

Executive Board Meeting

Synopsis

January 14-16, 2020

Tuesday; January 14

0902 Call to Order – Lyn Montgomery, President

We appear to have a quorum.

Chantil Huskey made a **motion (1)** to excuse Trish Damstra from the Tuesday session of the January Executive Board Meeting for personal reasons. Eric Weis **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

John Parrott made a **motion (2)** to excuse John DiPippa from the Tuesday session of the January Executive Board Meeting for personal reasons. Eric Weis **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

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

Management Meeting: Guest Wayne Shaw

The purpose of this meeting was to discuss the **Time Away Program**. Wayne provided an historical perspective of how the program came about. The Company would like to offer three months (March, April, and May). If needed, they will offer June and July. This would be a mutual agreement that either party could end at any time. The Executive Board reviewed the proposed program language and a full proposal will be presented for review.

The Company also provided an update regarding New Hire Classes and Missing Trips. The February New Hire class has been postponed. The Company will know later this week regarding the March New Hire class. The Company is still investigating missing trips and is committed to getting the matter resolved.

TWU International Pledge- Chad Kleibscheidel

Pledge of Allegiance- Executive Board Members

The **Grievance Review Committee Report** was presented by Gayle Ross Middleton. Grievance Team Members Brandon Hillhouse, Barbara Fitzhugh and Marcy Vinyard were also present. The Executive Board reviewed the consent calendar and accepted it as presented by consensus.

*The Executive Board took a break at 1040
Lyn Montgomery called the Meeting to order at 1101*

Grievances

(Grievance Team Members Brandon Hillhouse, Barbara Fitzhugh and Marcy Vinyard were present.)

Kristie Scarbrough made a **motion (3)** to proceed with the grievance case. Rachel Brownfield **seconded** the motion. The motion **carries**.

Jimmy West made a **motion (4)** to proceed with the grievance case. Chad Kleibscheidel **seconded** the motion. The motion **carries**.

*The Executive Board went to lunch at 1300
Lyn Montgomery called the Meeting to order at 1430*

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

Chantil Huskey made a **motion (5)** to not proceed with the grievance case. John Parrott **seconded** the motion. The motion **carries**.

Josh Rosenberg made a **motion (6)** to proceed with the grievance case. John Parrott **seconded** the motion. The motion **fails**.

Josh Rosenberg made a **motion (7)** to not proceed with the grievance case. John Parrott **seconded** the motion. The motion **carries**.

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

*The Executive Board took a break at 1630
Lyn Montgomery called the Meeting to order at 1650*

Damion West made a **motion (9)** to revisit a grievance case. Eric Weis **seconded** the motion. The motion **carries**.

Damion West made a **motion (10)** to not proceed with the grievance case. Eric Weis **seconded** the motion. The motion **fails**.

The Executive Board reviewed the Company's proposed Time Away Program and provided corrections.

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

Lyn Montgomery recessed the Meeting at 1759

Wednesday; January 15

0900 Call to Order- Lyn Montgomery, President

Guest Parliamentarian Al Gage was present at the Meeting.

Chad Kleibscheidel made a **motion (11)** to excuse John DiPippa from the Wednesday and Thursday sessions of the January Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

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

Correspondences:

TWU International: Personnel Changes
TWU International: 2020 Michael J. Quill Scholarship Program
TWU International: TWU Veterans Committee
(2) Two Charges

Review of Charges:

The charges submitted to the Executive Board were reviewed.

John Parrott made a **motion (12)** to move into executive session. Pamela Forte **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Executive Session 0918-1113

The charges submitted, stated the Member had violated TWU Constitution Article XIX: Sections 5(a), Article IV (g), Article VIII (a), Article VIII (e) and Article VIII (h). The Executive Board reviewed the charges and ruled each improper per TWU Constitution Article XIX Section 3.

*The Executive Board took a break at 1113
Lyn Montgomery called the Meeting to order at 1132*

The other charges submitted were withdrawn by the charging party.

