made a **motion (12)** to excuse David Jackson from Wednesday of the October Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Eric Weis made a **motion (13)** to excuse Charla Miller from Wednesday of the October Executive Board Meeting for personal reasons. John Parrott **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

AM ROLL CALL: TWU Local 556 Executive Board Members Chad Kleibscheidel, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Lyn Montgomery, Chantil Huskey, Charla Miller and David Jackson were excused.

GUEST: Safety Chair Michael Massoni

The Executive Board was provided with information regarding ASAP concerns and clarification on how Flight Attendants are to utilize the tool.

FINANCIAL REPORT:

John Parrott presented the **August 2019 and September 2019 Financial Reports** for review.

STRATEGIC PLAN REVIEW: The Executive Board reviewed and updated the 2019 strategic plan.

- The Action Plan for Utilizing Stewards, the Executive Board adopted the Lunch and Learn proposal as presented.
- The Action Plan for Communicating Externally, the Executive Board was presented with a Communication Intern proposal for review.

*The Executive Board took a break at 1015
Chad Kleibschedel called the Meeting to order at 1032*

POLICIES AND PROCEDURES:

The Executive Board were presented with proposed changes and updates to the policies and procedures manual for review.

MAX 8 RETURN TO SERVICE PLAN:

Damion West presented the Max 8 RTS Lounge Education and Mobilization Plan for review.

UNFINISHED BUSINESS:

- Red Racks: The Executive Board discussed the issues of ordering new Union red racks.

*The Executive Board went to lunch at 1215
Chad Kleibschedel called the Meeting to order at 1443*

PM ROLL CALL: TWU Local 556 Executive Board Members Chad Kleibschedel, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Gayle Ross Middleton, Eric Weis, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Lyn Montgomery, Chantil Huskey, Charla Miller and David Jackson were excused.

NEW BUSINESS:

- United Auto Workers (UAW) Resolution: The Executive Board agreed by consensus to support UAW.

Executive Session: The Executive Board entered executive session at 1358 and exited at 1412.

Eric Weis made a **motion (14)** to adjourn the meeting. Sean Cooley **seconded** the motion.

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

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

The motion **fails**.

Chad Kleibschedel Adjourned the Meeting at 1434 because the business had concluded.

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



KeyAnder Early
TWU Local 556 Recording Secretary



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OCTOBER 2019 OFFICERS REPORTS

Report From:	BMAL
Submitted Report:	
<p style="text-align: center;"><u>Officer Report October 2019 E.B.</u></p> <p style="text-align: center;"><u>Gayle Ross Middleton: Board Member at Large</u></p> <ul style="list-style-type: none"> • Gayle continued her work as Grievance Chairperson for TWU Local 556 <ul style="list-style-type: none"> ○ Quarterly Fly September 5-6, 2019 ○ September 9, 2019 Grievance Review Committee ○ Attended Executive Boards September 10-12, 2019 ○ Attended Max 8 Planning Session with Executive Board and Committee Chairs ○ Meeting at HDQ with Lyn Montgomery to discuss Attendance Infractions ○ Monthly Labor Meeting with Labor Relations representatives, Brandon Hillhouse, and Marcy Vinyard on September 30, 2019 	

Report From:	BMAL
Submitted Report:	
<p>Sean Cooley BMAL Report for October</p> <ul style="list-style-type: none"> - Attended Executive Board Meetings in Dallas September 9-12, 2019 - Attended Return to Service Planning Session for Boeing 737MAX September 13, 2019 - Flew Pairing CANX Denver September 14-16 - Lounge Mobilization in PHX September 24,25 - Attended Bowling Event in PHX September 25 - Answered numerous text messages from members, phone calls, and assisted members with preparations for MM. - Continued to receive feedback from members on Unity within our Local, and appreciation for this boards work in issues related to negotiations. 	

Report From:	BMAL
Submitted Report:	
<p>Kay Hogan</p> <p>On September 2nd I attended the Annual Labor Day Breakfast. On September 3rd I met with ATL DEBM Pam Forte to discuss the Strategic Plan New Hire Task. I also attended a meeting for the P&G update that afternoon and on September 4th. On September 9th I attended the New Hire Talk and Dinner. On September 10-12 I attended the Executive Board Meeting. September 13th I attended the MAX 800 RTS Strategic Plan meeting. On September 19th I met with MOB/ORG for the MAX RTS strategic plan and future event planning. On September 25th I traveled to PHX for the MOB/ORG PHX Bowling event and traveled home on September 26th.</p>	

