



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

8787 N. Stemmons Frwy.
Suite 600
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
www.twu556.org

SEPTEMBER 2019 OFFICERS REPORTS

Report From:	BMAL
Submitted Report:	
Kay Hogan . Attended GRC on 12 Aug 19 . Attended EB in Dallas 12-15 Aug 19 . Attended INT'L Veterans MM in CMH 19-21 Aug 19 . Served as EEOC starting 26 Aug- 1 Sept 19 . Attended New Hire Orientation with New Hire Chair Joe Skotnik. I presented and talked about the use of professional standards. . Attended New Hire Dinner . Lounge Mobilization in Mdw "Your Voice Equals Our Power" during Denver Town Hall Meeting	

Report From:	BMAL
Submitted Report:	
<u>Officer Report September 2019 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> - o Gayle continued her work as Grievance Chairperson for TWU Local 556 - o Participated in Two Arbitrations - o August 12, 2019 Grievance Review Committee - o Attended Executive Boards August 13-15, 2019 - o Met with Chantil Huskey August 20, 2019 to discuss EB tasks assigned - o Monthly Labor Meeting with Tammy Shaffer, Briana Grant, Michelle Lusk, Brandon Hillhouse, and Marcy Vinyard on August 21, 2019 - o Max 8 meeting with SWA leaders, President Lyn Montgomery, and Safety Co-Chair Jannah Dalak, on August 23rd - o August 28, 2019 met with Attendance & Leave leaders and Ann Claire Crawford to discuss Jury Duty pulls - o Attended several Step 2 meetings during the month of August	

Report From:	BMAL
Submitted Report:	
July 2019 BMAL Chantil Huskey attended the Executive Board Meeting in Dallas, the Mobilization Committee Bowling Event held in Dallas, and assisted Kay Hogan in Chairing the Membership Meeting in Dallas. August 2019 Along with flying an entire line BMAL Chantil Huskey attended the monthly Executive Board Meeting, was called to testify in a hearing case dealing with three members and charges being brought against a member of the Executive Board, was a silent observer at an arbitration, was in attendance to a Lounge Mobilization in MDW, traveled to Dallas to work on Strategic Planning items I was tasked, and was to attend a (BOA) Board of Adjustment that was settled prior to arrival in Dallas, and attended the MDW Bowling Event. September 2019 BMAL Chantil Huskey attended the Executive Board Meeting and ensured that there be a Lounge Mobilization October 18th in PHX to promote the Bowling Event to be held October 25th.	

Report From:	BMAL
Submitted Report:	
Eric Weis On August 5, 6 & 8, I participated in the Arbitration Preparation for two Arbitration Cases. On August 12th, I attended GRC. August 13 - 15, I attended the monthly Executive Board Meeting. August 27th I attended the New Hire Dinner. On August 28th I traveled to MDW for the MOB/ORG Bowling Event.	

Report From:	BMAL
Submitted Report:	
Continued with member outreach and support Traveled to Dallas for Executive Board Meetings August 12-15 Traveled to Dallas for Strategic plan work, MOB ORG prep, Attended Diversity and Inclusion Summit 2019 -Fostering an inclusive Employee Experience is a responsibility and commitment we all share. Today we will bring the conversation to life through the lens of our inclusive pillars: Team, Value. and Respect. Lounge visit in Dallas Flew Pairing 24-26 Travel to MDW for MOB/ORG Lounge Mobilization , Fact or Fiction Attended Bowling event MOB/ORG Flew Pairings AUG 31-Sept 5	

