



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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NOVEMBER 2019 OFFICERS REPORTS

Report From:	BMAL
Submitted Report:	
KAY HOGAN On October 7th I attended the New Hire talk and New Hire Dinner. On October 8 & 9 I attended the Executive Board Meeting. On October 10th I met with Grievance Chair Gayle Middleton to work on the OJI Task Force Meeting held October 29th. I also put together the packages of Your Voice = Our Power Bag Tags for the NT to be mailed to the Domiciles for the November Lounge Mob. October 11th I attended the Flight Attendant Graduation ceremony for Joe Skotnik. October 29th I participated in the OJI Task Force Meeting with Gayle Middleton, Anne Claire Crawford and four Flight Attendant attendees,. October 30th I prepared all NT Bag Tags for Fed Ex delivery to the Domiciles for the Lounge Mob event on November 6th.	

Report From:	BMAL
Submitted Report:	
ERIC WEIS * attended Executive Boards October 2019 * attended GRC for the month of October 2019 * attended Mdw Membership Meeting October 2019 * handed out Pink Lanyards in Honor Of Breast Cancer Awareness Month for TWU556 2019	

Report From:	BMAL
Submitted Report:	
<u>Officer Report November 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 October 2nd Scheduling meeting with Brandon Hillhouse & SWA leaders - o October 2nd Breast Cancer Awareness Lounge Mobilization DAL Base - o October 7, 2019 Grievance Review Committee - o Attended Executive Boards October 8-9, 2019 - o Meeting with Base Ops October 14, 2019: Marcy Vinyard, Mike Sims, & Rachel Loudermilk - o Meeting at HDQ with Wayne Shaw, Ron Freer, and Brandon Hillhouse to discuss missing trips from FA boards on October 23, 2019 - o Monthly Labor Meeting with Labor Relations representatives, Brandon Hillhouse, and Marcy Vinyard on October 28, 2019 - o October 29, 2019 held an OJI meeting with several FA's, Ann Claire Crawford, and Kay Hogan to discuss problems with the OJI system and how to improve the roles of SWA, Sedgewick, and TWU 556 for a FA on an OJI Leave	

Report From:	DEBM - ATL
Submitted Report:	
Pamila attended the Executive Board Meeting October 8-9. Pamila represented Members in Fact-Finding and Step Two Meetings. Pamila reports there has been a decrease in Class 1.2 Violations. Pamila would like to thank the Atlanta Shop Stewards for their hard work educating the Members on the Flight Attendant Work Rules & Expectations / Company Policies and the discipline associated with each Class during recent Lounge Mobilizations. Pamila attended the Coalition Of Labor Union Women (CLUW) October 14-19. Pamila attended the Atlanta Membership Meeting October 21. Pamila attended The TWU Working Women's Committee Meeting October 29-30. Pamila facilitated the Education Lounge Mobilization October 14. Pamila would like to thank Shop Stewards Michelle Montez, Lakenya Johnson and Eric McCulley for conducting the Lounge Mobilization. NTF Leaders Rasheeda Malik and Eric McCulley conducted the Know-Vember Lounge Mobilization November 6. Pamila and the Atlanta Shop Stewards distributed the Unity Magazines and the Galley Gazette. Pamila updated the Union glass case with the November poster and the Third Membership meeting Continuation notice. Pamila continues to answer calls, text messages, and emails from Members.	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report (October 2019)</u> Executive Board • Attended Executive Board week October 7 - 9 • COPE Conference Call with TWU International Legislative Affairs and Report • NTF Lounge Mob November 6 • Serve as Emergency Officer on Call (EOOC) - o November 4 - 10 • Worked as Chair of the D.C Maryland Virginia State Conference - o Planning stages • Vacation October 20 - 29 Domicile Executive Board Member • Updated BWI Union Glass Case - o Fatigue - o Negotiation Dates - o Happy Thanksgiving • Met with BWI Management (topics discussed) - o 800 Max - o Bay Bridge Lane Closures - o Other topics that BWI Members have brought to my concern • Met with BWI CISM Representative (Rose Kilpatrick) - o CISM Max RTS help - o Base Update Baltimore Shop Stewards • Lounge Mobilization - o Fatigue Policy - o Toys for Tots - o Your Voice = Our Power - o Unity Magazine • October Fact Finding/Step #2 Meetings - o Fact Finding - 10 - o Step #2 - 3 Shop Steward Committee Co-Chair • Committee Report for Executive Board • Shop Steward Monthly Newsletter • Shop Steward issues/complaints that came up throughout the month • Met to discuss new forms of communication with Shop Stewards • Working on Code of Conduct for Shop Stewards	