Report From:	DEBM - ATL
Submitted Report:	
<p>Pamila attended the Executive Board Meeting September 10-12. Pamila attended the Max 8 return to service session on September 13. Pamila represented Members in Fact-Finding /Step-Two Meetings. Pamila wrote an article for the upcoming Fall Unity Magazine. Pamila facilitated the Education Lounge Mobilization September 25. Pamila would like to thank Shop Stewards LaKenya Johnson, Keenan Mills, and Eric McCulley for conducting the Lounge Mobilization and distributing educational materials to Atlanta Members. Pamila attended the North Georgia Labor Council Special Delegate Meeting and the Atlanta Chapter Coalition of Labor Union Women (CLUW) Meeting, September 24. Pamila facilitated the Breast Cancer Awareness Month (BCAM) Lounge Mobilization October 3. Shop Stewards distributed pink lanyards, self-exam shower card reminders, pink popcorn, cotton candy, pink latex gloves (for cleaning the aircraft), and bottle/can openers (for service) to Members in the Atlanta Crew Lounge, and on the Airport Concourse. Pamila would like to thank Shop Stewards Veronica Espinoza, Rasheedah Malik, Mel Powe-Tuzun, Vonda Henry, Eric McCulley, and Member Niqueta McDonald for conducting the BCAM Lounge Mobilization. Pamila would like to thank Denver Domicile Executive Board Member Jessica Parker for providing the self-exam shower card reminders. Pamila published the Atlanta E-Connection September 30. Pamila and the Atlanta Shop Stewards distributed the Galley Gazette and Atlanta Connection newsletter to Atlanta Members. Pamila updated the Union glass case with posters for the month of October. Pamila added new literature to the Union Red-Rack. Pamila continues to answer calls, emails, and text messages from Members. Pamila continues to meet with Inflight Leaders about issues around the base.</p>	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report (September 2019)</u>	
Executive Board <ul style="list-style-type: none"> • Attended Executive Board week September 10 – 12 • Attended TWU Max RTS Meeting September 13 • Serve as Emergency Officer on Call (EOOC) <ul style="list-style-type: none"> ○ September 9 - 15 ○ September 16 – 22 ○ September 23 – 29 ○ September 30 – October 6 ○ October 7 – 13 • Worked in Union Office September 16 – 20 <ul style="list-style-type: none"> ○ Answered calls in the weekday queue ○ Labor prep meeting with Grievance Leaders ○ Round 2 Staff Meeting (Received feedback for SS Chair) ○ Trained with Ann Claire Crawford <ul style="list-style-type: none"> ▪ Fact Finding/Step #2 Shop Steward Scheduling ▪ Company Leaves <p>(I would like to thank the office staff for their hospitality)</p> <ul style="list-style-type: none"> • CISM Training in the Wings Building <ul style="list-style-type: none"> • Role of the TWU 556 Emergency Officer on Call • Answered TWU questions <p>(I would like to thank CISM for the valuable training and their hospitality)</p> <ul style="list-style-type: none"> • Worked as Chair of the D.C Maryland Virginia State Conference <ul style="list-style-type: none"> ○ Planning stages ○ Reviewed TWU 2020 Federal Questionnaire ○ Reviewed TWU Federal Legislative TP's 10/19 • Worked on the development of the DEBM/Education Comm/CISM Max 800 RTS plan with Amanda Gauger <ul style="list-style-type: none"> ○ Airworthiness Directive Language ○ Lounge mobilization plan ○ Half page handout design • Ordered Union Shirts for Shop Steward Committee, CLUW Convention and Union Business <p>Domicile Executive Board Member</p> <ul style="list-style-type: none"> • Updated BWI Union Glass Case <ul style="list-style-type: none"> ○ Breast Cancer Awareness ○ Social Media Policy ○ Negotiation Dates ○ 4th Quarter Record Improvement Prep • Met with BWI Management (topics discussed) <ul style="list-style-type: none"> ○ Credit Card Sleds (Union Proposed Changed) ○ Trending Discipline (Crew Conflict/SMP) ○ Other topics that BWI Members have brought to my concern 	

- At September DEBM meeting we discussed monthly education/mobilization calendar
 - Worked with Amanda Gauger to choose education topics and what months to place each
 - Worked with Angie Kilbourne on the vision for month one of the DEBM Calendar
 - With assistance from all DEBMs approved the full 12 month calendar (1st month October Breast Cancer Awareness/4th Quarter Record Improvement)

Baltimore Shop Stewards

- Lounge Mobilization
 - Breast Cancer Awareness Lanyard distribution September 30 and October 1
 - Social Media Violations
 - Your Voice = Our Power
 - Upcoming Membership Meeting Dates/ 4th Quarter Record Improvement Prep (September)

Shop Steward Committee Co-Chair

- Committee Report for Executive Board
- Shop Steward Monthly Newsletter
- Shop Steward Conference Call (Reserve)
- Shop Steward issues/complaints that came up throughout the month
- Worked with Ann Claire Crawford on Policy and Procedures of scheduling Shop Stewards for meetings

Report From:	DEBM - DAL
Submitted Report:	
<p>Kristie held a lounge mobilization during the DEN Town Hall meeting on AUG 29th. We had a good turn out and took pics and video of FAs and had them voice their concerns and support. Shop stewards Ashley Dawn and Amy Peters assisted in hosting the event along with NTF agents Shirl Holguin and Janette Cole . Kristie updated the glass case with the proposed bylaws and the membership meeting calendar. She monitored Hurricane Dorian and updated FAs utilizing FB DAL Union Connection. Kristie attended the AFL-CIO breakfast with fellow TWU representatives. Kristie communicated KCM and TSA issues with base manager Tammi Feuling for her upcoming meeting with TSA. She attended the Executive Board meeting September 10- 12, strategic planning 9/13. She also went to the 9-11 memorial service in Grapevine Texas. She scheduled upcoming meetings with management. Kristie attended fact finding meetings in Sept and flew her quarterly pairing.</p>	