Report From:	DEBM - ATL
Submitted Report:	
Pamila attended the Executive Board Meeting in Dallas, Texas August 13-15. Pamila represented Atlanta Members during Fact-Finding / Step-Two Meetings. Pamila attended the TWU Georgia State Conference Meeting in Augusta, Georgia August 24. Pamila met with the Secretary-Treasurer of the Georgia AFL-CIO to discuss the upcoming State Convention. Pamila and Shop Steward Eric McCulley revamped the Union Red-Rack with new Education literature August 28. Pamila posted the Third Membership Meeting notice, proposed Bylaw Amendments, and Bylaw Amendment statement in the Union Glass. Pamila attended the Negotiations Task Force (NTF) Lounge Mobilization August 29. Pamila would like to thank NTF Leaders/ Agents Eric McCulley, Rasheedah Malik, Travis Bruce, and Lakenya Johnson for a very successful Lounge Mobilization. The team took pictures / videos of Members holding the Your Voice=Our Power, Atlanta Power banners, and distributed literature regarding our current negotiations, before and after the viewing of the Denver Town Hall Meeting. Pamila attended the Texas AFL-CIO Labor Day Breakfast to honor TWU Local 556 Manager of Finance, Madeline Howard September 2. Pamila would like to thank Maddie for 30 years of service and dedication to our Union. Pamila met with Board Member At Large, Kay Hogan to discuss the strategic plan task for the New Hires September 3. Pamila attended the Atlanta Hospitality Summit September 5. Pamila continues to answer Members calls, text messages, and emails.	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report (August)</u> Executive Board • Attended Executive Board week August 12 - 15 • Serve as Emergency Officer on Call (EOOC) - o August 12 - 25 - o September 2 - 8 • Worked with 2nd - VP LaTonia Paul Benoit on Executive Board Strategic Plan (C.O.P.E) • Worked as Chair of the D.C Maryland Virginia State Conference - o Planning stages - o Reviewed Virginia Candidates List from AFL-CIO • YOUR VOICE = OUR POWER Campaign - o Met with LaShaye Hutchinson for Lounge Mob planning - o Print work and packaging for DEBMs - o Coordinated with Susan Johnson (NTF) to implement plan - o Worked with DEBMs and NTF on participants list - o Worked with LaShaye Hutchinson and Susan Johnson on Membership message - o Worked with Angie Kilbounre on graphics on Membership email/ticket and handouts for lounge mob - o Distributed Introduction email to all participants - o Sent final list to DEBMs and NTF for participants verification - o Submitted pay for lounge mob all participants Domicile Executive Board Member • Attended Hospitality Summit in BNA • Cleaned out Union cabinet and Union Red Rack • Updated BWI Union Glass Case - o Labor Day - o Bylaw Amendments/Attached notice - o Membership Meeting Notice - o 4th Quarter Record Improvement Prep • Met with BWI Management (topics discussed) - o Credit Card Sleds - o Meeting Flow and Trending Discipline - o Upcoming Base Drawing and Fundraising promotion - o Other topics that BWI Members have brought to my concern Baltimore Shop Steward • Lounge Mobilization - o August 2nd and 3rd Rounds of Vacation Bidding - o Social Media Violations - o Your Voice = Our Power	

- o Up coming Membership Meeting Dates/ 4th Quarter Record Improvement Prep (September) • Meetings - o Fact Findings - 18 - o Step #2 - 7 Shop Steward Committee Co-Chair • Committee Report for Executive Board • Shop Steward Monthly Newsletter • Shop Steward Committee Budget • Shop Steward Conference Call • Shop Steward issues/complaints that came up throughout the month

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended the Executive Board Meeting in Dallas August 13-15. Jessica assisted scheduling Shop Stewards and Negotiations Task Force (NTF) Leaders/Agents for the Denver Town Hall on August 29. Jessica attended the Town Hall and was in the Denver Inflight Lounge before and after conducting a Lounge Mobilization. Jessica would like to thank Shop Stewards Zach Hart, Megan Corbett, Ryan Wagner, Justin Cullipher, and Jamie Simpson for attending the Town Hall and asking tough questions of Leadership and for assisting with the Lounge Mobilization. Jessica would also like to offer a huge thanks to Baltimore Domicile Executive Board Member (DEBM) Damion West, Negotiating Committee Member LaShaye Hutchinson, and NTF Coordinator Susan Johnson for their hard work in organizing a successful Lounge Mobilization. Jessica provided the Negotiating Committee with photos and videos taken before and after the Town Hall with Members holding the Your Voice = Our Power signs. On September 5, Jessica sent a reminder for Denver New Hire Orientation to Communications to be published to Denver Flight Attendants. Jessica ensured that the Third Membership Meeting notice, proposed Bylaw amendments, and statement regarding Bylaw amendments was posted in the Union Glass Case. Jessica has answered Members' emails, calls, and texts and has remained in contact with Denver Inflight Leadership with issues concerning the Denver-Base.	