Report From:	DEBM - DAL
Submitted Report:	
Kristie attended the board meeting November 12-14. She also attended the Know-vember lounge mobilization on 11/6 hosted by shop stewards Haley Piatt and Mark Hoewisch. She distributed Unity Magazine. Kristie updated the glass case with membership meeting info. She attended the DAL membership meeting on 11/21. She continues to update Flight attendants daily on her FB page Dallas Union Connection providing reminders for EFB buyback program, open enrollment and scholarship info. She had a phone conversation with base manager Tammi Feuling and addressed issues regarding out of time frames on fact finding meetings and issues about fact finding meetings in general. There has been an increase of meetings regarding customer complaints. Kristie submitted an Econnect and provided Scholarship information, and all upcoming dates for events in December. She continues to take individual calls on base and scheduling issues.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended the Executive Board Meeting October 8-9. Jessica updated the Welcome to Denver Packet and would like to thank Chris Albert for conducting Denver-Base Orientation on October 14. Jessica traveled to Las Vegas on October 14 to attend the Coalition of Labor Union Women (CLUW) Convention. The CLUW Convention took place October 15-18 and Jessica was so proud to be a part of the largest delegation of Local 556 Members to date to attend this important Convention. Jessica and Shop Steward Courtney Davis conducted a Lounge Mobilization on October 22 which focused on Fourth Quarter Record Improvement and Breast Cancer Awareness Month. Jessica attended the Working Women's Committee (WWC) Meeting in San Francisco October 29-30. Jessica updated the glass case with current material including an updated Membership Meeting Schedule, the Third Membership Meeting Continuation notice, and the November glass case poster. Jessica was in the Denver Inflight Lounge with Shop Stewards Chris Albert and Megan Corbett on November 6 for the KNOW-Vember Lounge Mobilization, marking one year of negotiations. In addition to engaging with Members during the KNOW-Vember Lounge Mobilization on topics surrounding negotiations, the Fall Edition of Unity Magazine was also distributed. Jessica would like to thank KeyAnder Early for her hard work in getting us back on track with our printed publications as well as those who wrote articles and assisted with editing the Magazine. Jessica met with Denver Inflight Leaders to discuss events and issues specific to the Denver-Base. Jessica represented Members in Fact-Finding Meetings as well as a Probationary Review Meeting. Jessica answered Members' calls, emails, and texts. Lastly, Jessica would like to once again thank Oakland Shop Steward Angie Kilbourne for assisting with educational material used by Domicile Executive Board Members. Angie's professionalism and quality product are very much appreciated.	

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended the Executive Board Meeting in October. David met with Houston Inflight Base Leadership to discuss grievances and base related issues including parking and food issues at the base. David conducted several Lounge Mobilizations for Breast Cancer Awareness during the month of October distributing pink lanyards and literature. David would like to thank Shop Stewards Patsy Gilbert and Lisa Thomas for their assistance. David distributed the Galley Gazette in October in the lounge. On November 1 he updated the Union Glass Case and the Union Red Rack with information on the fatigue policy. David served as Emergency Officer On Call and would like to thank Domicile Executive Board Members Rachel Brownfield, Josh Rosenberg and Donna Keith for their assistance covering the phone line while David flew a three day trip. David conducted several Fact-Finding and Step Two Meetings.	