Report From:	DEBM - DAL
Submitted Report:	
<p>Kristie held a Breast Cancer Awareness lounge mobilization on Oct 2nd with shop steward Amy Peters. They handed out lanyards and provided shower cards, union pins, BCA stickers and flavored popcorn. She distributed the Galley Gazette and updated the glass case for fall including the BCA poster. Kristie attended the October board meeting. Kristie attended the Coalition of Labor Union Woman's 20th Biennial Convention in Las Vegas. She continues to do fact finding meetings when available. She also continues to updated the Dallas Union Connection FB page with all union and base specific news.</p>	

Report From:	DEBM - DEN
Submitted Report:	
<p>Jessica attended the Executive Board Meeting September 10-12. Jessica attended the MAX 8 Return to Service Planning Session on September 13. Denver-Base Orientation was held on September 14 and Jessica would like to thank Chris Albert and Jamie Simpson for conducting the orientation and providing guidance and support to our newest Members. Jessica published a Denver E-Connection on September 18. Jessica submitted two articles to the Communications Committee to be included in the upcoming Unity Magazine. Jessica reviewed President Lyn Montgomery's notes from the DOT Sexual Misconduct Task Force and offered suggestions. Jessica ordered self-exam shower card reminders for Breast Cancer Awareness Month (BCAM) Lounge Mobilizations held in all Domiciles the first week of October. Jessica received the Galley Gazette provided by Communications Committee Chairperson KeyAnder Early. Jessica gave copies of the Galley Gazette to Shop Stewards to distribute to their Crew Members, placed them on the red rack in the Denver Inflight Lounge, and provided them during the BCAM Lounge Mobilization held in Denver on October 2. The BCAM Lounge Mobilization was a huge success and Flight Attendants in Denver were extremely pleased that their Union provided lanyards so that they could show their support for survivors and those currently battling breast cancer. Jessica would like to thank Jamie Simpson and Jennifer Shaddock for assisting with the BCAM Lounge Mobilization. Jessica has answered Member's emails, calls, and texts and remained in contact with Denver Inflight Leadership on issues specific to the Denver Base. Jessica tidied the red rack and updated the glass case with current material.</p>	

Report From:	DEBM - HOU
Submitted Report:	
<p>October DEBM Report 2019</p> <p>David attended the Executive Board Meeting September 10-12. David reports he updated the Shop Steward list for the Grievance Team and continued to schedule Shop Stewards to shadow Fact Finding Meetings. David sent an E-Connection to the Houston Base. David conducted a lounge mobilization on Breast Cancer Awareness during the first week of October and has two Shop Stewards conducting another mobilization later in October. He would like to thank Jessica Parker and Pamila Forte-Oak for supplying the pink lanyards and shower cards. He also scheduled a Shop Steward to assist Communications in distributing the Galley Gazette to all originating aircraft on October 4. David would like to thank all Houston Shop Stewards, the Executive Board and the Union Office Team for assisting with the Houston Base while David was on leave during August and September. David updated the Union Glass case and red rack and distributed literature on record improvement to the Houston base. On October 1 David met with Houston Inflight Base Leaders for an update on grievances and general business in the Houston base.</p>	

Report From:	DEBM - LAS
Submitted Report:	
<p>Rachel attended the September Executive Board Meeting in Dallas followed by the Strategic Planning Session for the MAX8 return to service. Rachel spent several days in the Las Vegas Lounge assisting Members and representing them in Mandatory Meetings with Management. Meetings for the month of September included</p> <ul style="list-style-type: none"> *Social Media *Late to the Gate *Allegations of Dishonesty *Customer Complaint *Crew Conflict *2 Reinstatement Meetings <p>Rachel has been busy with preparations for the Las Vegas Pride Parade happening on October 11, 2019. Rachel volunteered at the Ronald McDonald house in Las Vegas along with the Onboarding Supervisors and Members in the Base. Rachel would like to thank Atlanta Domicile Executive Board Member Pamila Forte for ordering the pink lanyards for the Membership. Las Vegas Shop Stewards Amanda Gauger and Kellee Farmer Adams distributed the lanyards and Breast Cancer Awareness cards to Members in the Base. Rachel also reports that the Galley Gazette was distributed,</p>	

Report From:	DEBM - LAX
Submitted Report:	
<p>It has been another busy month for the LAX base! Trish attended the executive board meeting in Dallas and a special day of Strategic Planning. Trish organized two lounge workshops, wrote a monthly E-Connection, facilitated two fact-finding meetings, spent a day in the lounge providing snacks and answering members questions. Trish also wrote an article for the upcoming Unity magazine, and assisted members with various questions and concerns. Trish wishes to thank Troy Smith and Jarvis Hudson for hosting September's workshops. Trish appreciates all the shop stewards, and their dedication to the LAX base.</p>	