Report From:	DEBM - LAS
Submitted Report:	
Rachel reports that Fact-Finding Meetings have increased in Las Vegas. Rachel represented Members in Meetings. Rachel would like to thank Las Vegas Members Rickie Spand, Paul Buchheit, Amanda Gauger, and Mark Anthony Reyes for attending the Town Hall viewing party in the lounge. Rachel attended the August 2019 Executive Board Meeting in Dallas. Rachel is planning the Las Vegas PRIDE Parade along with Las Vegas Member Duane Redmond along with Base Leaders. Rachel updated the glass case with the next Membership Meeting information and Bylaw Proposals.	

Report From:	DEBM - LAX
Submitted Report:	
Trish attended the Executive Board meeting in Dallas. Trish planned two educational workshops, and an Ice Cream social event to celebrate the end of the busy summer travel season. Trish wishes to thank Paige Spence, Angela Munoz, and Jamaul Peacock for their help hosting these events. Trish facilitated two fact finding meetings, and successfully shadowed two new Shop Stewards to be Fact Finding qualified. Trish answered numerous member inquiries and questions. Trish had a meeting with the base manager Joe Hux. Trish is pleased that issues regarding the base, and the amount of gate checks, has been addressed by management. Trish attended the NTF lounge mobilization on the 29th along with Shop Steward Lena Cottingham, and NTF Leaders Paige Spence, and Angela Munoz. Trish wishes to thank each of them for time, and effort making this a successful event. Trish also wishes to thank the NT, and Damion West for their hard work putting the event together. Trish wrote a monthly Shop Steward Update E-mail, and wishes to thank the LAX Shop Stewards for their service, and willingness to work for the base membership. Trish wrote a monthly E-Connection and addressed social media violations, and the responsibilities of the A Flight Attendant in regards to the verification of other Flight Attendants having their IEFB's. Trish is pleased with the growth in LAX, and enjoys serving the base. Trish wishes to thank the base for their continued support, and participation in the monthly educational workshops.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that Fact-Finding Meetings have decreased since the last Executive Board Meeting. Jimmy reported that he received several phone calls regarding the change to the KCM policy and the confusing information that was published. Jimmy reported that during hurricane Dorian, he was in constant contact with the Orlando Inflight Base Management regarding the operational challenges at the Orlando International Airport. Jimmy reported he spent several hours September 2, 3rd and 4th assisting Orlando and Ft. Lauderdale based Flight Attendant's with their schedule changes, including Flight Attendant's being stranded due to the closing of the Orlando and Ft. Lauderdale airports. Jimmy would like to thank Orlando Shop Stewards Sandi Voyik and Barbara Page for assisting the Negotiations Task Force on August 29th, 2019 in the Orlando lounge during the Denver Town Hall watch party. Jimmy reported he has met with Orlando Base Management to discuss topics in the Orlando Base. Jimmy reported the Union Glass Case is up to date with the next Membership Meeting schedule and proposed By-law changes posted.	

Report From:	DEBM - MDW
Submitted Report:	
Donna reports during the month of August Fact-Finding and Step 2 Meetings in the Chicago Base continued steadily for various reasons; including but not limited to delay of flight, late to gate, attendance points, no shows, FTRs, and Employee write ups. Donna has had conversations with and met with Management several times during the month to discuss issues and concerns of Flight Attendants. Donna spent time in the Chicago Lounge speaking with Flight Attendants about current issues and answering questions. Donna advised Shop Stewards and Flight Attendants concerning Fact-Finding and Step 2 Meetings throughout the month and has been in communication with Shop Stewards, Grievance Staff, and Executive Board Members regarding issues in the Chicago Base and Fact-Finding Meetings. Donna attended the Executive Board Meeting in August as well as 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.	

