



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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OCTOBER 2019 OFFICERS REPORTS

Report From:	BMAL
Submitted Report:	
<u>Officer Report October 2019 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • Gayle continued her work as Grievance Chairperson for TWU Local 556 - o Quarterly Fly September 5-6, 2019 - o September 9, 2019 Grievance Review Committee - o Attended Executive Boards September 10-12, 2019 - o Attended Max 8 Planning Session with Executive Board and Committee Chairs - o Meeting at HDQ with Lyn Montgomery to discuss Attendance Infractions - o Monthly Labor Meeting with Labor Relations representatives, Brandon Hillhouse, and Marcy Vinyard on September 30, 2019	

Report From:	BMAL
Submitted Report:	
Sean Cooley BMAL Report for October - 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:	
Kay Hogan 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.	

Report From:	DEBM - ATL
Submitted Report:	
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.	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report (September 2019)</u>	
Executive Board • Attended Executive Board week September 10 – 12 • Attended TWU Max RTS Meeting September 13 • Serve as Emergency Officer on Call (EOOC) ○ September 9 - 15 ○ September 16 – 22 ○ September 23 – 29 ○ September 30 – October 6 ○ October 7 – 13 • Worked in Union Office September 16 – 20 ○ 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 ▪ Fact Finding/Step #2 Shop Steward Scheduling ▪ Company Leaves (I would like to thank the office staff for their hospitality) • CISM Training in the Wings Building • Role of the TWU 556 Emergency Officer on Call • Answered TWU questions (I would like to thank CISM for the valuable training and their hospitality) • Worked as Chair of the D.C Maryland Virginia State Conference ○ 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 ○ Airworthiness Directive Language ○ Lounge mobilization plan ○ Half page handout design • Ordered Union Shirts for Shop Steward Committee, CLUW Convention and Union Business Domicile Executive Board Member • Updated BWI Union Glass Case ○ Breast Cancer Awareness ○ Social Media Policy ○ Negotiation Dates ○ 4th Quarter Record Improvement Prep • Met with BWI Management (topics discussed) ○ 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:	
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.	

Report From:	DEBM - DAL
Submitted Report:	
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.	

Report From:	DEBM - DEN
Submitted Report:	
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.	

Report From:	DEBM - HOU
Submitted Report:	
October DEBM Report 2019 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.	

Report From:	DEBM - LAS
Submitted Report:	
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 *Social Media *Late to the Gate *Allegations of Dishonesty *Customer Complaint *Crew Conflict *2 Reinstatement Meetings 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,	

Report From:	DEBM - LAX
Submitted Report:	
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.	

Report From:	DEBM - MCO
Submitted Report:	
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.	

Report From:	DEBM - MDW
Submitted Report:	
Chicago Base Report September 2019 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.	

Report From:	DEBM - OAK
Submitted Report:	
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. 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.	

Report From:	DEBM - PHX
Submitted Report:	
• 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:	
• 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:	
• 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:	
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.	

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