Report From:	DEBM - MCO
Submitted Report:	
<p>Jimmy reported that he attended several Fact-Finding Meetings during the month of September, 2019. The majority of the meetings were delay of flight/late to gate meetings. Jimmy would like to thank ATL DEBM Pamila Forte-Oak for ordering the pink lanyards for Breast Cancer Awareness Month for distribution. Jimmy would like to thank MCO Shop Steward Sandi Voyik for conducting a lounge mobilization on October 2, 2019 for Breast Cancer Awareness month. Jimmy would like to thank MCO Shop Steward Patrick Paladino for distributing the TWU Local 556 Galley Gazette to all originating crews on October 4, 2019. Jimmy reported he has been helping with the preparations for the Orlando Come Out With Pride Parade to be held on October 12, 2019. Jimmy reported the Union Glass Case is up to date.</p>	

Report From:	DEBM - MDW
Submitted Report:	
<p>Chicago Base Report September 2019</p> <p>Donna reports a decrease during the month of September for Fact-Finding and Step 2 Meetings in the Chicago Base. 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 various issues throughout the month and has been in communication with Shop Stewards, Grievance Staff, and Executive Board Members. Donna assisted with and participated in the fund-raising Tamale Day on September 16 in the Chicago Inflight Lounge to raise money for the Chicago Pride Parade 2020. On September 25 Donna participated in and assisted in the 'HamBingo' Pride Parade fund raiser at Hamburger Mary's in Chicago. Donna would like to thank MDW Flight Attendants Gerardo Rangel and Jennifer Turner for their hard work and dedication to the fund-raising effort. Donna attended the Executive Board Meeting in September, the -800 Max return to service brainstorming session, and spent two days in Dallas working in the TWU 556 Union office. Donna has been available and in communication with the Chicago Members via phone, email, and text.</p>	

Report From:	DEBM - OAK
Submitted Report:	
<p>Josh attended the September session of Executive Boards. Josh would like to thank Atlanta DEBM, Pam Forte-Oak and Denver DEBM, Jessica Parker for coordinating the manufacturing of, ordering, and delivery of breast cancer awareness lanyards and other materials for our Breast Cancer Awareness Lounge Mobilizations. Josh held a lounge mobilization distributing these items and heard from numerous Members sharing their appreciation for their Union giving them an option to show support for this cause during the month of October. Josh would also like to thank Oakland Shop Steward Angie Kilbourne for continuing create exceptional posters, graphics, and educational materials for TWU Local 556. Her talents and hard work is very much appreciated. Josh has been working to rearrange the Red Rack in the lounge to have more desirable and helpful materials readily available.</p> <p>Josh is happy to report that the “California based New Hire” classes have begun to graduate. He is hopeful that we will see a significant increase of New Hires that remain in Oakland through probation.</p>	

Report From:	DEBM - PHX
Submitted Report:	
<ul style="list-style-type: none"> • Attended Celebration of Life for PHX FA Chip Bowman • Attended the September Executive Board Meeting and the Max 8 Return to Service strategy session • Reviewed Grievances and wrote Base Report for October Board Meeting • Wants to thank Shop Steward Nancy Kallas for doing Breast Cancer Awareness Lounge Mobs on October 3rd and 7th • Wants to thank Shop Steward Kelly Reeves for distributing the Galley Gazette to our Flight Attendants on October 6th • Placed the Breast Cancer Awareness poster in the glass case • Did a Fact-Finding Meeting • Was in the lounge twice in September • Met with Meggan about base issues • Wrote an article for the upcoming Unity magazine • Updated the Board that PHX has two new Supervisors-Caryn Langen & Margaret McKone • Wants to thank DEN DEBM Jessica Parker for ordering the Breast Cancer Awareness shower cards for the Breast Cancer Awareness lounge mob • Wants to thank ATL DEBM Pamila Forte-Oak and our Communications Committee for ordering pink lanyards for Breast Cancer Awareness month • Continues to stay in touch with the Executive Board, Shop Stewards, and the Membership via phone, email, text, or social media 	

Report From:	President
Submitted Report:	
<ul style="list-style-type: none"> • Lyn chaired the September 2019 Executive Board Meeting. • On September 13, 2019, Lyn facilitated a MAX 8 planning session with the Executive Board and committee chairpersons. Executive Board Members worked with Health, Safety, Education, CISM, Scheduling and Communications to develop strategies for when the aircraft returns to service. • September 23, Lyn attended a meeting with Management. For more information see the October Satellite Base Test report. • September 24-25, Lyn attended the last in person meeting with the Department of Transportation Inflight Sexual Misconduct Task force at the DOT headquarters in Washington, DC. Three more meetings are scheduled in October via conference call. • Lyn worked with the NT for sessions on September 18-20. See negotiations updates for more information. • Lyn, 2nd Vice President Latonia Benoit, and Safety Chairpersons Michael Massoni and Jannah Dalak attended a conference call with TWU International legislative department, Zack Tatz and Regina Eberhart. Leaders from Allegiant and Jet Blue were in attendance. The coalition discussed the 10 hour rest regulation, and toxic fumes. • On October 2, Lyn met with Lori Bassani, President of APFA to discuss building a Flight Attendant Coalition. We are both in agreement that all Flight Attendant unions can greatly benefit by working together. A coalition meeting is being planned. • Lyn is continuing to work with legal and International on the bylaw review. • The next negotiations session with the Company is on October 8-10. • Lyn continues to prepare for negotiations sessions with the Negotiating Team and continues to work with Grievance Leaders to resolve contractual and disciplinary issues on a daily basis. 	