*The Executive Board went to lunch at 1135
Chad Kleibscheidel called the Meeting to order at 1347*

Guest Parliamentarian Al Gage was present at the Meeting.

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

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

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

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

Fourth Quarter Flying Report

NAME	DATE	PAIRING	LOUNGE MOB
Lyn Montgomery	12/20/2019		9.40 Hrs.
Chad Kleibschedel	12/30/2019	BS20	
LaTonia Benoit	12/30/2019		9 Hrs.
John Parrott	10/04/2019	DA8N	
KeyAnder Early	12/31/2019	AAQE	
Sean Cooley	11/25/2019	CB7N	
Kay Hogan	12/06/2019	Excused per Motion 13	6 Hrs.
Chantil Huskey	11/28/2019	BBGQ	
Charla Miller	12/20/2019		9 Hrs.
Gayle Ross Middleton	10/02/2019 12/06/2019		3.5 Hrs. 6.5 Hrs.
Eric Weis	11/22/2019	MB7I	
Pamila Forte	12/13/2019	DS1E	
Damion West	12/02/2019	BA3P	
Kristie Scarbrough	12/06/2019 12/17/2019		6 Hrs. 6 Hrs.
Jessica Parker	11/26/2019	CS41	
David Jackson	10/29/2019	HAYO	
Rachel Brownfield	12/13/2019	LS33	
Trish Damstra	11/20/2019 11/25/2019 11/29/2019 12/06/2019 12/19/2019		3 Hrs. 2 Hrs. 5 Hrs. 2 Hrs. 5 Hrs.

Jimmy West	11/18/2019	FA5R	
Donna Keith	10/15/2019	MS1X	
Josh Rosenberg	12/22/2019	OS1B	
John DiPippa	12/27/2019	PS1T	

Officer Reports *(All written reports that were submitted are attached.)*

President Report- Lyn Montgomery submitted a report for review.

1st Vice-President Report – Chad Kleibschedel submitted a report for review.

2nd Vice-President Report- LaTonia Paul Benoit submitted a report for review.

Recording Secretary Report- KeyAnder Early submitted a report for review.

Board Members at Large Reports *(All written reports that were submitted are attached.)*

Kay Hogan submitted a report for review.

Charla Miller presented the report.

Gayle Ross Middleton submitted a report for review.

Eric Weis submitted a report for review.

Domicile Executive Board Member Reports *(All written reports that were submitted are attached.)*

Atlanta – Pamila Forte submitted a report for review.

Baltimore – Damion West submitted a report for review.

Chicago – Donna Keith submitted a report for review.

Dallas – Kristie Scarbrough submitted a report for review.

Denver – Jessica Parker submitted a report for review.

Houston – David Jackson submitted a report for review.

Las Vegas – Rachel Brownfield submitted a report for review.

Los Angeles- Trish Damstra submitted a report for review.

Orlando – Jimmy West submitted a report for review.

Oakland – Josh Rosenberg submitted a report for review.

Phoenix – John DiPippa submitted a report for review.

Standing Committee Reports *(All written reports that were submitted are attached.)*

CISM – Eileen Rodriguez submitted a report for review.

Scheduling Committee – Xander Ricker submitted a report for review.

Professional Standards – Kurtis Beggs submitted a report for review.

Mobilization/Organizing Committee – Lyn Montgomery and Chantil Huskey submitted a report for review.

Civil and Human Rights Committee (CHRC) – Pamila Forte, LaTonia Paul Benoit and Heather Kelly-Gray submitted a report for review.

Shop Steward Committee – Damion West presented the report.

Special Committee Reports *(All written reports that were submitted are attached.)*

Flight Attendant Drug and Alcohol Program (FADAP) – Natalie Salser and Tom Spillers submitted a report for review.

New Hire Committee – Joe Skotnik submitted a report for review.

Satellite Bases - Lyn Montgomery submitted a report for review.