Report From:	DEBM - LAS
Submitted Report:	
Rachel attended the October 2019 Executive Board Meeting in Dallas. Rachel Drove the truck and trailer in the Las Vegas Pride Parade with TWU Local 555 Member Donnetta Coleman DJ'ing in the back. Approximately 65 People walked in the Pride Parade with the group. Rachel attended the Coalition Of Labor Women CLUW Convention In Las Vegas. October 15-18 and attended the breakout workshop regarding race and gender bias. The Convention	

Report From:	DEBM - LAX
Submitted Report:	
Trish is pleased with the member participation in LAX! There were two educational workshops, and Breast Cancer Awareness Day. Trish is also happy to share that discipline and fact finding meetings have dropped significantly. Trish had two meetings with base management, and discussed various issues, including plans for the new lounge. The meetings went very well, and base management has been very open to all issues, and willing to work together. Trish wishes to thank LAX Shop Stewards Cliff Eason and Geneses DaVoy, for their assistance hosting Octobers' workshops. Trish also wishes to thank Denese Deeley for her assistance with Breast Cancer Awareness Day. Trish appreciates the members' participation at events, and is honored to serve the LAX base.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that several Fact-Finding Meetings have taken place since the last Executive Board Meeting. Jimmy reported the meetings consisted of delay of flight/late to gate, attendance issues and crew conflict. Jimmy reported he attended the MCO Membership Meeting on October 23, 2019. Jimmy reported that he continues to receive inquiries as to TWU Local 556 filing a lawsuit against Boeing. Jimmy reported that the 2019 Toys For Tots toy drive will begin on November 15, 2019. Jimmy reported that he has met with MCO Base Management. Jimmy reported the Union Glass Case is up date.	

Report From:	DEBM - MDW
Submitted Report:	
Chicago Base Report October 2019 Donna reports a decrease during the month of October for Fact-Finding and Step 2 Meetings in the Chicago Base for many reasons including points, UM procedures, FTR, UTC, and dishonesty. 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 spent time in the lounge during the month distributing Breast Cancer awareness lanyards and information regarding Breast Cancer. 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 attended the Executive Board Meeting in October. 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 October session of Executive Board Meetings. Josh is extremely pleased to report that AB 1748 was signed into law by California Governor Gavin Newsom. This bill was co-sponsored by Assembly Person Rob Bonta and TWU. It expands the coverage of the California Family Rights Act (CFRA) to all California Based Flight Attendants. Josh would like to give special thanks to California State Conference Chairperson Matt Hettich and Shop Steward Sam Wilkins. The authoring and passing of this bill would not have been possible without their activism and hard work in building relationships with labor friendly representatives, identifying issues that affect Flight Attendants, and lobbying to get the bill passed with bipartisan support. This was the first bill that TWU has sponsored and Josh hopes there will be many more. Josh attended the Oakland Membership Meeting on October 29th. He would like to thank all that attended and encourage all Members to attend a Union Meeting in the future. Josh also attended the KNOW-Vember NT Lounge mobilization. He would like to thank NTF Agents Ramon Espinoza and Angela Bowen for working the Lounge Mobilization.	

Report From:	DEBM - PHX
Submitted Report:	
• Is saddened to report that PHX FA Marty Eastman passed away • John attended a viewing for Marty and had Care and Concern send a Sympathy card to Marty's family • Reviewed Grievances and wrote a Base Report for the November Board Meeting • Wants to thank Shop Stewards Ray Presnall and Kelly Reeves for being in the lounge to mark the one year mark for Contract Negotiations • Wants to thank Shop Steward Kelly Reeves for doing two lounge mobs in October • On October 11, read the verbiage pertaining to increased fees to Uber and Lyft to use the airport and was made aware that Ordinance G-6631 also contained a provision to eliminate the Employee Parking Rate Caps at the airport • Called and emailed every Member of the City Council expressing dismay about this and requested that this be addressed • Made Meggan aware of the situation in regards to Ordinance G-6631 • Wrote a blast email to the Membership encouraging them to email or call the PHX City Council and wants to thank 1st Vice President Chad Kleibschidel for making sure it got sent out ASAP as this was a time sensitive matter • Spoke to the Executive Director of the AZ AFL-CIO about this to get their take on it • Attended the PHX City Council Meeting on October 16th and spoke out against the part of Ordinance G-6631 affecting Employee Parking fees and asked the Aviation Director to be keep in the loop about any changes to Employee Parking • Sent out a follow up email to the base about the meeting and was pleased to report that an Amendment was presented (it passed) to protect our Employee Parking Rates and any discounts at the airport, but was dismayed to also report that due to a clerical error on the City of Phoenix's part, the Ordinance would have to be voted on again • Reached out to Laura Pastor's (City Councilwoman District 4) assistant to find out when the Ordinance would be voted on again and was told December or January and that the Amendment would be presented again • Was in the lounge on October 20 speaking with Members • Was in the lounge November 9 speaking with Members and passed out Union Pins, Lanyards, and Bag Tags • Placed the October Galley Gazette on the red rack • Organized the red rack and made sure that there were plenty of Breast Cancer Awareness lanyards on the red rack • Placed the additional Membership Meeting notice in the glass case	