Report From:	Recording Secretary
Submitted Report:	
<ul style="list-style-type: none"> • The minutes from the Second Membership Meeting will be posted on Monday to the TWU Local 556 website. • Meetings will start on October 21st in Atlanta, GA. I have recurrent training on October 30th. I will not be able to attend the sessions on October 29th and 30th. • The bylaws that will be voted on during the Meeting still has not been determined. Once I am provided with this information, I will update the document to reflect the final bylaw amendments. 	

Report From:	Vice President - 1
Submitted Report:	
<p>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. Monitored our operation and remained in contact with Management and the Membership during Hurricane Dorian. Answered to Members phone calls, issues, emails, and other concerns. Attended a strategic planning meeting focusing on the return of the 737 MAX 8 , and continues to work with various committees and unions to aid in its return. Responded to emails for the Executive Board. Attended Executive Board Meetings during the month of September. Continues to support and assist Communications as needed as well as the Uniform Committee.</p>	

Report From:		Vice President - 2
Submitted Report:		
<p align="center">2nd Vice President's Report October 2019</p>		
September	<p>9 Traveled to Dallas For Executive Board Meeting</p> <p>10-12 Attended Executive Board Meeting</p> <p>13 Attended MAX 8 Working Session</p> <p>16 Traveled to Dallas/ Worked in the office</p> <p>17 Meeting with FADAP, (Flight Attendant Drug and Alcohol Program)</p> <p>Natalie Salser, Chair Tom Spillers, Co-Chair Charla Miller, Board Member At Large, FADAP Liaison</p> <p>18 Worked in the Office TWU Working Women Chair and Co-Chairs Meeting Via Conference Call</p> <p>23 Worked From Home Worked on National Registration Day Flyer Texas AFL-CIO Working Women Meeting Via Zoom and Conference Call</p> <p>24 Travel to Austin Attended Texas AFL-CIO Executive Board Meeting</p> <p>25 Traveled to PHX Attended Bowling Event</p> <p>26-27 Flew 2 day Pairing</p> <p>28 Attending AFL-CIO/ Harris County Central Labor Council Parliamentarian Training/Workshop</p>	
October	<p>1 Worked From Home Morning/ traveled to Dallas Worked in Office TWU Government and Legislative Conference Call</p> <p>2 Worked in the office P&G</p> <p>3 Worked in Office</p>	



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OCTOBER 2019 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
<p>The Civil and Human Rights Committee Co-Chairperson Heather Kelly-Grey wrote an article for National Hispanic Heritage Month to be posted on the TWU Local 556 Facebook page. Pamila would like to thank Orlando Shop Steward Gisela Alvarez for her contribution to the article. Pamila ordered pink lanyards for Breast Cancer Awareness Month, to be distributed to TWU Local 556 Members. CHRC would like to thank the Communications Committee for contributing to the cost of the lanyards. Pamila shipped the lanyards to all eleven Domicile Executive Board Members. The lanyards will be distributed in the bases throughout the month of October. CHRC has been in discussions with the TWU International and the AFL-CIO in regards to the upcoming Dr. Martin Luther King Jr. Civil and Human Rights Conference in January 2020.</p>	

Report From:	CISM
Submitted Report:	
<p>CISM Chairperson Eileen Rodriguez Spoke to the New Hire Flight Attendant Training class #423 and #424 and presented CISM. Eileen attended the National Labor Day AFL-CIO breakfast with TWULocal 556.</p>	
<p>CISM Chairperson held New Hire CISM training on September 18-20 and certified 14 new Flight Attendants to be on the Team. TWULocal 556 had two guests attend CISM training Damion West and Ann Claire Crawford.</p>	
<p>The CISM Team handled 117 Incidents and spoke to 249 Flight Attendants during September.</p>	
Aborted Takeoff	1
Aircraft Incident	1
Assault	5
Bomb Threat	2
Crew Member Harassment	1
Debriefing - Team Member	2
Declared Emergency	1
Diversion	1
FADAP Team Referral	5
FA Death	1
FA Death of Family Member	10
FA Illness	7
FA Injury	5
FA Involved in Incident - Off Duty	3
Human Trafficking	1
Illness of Family Member/Caregiver Stress	5
Lounge Mobilization - ATL	1
Lounge Mobilization - BWI	1
Lounge Mobilization - DAL	1
Lounge Mobilization - DEN	1
Lounge Mobilization - HOU	1
Lounge Mobilization - LAS	1
Lounge Mobilization - LAX	1
Lounge Mobilization - MCO	1
Lounge Mobilization - MDW	1
Lounge Mobilization - OAK	1
Lounge Mobilization - PHX	1
Mechanical	2
Medical Emergency	20
Natural Disaster	1

NOC Rotation Review	1
Passenger Misconduct	7
Personal Issue	18
Prep Cabin for Emergency	1
Sexual Harassment or Assault	3
Suicide of a Family Member	2
TOTAL	117
 FAs Assisted	 249

Report From:	Communications
Submitted Report:	
<p>Publications:</p> <ul style="list-style-type: none"> • The September newsletter was released last month digitally. Printed copies were delivered to the bases last week and distributed on originating flights out of the domiciles. Thank you to everyone for assisting with this process. • The October newsletter will recognize breast cancer awareness, attendance points, Hurricane Dorian relief efforts, bylaw amendments, and FMLA. The issue is slated to release on October 15th and will be available printed and electronically. • If you have any suggested topics or would like to be a contributor, please email communications@twu556.org. • The Fall edition of the Unity magazine is in its final editing stage. It will be delivered to the bases the last week of October. The theme is "There is Pride and Power in Unity." • The Winter edition of the Unity magazine will be released in February 2020. If you have any contributions you would like to make or ideas, please let us know soon. As we will be going into the drafting and idea stage at the end of October to begin preparations. • Our fourth quarter project will be updating the new hire handbook for 2020. 	