Report From:	DEBM - OAK
Submitted Report:	
Josh attended the the Executive Board Meeting from August 13-15. Josh would like to thank Ramon Espinoza and Eric Hironymous for holding a lounge mob on the August 29th. Josh would also like to thank Sam Wilkins and Conrad Arnold for attending the Oakland Pride Parade on September 8th and Marching with the Alameda Labor Council on behalf of TWU Local 556. Finally, Josh would like to thank all Shop Stewards that represented Members in Fact Finding and Step 2 Meetings.	

Report From:	DEBM - PHX
Submitted Report:	
• Reviewed Grievances and wrote Base Report for September Board Meeting • Was in the lounge for the Townhall on August 29 • Wants to thank Shop Stewards Nancy Kallas and Leah Bowser for helping with the Townhall Lounge Mob • Wants to thank Shop Steward Kelly Reeves for doing an NT/Social Media Lounge Mob • Was in the lounge earlier this month handing out Union pins • Placed the Membership Meeting notice in the glass case • Placed the proposed bylaws in the glass case and made Meggan aware that Members might want to view them • Sent a picture of the proposed bylaws in the glass case to the Executive Board • Wants to commend DEN DEBM Jessica Parker for the great Breast Cancer Awareness poster that was created and can't wait to hang it up later in the month and also looks forward to working with Jessica and the rest of the DEBMs on any Breast Cancer Awareness campaigns. • Wants to commend Lyn and the NT for a great video that was unveiled during their session with Management and wanted to pass on that several Members really appreciated the video and the hard stance the NT is taking • 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:	
September 2019 President's Report • On August 13-15, Lyn chaired the August Executive Board meeting. • August 20, Lyn was interviewed by the Department of Justice. The DOJ is conducting an investigation of Boeing concerning the design and certification of the 737 MAX 8. Lyn is cooperating fully with the investigation. TWU Local 556 is not under investigation. • August 20, Lyn attended and successfully completed Inflight Recurrent Training. • August 22, Lyn was interviewed by the Dallas Morning News regarding the disparity in pay when Flight Attendants perform the same tasks on the ground verses in the air. The Chicago Business Journal also interviewed the President. • On August 23, Lyn prepared for the Max Exception Meeting with Management. Lyn, Safety Chairperson Jannah Dalak and Board Member at Large and Grievance Chairperson Gayle Middleton attended the meeting with Vice President of Inflight Operations with Sonya Lacore, Senior Director Base Operations Mike Sims and EVP Chief Legal & Regulatory Officer Mark Shaw to discuss options for Flight Attendants when the Max 8 returns to service. • On Monday August 26, Lyn wrote and delivered the full response to Management's Comprehensive Proposal in a video. Lyn wants to thank Ashley Breuer, Charla Miller, Drew Kennedy, Thom Reeder and the Negotiating Team for ensuring the video message was emailed to the Membership at the exact moment it was presented to the Company at the negotiating table on August 28. • President Montgomery's message was received by 556 Members with an overwhelming show of support and thanks. Lyn wants to thank all the Members who emailed and contacted her to say thank you for being our voice and for understanding our needs. Lyn reminds us all that a local's best power is standing United in its cause. • August 28-29 the fifteenth session of TWU Local 556 negotiations with Southwest Airlines was held at the TWU Local 556 Union office building. For full updates on the negotiations visit https://twu556.org/negotiations/ • Lyn wants to thank all the Officers and Members who served the local at our lounge mobilizations that took place prior to Southwest's Town Hall in Denver on August 29. We have gotten many pics and videos to include in the Your Voice = Our Power campaign. New campaign material will be distributed soon. • Labor Day weekend Lyn and TWU Local 556 Executive Board Members closely monitored Hurricane Dorian and the potential impact on the operation. TWU Local 556 remained ready to enact the extreme IROPS plan if needed. President Montgomery kept the board informed of status updates from Scheduling, worked with Members in need and stayed in contact with Director of Base Operation Mike Sims. The northward turn of the hurricane	