- Placed the Fatigue poster in the glass case
- Attended the Membership Meeting on October 30
- Set up the Toys for Tots box and placed a poster in the glass case about it
- As liaison to the Education Committee reached out to Amanda Gauger to see if there is anything that she would like me to present to the Board on her behalf
- 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:	
• On October 3 Lyn facilitated a Negotiating Team review session. • October 7 Lyn prepared for Negotiations with the Negotiating Committee • October 8-10 Lyn attended day one of Negotiations with Management and therefore was unable to attend and chair the October 2019 Executive Board Meeting. • October 15 Lyn worked with the Negotiating Committee. • October 16 Lyn participated in the National In-Flight Sexual Misconduct Task Force conference call. Lyn additionally attended a conference call regarding the TWU Local 556 Bylaws. • October 17 Lyn attended a Company Communications Max 8 meeting with Health and Safety Chairs Michael Massoni, Co-Chair Jannah Dalak and Michele Moore. Lyn also attended the Bi-Weekly Your Voice = Our Power conference call. • October 18 Lyn had a conference call with Amanda Gauger Education Chairperson. • On Sunday, October 20 Lyn flew to Atlanta to chair the Membership Meeting. • Monday, October 21 Lyn chaired the Atlanta Membership Meeting. After the meeting Lyn flew to Baltimore. • Tuesday, October 22 Lyn chaired the Baltimore Membership Meeting. After the meeting Lyn flew to Orlando for the Membership Meeting. • Wednesday, October 23 Lyn chaired the Orlando Membership Meeting. After the meeting Lyn attended the Bowling Mobilization Event. • October 24 Lyn attended the Labor Coalition Meeting and the Max update meeting with CEO Mike Van de Ven in Dallas. After the meetings Lyn flew to Chicago for the Membership Meeting. • October 25 Lyn chaired the Chicago Membership Meeting. • October 26 Lyn participated in conversations with TWU Local 556 legal counsel, Vice President of Inflight Sonya Lacore and Senior Director Base Operations Mike Sims concerning claims of retaliation in the news. • October 28 Lyn flew to Los Angeles to chair the Membership Meeting. • On October 29 Lyn flew to Oakland to chair the Oakland Membership Meeting. • On Wednesday, October 30 Lyn chaired the Phoenix Membership Meeting. Lyn also participated in the National In-Flight Sexual Misconduct Task Force conference call prior to the meeting. • November 5-7, Lyn led the 17th negotiations sessions at Southwest headquarters. The team worked diligently collectively passing thirteen proposals and/or counter proposals across the table. The parties reached tentative agreement on Article 34 passports and LODO. The team is preparing for the next session on December 4, 2019.	

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. Monitors our operation and remains in contact with Management and the Membership when appropriate. Answered to Members phone calls, issues, emails, and other concerns. Continued to monitor and stay informed 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 October and attended the first round of scheduled Membership Meetings. He would like to thank the Membership for their feedback and continuing to be a strong voice. Continues to support and assist Communications as needed as well as the Uniform Committee and Health Committee.	

Report From:	Recording Secretary
Submitted Report:	
Third Membership Meeting of 2019 • The Atlanta and Baltimore bases did not vote on all of proposed bylaw amendments, therefore a second meeting has been scheduled in those bases for December 16th at 1000 local. • Membership Meetings will start back up on November 18th and continue until November 21st for this month. • I will be on vacation and not able to attend the remaining Membership sessions due to travel plans. I will however be working on items that are needed during that time while traveling.	