Report From:	Education
Submitted Report:	
<p>Amanda reports she made a post to the Official TWU 556 Facebook Group regarding the PIN Black out date for Labor Day.</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 8,258 Members.</p> <p>Amanda attended the MAX8 Return to Service strategic planning in Dallas on September 13. She was tasked with creating a fact sheet of information about Airworthiness Directives to be used in the lounge to educate Members through the process. She also put together a proposal for the Lounge Education for the MAX8 Return to Service.</p> <p>Amanda created one Facebook Live in September about Reserve vs. Lineholder similarities and differences. It has been viewed 732 times. She responded to questions posted by Members on the Live as well as questions e-mailed to the Education Committee.</p> <p>Amanda co-hosted an Education Shop Steward Conference call on September 20. The topic was Article 11: Reserve. The Contract Notes graphics were sent out in the Shop Steward newsletter along with a recap of the call and dialing instructions to listen to the call.</p> <p>Amanda wrote an article for the upcoming Unity magazine and assisted in editing the first edition of the Galley Gazette. She will be contributing an education piece monthly to the Galley Gazette.</p>	

Report From:	FADAP
Submitted Report:	
<p>Dallas Co chair Natalie Salser and Base Coordinator Jodi Nevant attended a dinner with Serenity View September 3.</p> <p>Dana Mullins monitored the Wings of Sobriety Meeting September 15.</p> <p>FADAP Co-chairs Natalie Salser and Tom Spillers attended a meeting with TWU 556 2nd Vice President LaTonia Benoit and Board Member at Large Charla Miller to begin discussions on a 2nd Chance.</p> <p>Natalie Attended a Site Visit with Serenity View Treatment Center September 18.</p> <p>Natalie Attended CISM training September 19.</p> <p>Tom Spillers and Sr. Manager of Crew Assistance Programs, Tom Crabtree, attended the Pilot HIMS Conference in Denver September 22-25</p> <p>Lori Light wrote an article for TWU 556 highlighting the events that took place at the 9th Annual FADAP Conference in Baltimore .</p> <p>Tom and Natalie submitted an Article that will be published in the upcoming Unity Magazine.</p>	

Report From:	Grievance
Submitted Report:	
<p style="text-align: center;"><i>October 2019 Executive Board Report</i></p> <p><u>TOTAL NUMBER OF GRIEVANCES:</u></p> <p><i>204 total grievances:</i></p> <p><i>36 terminations</i> <i>15 group grievances</i> <i>55 non-term disciplinary</i> <i>67 Attendance</i> <i>31 individual contract</i></p> <p><i>Total Contract Grievances on file: 46</i> <i>Total Discipline Grievances on file: 158</i></p> <p><u>Settled and Withdrawn Report:</u></p> <p>Thirty grievances were settled; of those nineteen were settled at the Step 2 level. Thirty-two grievances were withdrawn without prejudice.</p> <p>Of the sixty-seven Attendance grievances, thirty-eight were No-Shows, three Unable to Contact, nine Failure to Report, eight Sick Leave 1, one May Be Late, and eight No-Show Training.</p> <p>The fifty-five non-term disciplinary grievances consisted of: twenty-seven written warnings, eleven final written warnings, eight thirty-day suspensions, one six-day suspension, five three-day suspensions and three violations falling under the “other” category (pass bureau, discussion log entry, etc.).</p> <p><u>Fact-Finding Meetings:</u></p> <p>Ninety-four fact-finding meetings were held in the bases, in September 2019.</p> <p><u>Chat Apps</u></p> <p>702 chat app messages received the month of September.</p> <p><u>Board of Adjustments:</u></p> <p>Sept 24, 2019: FA - FTR <i>Settled</i>. Removal of FTR.</p> <p>Sept 26, 2019: FA – FTR <i>Settled</i>. Removal of FTR.</p>	

October 22 & 24, 2019: FA's – Written Warnings for Delay of Flight – Food issues

FA – Written Warning – Class 2 – FA filed an EEOC complaint regarding the discussion of his hearing aid in the fact-finding meeting. Discipline was removed by SWA to settle EEOC claim. Grievance withdrawn.

Arbitration Schedule:

June 28, 2019: Briefs submitted for FA: *Still waiting for decision from Arbitrator Vernon.*

July 24, 2019: FA – Arbitrator Briggs. *Held. Preparing briefs. Requested a two-week extension to submit briefs.*

FA – scheduled for 10.16.19 – Arbitrator Adler

FA – scheduled for 11.12.19 (one-week extension to get this date) – Arbitrator Gold

FA – scheduled for 11.22.19 - Arbitrator Javits

FA – scheduled for 12.05.19 – Arbitrator Symonette

FA – schedule for 12.20.19 – Arbitrator Frankiewicz

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. *Briefs due.*

Flight Attendant released TWU Local 556 and is proceeding on his own to arbitration for a Written Warning: Class 2.10 Unprofessional Conduct.