was a blessing for most of our Floridian Members. The Crew Scheduling status remained at the low levels and never reached a level that would enact the TWU Local 556 Severe IROPS plan. Thank you to those who assisted Members and for staying abreast of the information. Lyn thanks CISM for being an incredible resource for our Members and appreciates the work and attention of Communications and 1st Vice President Kleibscheidel for distributing a proactive message with storm information. If you were a victim of Hurricane Dorian please contact CISM, your Domicile Executive Board Member or other 556 official for assistance. President's Montgomery's thoughts and prayers are with the victims of Hurricane Dorian in the Bahamas and all other victims affected by his rath.

- Thanks to those who came to the AFL- CIO Dallas Labor Day Breakfast Celebration at Eddie Dean's Ranch in Dallas. TWU Local 556's Manager of Finance Madeleine Howard was recognized for her dedication and loyalty to Local 556. Past and present Union leaders and Grievance Team Members attended to see her receive a plaque commemorating her 30 years of service. Maddie returned to the office to find 30 balloons towering over her desk with quotes and messages attached to the ends. You may view her receiving her plaque on the TWU Local 556 Facebook Page. A special thanks to John Parrot for organizing attendees at the breakfast.
- On September 11, Lyn will attend the 9/11 Memorial Service at the 9/11 Flight Crew Memorial at 1000 Texan Trail in Grapevine.

Report From:	Vice President - 1
Submitted Report:	
First Vice President, Chad Kleibschedel, has had briefing meetings or telephone calls with the President to remain updated on critical items that could affect our Membership. He has also been kept informed and aware of the day to day proceedings of Union matters and has given opinion, direction, and counsel to the president when solicited. At the direction of the president as her designee, he has assisted in telephone calls, responding to emails, and other correspondence to other Departments and the Membership. Chad also monitors and reacts accordingly to TWU 556 NOC events and multiple daily Inflight Scheduling Shift briefings. Present in office while the president was in negotiations. Monitored our operation and remained in contact with Management and the Membership during Tropical Storm then Hurricane Dorian. Answered to Members phone calls, issues, emails, and other concerns. Responded to emails for the Executive Board. Attended Executive Board Meetings during the month of August. Attended the Townhall viewing in Dallas and the Diversity Inclusion Summit at HDQ. Continues to support and assist communications as needed.	

Report From:	Vice President - 2
Submitted Report:	
2nd Vice President September	
August 12, 2019	Top 5 Meeting With Lyn Montgomery, President Chad Kleibschedel, 1 st Vice President KeyAnder Early, Recording Secretary
August 13&14	Executive Board Meeting, Dallas, Tx
August 20	AFL-CIO CLC Meeting, Houston
August 21&22	Worked from home Conference call with Andrew Rangolan, TWU International COPE Director
August 26	Travel to Dallas, Worked in Office
August 27	Worked in the office Conference call with Zach Tatz, TWU International Legislative Director
August 28	Worked in the office
August 29	Worked in the office
September 1	Traveled to Dallas
September 2	Attended Dallas County CLC Labor Breakfast
September 3	Worked in the Office Meeting with Lyn.... Task List Meeting with Kay Hogan, Board Member At Large
Committee	Worked on PP&G Conference Call with the TWU Working Women
September 4 Communication Chair, Board Member At Large	Conference Call with Charla Miller, Meeting with Kay Hogan Worked on PP&G Worked on National Voter Registration Day
Information September 5	PP&G

Report From:	Recording Secretary
Submitted Report:	
• The Membership Meeting notices have been posted in all the bases as well as online • The first Membership Meeting will be October 21st in Atlanta • The 2019 Proposed Bylaw Amendments are posted in the lounges and online in the Members Only section • Once President Lyn completes the vetting process to determine which amendments are eligible to be voted on, I will post the updated document and prepare a message for the Members.	