Technical Services - Drew Kennedy submitted a report for review.

Veterans Committee – Chris Sullivan and Wayne Tipton submitted a report for review.

WISE Committee - Jessica Parker submitted a report for review.

*The Executive Board took a break at 1505
Lyn Montgomery called the Meeting to order at 1535*

The Executive Board entered executive session at 1536 and exited at 1542.

Fourth Quarter Flying Report Cont.

Trish Damstra made **motion (13)** a motion to excuse Kay Hogan from her 2019 Fourth Quarterly Flying due to personal reasons. LaTonia Paul Benoit **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

Officer Report:

Office Manager Report- John Parrott submitted a report for review. John Parrott made a **motion (14)** to set the February 2020 line for all non-officer full time positions at 129.57 TFP, the respective average per diem, and any respective additional compensation for their position. This reflects the average of high line for the previous 12 months. Damion West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

Executive Board Agreement: The Executive Board agreed to have Donna Keith, John Parrott and Gayle Ross Middleton to put together a proposal regarding office staff pay.

Gayle Ross Middleton made a **motion (15)** to excuse the non-officers on a full time pull from first quarter flying for 2020. Kristie Scarbrough **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

Standing Committee Report:

Education Committee - Amanda Gauger submitted a report for review. Josh Rosenberg made a **motion (16)** that the Education Committee & Communication Chairperson be made admins on the TWU Official Facebook Group. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

KeyAnder Early made a **motion (17)** to recess. John Parrott **seconded** the motion. The Executive Board voted by hand on the motion on the floor. The motion **carries**.

Lyn Montgomery recessed the Meeting at 1651

Thursday; January 16

0920 Call to Order- Lyn Montgomery, President

Guest Parliamentarian Al Gage was present at the Meeting.

Rachel Brownfield made a **motion (18)** to excuse Pamila Forte from the Thursday session of the January Executive Board Meeting for Union Business. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

John Parrott made a **motion (19)** to excuse Gayle Ross Middleton from the Thursday session of the January Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Damion West made a **motion (20)** to excuse LaTonia Paul Benoit from the Thursday session of the January Executive Board Meeting for Union Business. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

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

The Executive Board entered executive session at 0925 and exited at 1010 to review the **Negotiations Committee Report** with Joe Skotnik, Denny Sebesta, and Liz Howayeck present.

Standing Committee Report:

Communications Committee – No report was presented. The Executive Board discussed the approval and editorial process as well weekend electronic distributions. Josh Rosenberg made a **motion (21)** that emails submitted to Communications shall be distributed within 48 hours regardless of weekends. If there is any reason that the email will not be distributed within 48 hours, the reason for the delay and an updated time for delivery will be communicated to the author of the email. Any changes made by Communications to the contents of the email will be tracked and communicated to the author. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **fails**.

Executive Board Agreement: The Executive Board agreed to allow the Communication Committee Chairs the ability to give the good to go on all communications.

The Executive Board took a break at 1055

Special Committee Report:

LODO - Lyn Montgomery submitted a report for review. The Executive Board accepted the recommendation to establish a LODO Committee for the Local.

Strategic Plan Review

The Executive Board discussed the 2019 Strategic Plan and a proposal was made to extend the review to once per quarter instead of monthly.

Unfinished Business

- Boeing: The Executive Board entered executive session from 1143-1224 to discuss.
- Time Away Program: The Executive Board reviewed the updated draft from the Company and addressed some needed changes. Once the changes are addressed, Lyn Montgomery will sign the agreement.

Rachel Brownfield made a **motion (22)** to approve the Letter of Agreement for the Time Away Program for January 2020. Josh Rosenberg **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

The Executive Board went to lunch at 1314
Chad Kleibscheidel called the Meeting to order at 1430

Guest Parliamentarian Al Gage was present at the Meeting.

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

Lyn Montgomery returned to the Meeting and served as Chair

The Executive Board entered executive session from 1433-1540.