Flight Attendant released TWU Local 556 and is proceeding on her own to arbitration for a FTR.

Upcoming Grievance Meeting: The Union and Management will be meeting on October 28, 2019 for our monthly grievance meeting.

Report From:	LODO
Submitted Report:	
<p>The LODO subcommittee is scheduling the next meeting with Management.</p> <p>Management reported the following to all LODO's.</p> <p>1. October LODO Open Time LODO Open Time trading begins Wednesday, 9/18 at 1200 Central Time. There are 20 total open trips for October, and as of right now none for September.</p> <p>Don't forget if you are trading for a trip in a different base or on a different day, or dropping a Reserve block, you must call Crew Scheduling to process the trade. You may have a buddy call on your behalf, as long as they are on your buddy list.</p> <p>2. November schedules and beyond Crew Planning is currently working on the November LODO pairings. A new flight schedule starts on 11/3. November and December have 12 SJU weekday departures per day, nearly back to the peak summer schedules. This means we will have more LODO pairings and lines in November and December compared to the previous few months.</p> <p>The majority of the LODO pairings and lines will be in BWI, DEN, HOU, MCO, and MDW with some additional pairings in other bases. We will continue to have turn lines out of the FLL satellite base. Also, we will have more MCO-SJU turns than the past couple of months.</p> <p>3. LODO pairing productivity Recently I received some questions about LODO pairing productivity, why many of them pay minimums and some have long days on the days that don't have LODO flying. There are a few factors here that lead to this:</p> <p>a) In order to reduce possibility of misconnects, we do not build "crew connections" (aka "aircraft changes" or "bag drags") in duty days before a LODO flight. This means that flow of the aircraft will dictate how the pairing can be built. This can affect productivity of that day, and also limits how we can build the pairings.</p> <p>b) The HAV flights only pay around 1.4-1.6 TFP. Due to the ground time needed for international flights, accommodating the LODO Flight Attendants' request not to build the 4-leg HAV duty days, and a) above (no crew connections before LODO flight), this leads to more unproductive days with HAV flying.</p> <p>c) With the more unproductive HAV duty days, this leads to more rig in the pairings. In order to balance out the costs, you sometimes will have more productive/longer days on the other duty days.</p> <p>The pay minimums can also be present in other LODO pairings, but is more common on the pairings with HAV flights. The Crew Planners pay close attention to the LODO pairings, but there is only so much we can do with the flight schedule. We are always</p>	

looking at ways to balance the needs of staffing across the bases, quality of life, cost, and operational performance. This is true for LODO pairings and for all pairings. It's been especially challenging this year due to the last-minute schedule revisions with the MAX removal. We haven't had as much time to build schedules as we normally do, which doesn't give us as much time as we'd prefer to focus on running different scenarios for quality.

Report From:	Other
Submitted Report:	
<p><u>Satellite Base October 2019 Report</u></p> <p>The full provisions of the Phase II Satellite Base Test Agreement went into effect on August 1, 2019.</p> <p><u>SEPTEMBER 2019</u></p> <p>09-23-19 Meeting with Management to discuss success metrics thus far for Phase II of Satellite Base test.</p> <p>Attendees: Union – Lyn Montgomery, Liz Howayek, Denny Sebesta, Don Shipman, Lisa Le</p> <p>Company – Brendan Conlon, Claire Taitte, Wayne Shaw, Briana Grant</p> <ul style="list-style-type: none"> • Company reviewed updated success metrics for July 2019-August 2019 • Discussions between parties included analysis on sick time, open time, reason for pulls and trip coverage (Lineholder/Reserve) • Management stated that there was only one situation in which the new provisions calling for time off applied. The time off was granted. • Lyn presented the Executive Board's feedback on future Satellite Base locations. • Scheduled next meeting date for November 11, 2019 at 10:00AM to be held at SWA HDQ. 	

Report From:		Professional Standards
Submitted Report:		
Professional Standards Activity Report For September 2019		
Company Policy		2
CRM		3
Employee Relations		2
F.A.R.		1
Not Taken		2
Pilot Issue		4
Unprofessional Behavior		3
Withdrawn		2
In Progress		4
Total		23
Positive Resolution		16
Unresolved		3
In Progress		4
*Unresolved includes case categories: I.R. Filed, Not Taken, Withdrawn and cases where all parties could not be reached or did not return the committee member's call.		
Base Information		
ATL	1	
BWI	4	
DAL	2	
DEN	4	

FLL	1
HOU	2
LAS	1
MDW	2
OAK	2
PHX	3

Report From:	Scheduling
Submitted Report:	
<p>Currently due to the Scheduling Committee not writing VR lines until October 10th this coming Thursday, I do not have updated line statistics. I will have a supplemental addition on Thursday.</p> <p>PRIMARY LINE WRITERS FOR OCTOBER</p> <p>Shelley Taylor Rebekah Knox Sheri Tyler Kay Mc Curley Lisa Trafton</p> <p>VACATION RELIEF LINE WRITERS WILL BE</p> <p>Lisa Trafton Rebekah Knox Sheri Tyler Xander Ricker</p>	