John Parrott presented the November 2019 **Financial Report** for review.

New Business

- Max 8 Line Value Analysis: Kay Hogan presented data regarding the 2019 average line values for each month. The information presented did show there was a decrease in the average line values after the Max 8 was grounded.
- Parliamentarian: February is the Crews Group last month. The Executive Board needs to search for a replacement beginning in March.
- Correction to the Minutes: Rachel Brownfield made a **motion (23)** to edit the November 2019 Executive Board Meeting Minutes to correct motion #29 and the voting tally record to reflect that Chad Kleibschiedel voted in favor of the motion. Josh Rosenberg **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Lyn Montgomery adjourned the Meeting at 1654

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



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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JANUARY 2020 OFFICERS REPORTS

Report From:	President
Submitted Report:	
January Executive Board 2020 President's Report •Lyn chaired the December 2019 Executive Board Meeting December 10-12 •Lyn attended and updated Members on pertinent issues during the Shop Steward Conference call on December 13, 2019. •On December 15, 2019, Lyn flew to Baltimore for the Baltimore Bylaw voting meeting. She met with the International President of the Association of Flight Attendants (AFA)-CWA, AFL-CIO Sara Nelson. TWU Local 556 Safety Chairperson Jannah Dalak and AFA Communications Taylor Garland were present. Lyn and Sara discussed working together on issues that matter most to Flight Attendants, including but not limited to safety, the MAX 8 grounding, inflight sexual misconduct, and the FAA ten-hour rest rule. On December 23, 2019, President Montgomery and President Nelson released a joint statement about Boeing's change in leadership. The two committed t working together even more in 2020. •Lyn chaired the Baltimore Membership Special Meeting on December 16, 2019. Later that evening, she met with TWU International President John Samuelsen. Safety Chairperson Jannah Dalak, President Samuelsen, and President Montgomery discussed TWU objectives, the MAX 8 grounding, and strengthening TWU locals coalitions on property at Southwest. •December 23, Lyn and Vice President Chad Kleibscheidel met with Vice President of Inflight Operations Sonya Lacore, Senior Director of Crew Support Wayne Shaw and Senior Director of Labor Relation Brendan Conlon. The meeting was in response to the TWU Local 556 Executive Board's request to discuss the impact of the MAX 8 grounding on Flight Attendants. The Union discussed the profit-sharing allocation from Boeing and requested for it to be made available in cash. The program is Companywide, and Management's position is that we cannot be offered something unique to our workgroup alone. However, a portion of profit sharing will likely be made available in cash like in previous years. President Montgomery stated that the loss of profits is a separate issue than the loss of salary. The research into financial injuries is ongoing. The Union is waiting for some information from the Company. During the meeting, President Montgomery and Vice President Kleibscheidel requested that the technical issues with disappearing trips and the Monthly Release Time (MRT) be stopped. The Union insisted that Flight Attendants who were awarded MRT in error be permitted to pick up trips. Director Wayne Shaw is dedicated to finding the reason why trips disappear and agreed to work those who were awarded MRT inadvertently. Lyn wants to thank Grievance Chairperson Gayle Middleton for her successful efforts with the MRT issue to Flight Attendants. •On January 7, 2020, Lyn chaired the Executive Board conference call to discuss the California Leave Lawsuits.	

- Lyn and the Negotiating Committee continue to work on negotiations, including an upcoming Membership campaign to educate Members on the need for contract language that protects our data and privacy. The Negotiating Team planned a retreat on January 27-31 in Atlanta. The objective is for the team to work with full focus and to team build.
- The President is focusing on communications in 2020, both externally and internally. She is working with Communications to produce a video series to keep Members informed and engaged. On January 9, 2020, Lyn emailed a video reflecting on 2019. On January 13, 2020, Lyn promulgated a video with Recording Secretary Early to inform Members about the approved bylaw amendments. Lyn has scheduled a regular weekly conference calls with the Vice Presidents, Recording Secretary, and Treasurer.
- On January 3, 2020, Lyn honored the memory of Southwest's founder Herb Kelleher.
- Lyn wants to wish all Members of TWU Local 556 a very Happy New Year. As we enter into a new decade, TWU Local 556 will ensure 556 Members are protected from unjust discipline and contractual violations.