Report From:	Shop Steward
Submitted Report:	
<p>September Shop Steward Committee Report 2019</p> <p>Shop Steward Education Conference Call on September 16, 2019</p> <ul style="list-style-type: none"> • Hosted by Education Chair Amanda Gauger • Discussed Article 11: Reserve • Brandon Hillhouse assisted on the call answering grievance questions • Shop Stewards were given an opportunity to email questions ahead of time <p>Resolved Shop Stewards Issues</p> <ul style="list-style-type: none"> • Received one resignation HOU based <p>Mobilization Video</p> <ul style="list-style-type: none"> • Coordinated with Jong Long to finalize 5 minute mobilization video of Nick Bedell's workshop from SS training <p>Emailed Monthly September Newsletter October 1, 2019</p> <p>Topics</p> <ul style="list-style-type: none"> • Conference Call Reserve Highlights • Chart detailing Reserve Contact Times • Conference Call play back information • Salesforce tips • Mobilization video Nick Bedell • Social Media Fact-Finding Meeting/Step 2 Hearing breakdown by base • Article 11 Contract Note Graphics 	

Report From:	Survey
Submitted Report:	
<p>VeAnne reports she is submitting the 2019 Annual Membership Survey to the Executive Board for approval to send out to the membership. This is a general survey regarding member needs, operational issues and general information. It does not include anything to do with negotiations. The survey questions are based on previous surveys and questions submitted to the Survey Committee through a variety of formats including face to face conversations, text messages, emails and phone calls. Additionally VeAnne reports she is submitting a survey that was compiled by Justin Cullipher regarding service procedures and the use of carts.</p>	

Report From:	Technical Services
Submitted Report:	

Report From:	Uniform
Submitted Report:	
<p>Lisa and Chad had a meeting with Mike Sims and Jamie Dotson this month. The Company went over the entire process of the uniform from conception to delivery. This included the steps that a desired item goes through if we added it now. It is a lengthy process. They wanted us to understand that you can not just add an item and have it available within a month or so. This comes as a response from asking them for items the Membership has asked for via LINK, emails, and the survey taken. This also included pieces for the alternative uniform (IE sweater, dress, jacket)</p> <p>Other items / concerns were brought up, and due to the meeting having to end, Jamie would get back to us on those items.</p> <p>We are still getting calls regarding allotments when off probation / coming back from leave. Each case has been rectified.</p> <p>There have been numerous issues with Cintas and the ordering process. Ordered items are being cancelled by Cintas and they are trying to send replacement items (IE Polo shirt without the wing grommets). Each time Cintas told us to contact SWA as it was their decision. Communication with Cintas seems to have broken down. Although it was a lengthy process, we have been able to resolve each case to date.</p> <p>This committee will continue to strengthen our resolve with the Company regarding these items.</p>	

Report From:	Veterans
Submitted Report:	
<p>Recently TWU Veteran Chairperson Chris Sullivan attended the 3rd Quather meeting of the Charity "100 Veterans Who Give a Damn" and helped raise over \$11,000 for the Charity totalling over \$22,000 which included a suprise match from American Airlines. The Veterans Committee was also able to raise \$705 for the Charity End22 which brings awareness to those Veterans we lose to the hidden wounds of war.</p> <p>TWU Veteran Co-Chairperson Wayne Tipton brought awareness to the TWU International Veterans website and help enroll membrers who are Veterans which helps our Committee Legislate Veterans Rights and Benefits. Your Veterans Committee will be attending the 4th Quarter TWU Veterans Committee Conference in Dallas this coming December.</p>	

Report From:	WISE
Submitted Report:	
<p>Jessica submitted an article observing Breast Cancer Awareness Month (BCAM) which was published to the Membership on October 1. Jessica would like to thank Board Member at Large Gayle Middleton for sharing her personal story which was included in the publication. Domicile Executive Board Members held Lounge Mobilizations system-wide for BCAM the first week of October. Jessica ordered self-exam shower cards to be distributed to Members. Jessica would like to thank Civil and Human Rights Committee Chairperson Pamila Forte and the Communications Committee for ordering pink lanyards to be distributed to our Members in support of BCAM. Flight Attendants were very appreciative that the Union recognized the importance of showing support for our Members and their family members and friends who are survivors or are currently battling breast cancer.</p> <p>The upcoming Coalition of Labor Union Women (CLUW) Biennial Convention is being held in Las Vegas October 15-18. TWU Local 556 and the Women's Issues, Service, and Education (WISE) Committee is sending its largest Delegation ever to this important Convention. This will be an opportunity to engage those in the Labor Movement and Women's Movement and form coalitions to fight back against those who wish to eliminate the gains we have fought so hard to achieve.</p> <p>The TWU Local 556 WISE Committee will be co-hosting the upcoming Working Women's Committee Meeting October 29-30 in San Francisco. Jessica would like to thank Local 556 Shop Steward Julie Sadowski and Local 505 President Jennifer Platt for working together to plan what promises to be a fantastic Meeting.</p>	