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. He was present and attended Executive Boards in December having to leave earlier for personal reasons. He worked closely with committees on the 800 MAX RTS, supported the Grievance staff, attended several Management meetings with the president, worked with communications and the uniform committee. Chad wants to thank the Members for continued positive feedback, constructive criticism, and becoming more and more informed and active and hope everyone has a fantastic 2020.	

Report From:		Vice President - 2
Submitted Report:		
2nd Vice President Report for January 2020 EB December 9, 2019 Traveled to Dallas For EB Meeting Attended GRC December 10-12, 2019 Attended EB Meeting December 16, 2019 Traveled to ATL for Membership Meeting December 17, 2019 Traveled to Dallas December 18, 2019 Meeting at Headquarter with Labor Attendees: Marcy and Brandon December 19, 2019 Worked in the Office December 23, 2019 Worked from home/ Meeting with Attorney December 26-27,2016 Traveled to Dallas/ Worked in the office December 30,2019 Lounge Mob/ Houston January 1,2020 Traveled to Dallas January 2-3, 2020 Worked in the office January 7, 2020 Traveled to Dallas January 8, 2020 Worked in the office/ Conferences Call Top 5 January 9, 2020 Worked in the office/ Conference Call with KeyAnder and attorney Meeting with Gayle and Ann Claire		

Report From:		Recording Secretary
Submitted Report:		
The First Membership Meeting of 2020 schedule was posted in all of the domiciles and is on the website . The meeting will began on February 18th and conclude on March 20th. There is also a motion on the floor for the Members present to vote on. The motion is posted as well for Members to review. The communications team published a video that was sent to the Members that highlighted all of the proposed bylaw amendments that received a favorable vote. The current bylaws will stay in effect until approved by TWU International.		

Report From:	BMAL
Submitted Report:	
Eric Weis * attended Twu International Veterans's MM 3-5 Dec 2019 DFW * served on the Special Election Committee for the Twu International Veterans Election December 2019 DFW * attended executive boards for Twu Local 566 in Dallas 9-12 Dec 2019	

Report From:	BMAL
Submitted Report:	
<u>Officer Report January 2020 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • Gayle continued her work as Grievance Chairperson for TWU Local 556 • December 3rd BMAL's Kay Hogan, Chantil Huskey and I held a conference call regarding the upcoming OJI Lounge Mobilization on Dec. 6th • December 3rd Kay Hogan, LaTonia Paul-Benoit, and I met with Mike Sims and Rachel Loudermilk regarding Base issues • Brandon Hillhouse and I met with Wayne Shaw and Sarah Hill regarding the technology issues affecting missing trips and MRT bids on December 4th • Participated in an Executive Board Conference Call on December 5, 2019 • December 6th spent the day in the DAL lounge for an OJI Lounge Mobilization • December 9, 2019 Grievance Review Committee • Attended Executive Boards December 10-11, 2019 • Attended a Labor Conference December 12-13, 2019 • Continued work on MRT issues and potential settlement • Prepared for upcoming Social Media Violation educational lounge mobilization • Worked on articles for Unity	

Report From:	BMAL
Submitted Report:	
On December 3rd I attended a meeting for the OJI Task Force, recapping information for the Lounge Mob Conference Call. I participated in the Conference Call later that day. I attended a meeting with Gayle Middleton and Mike Sims discussing uniform issues. On December 6th I participated in the OJI Task Force Lounge Mob. On December 9th I attended GRC. On December 10 - 12 I attended the Executive Board Meeting.	

Report From:	DEBM - ATL
Submitted Report:	
Pamila attended the Executive Board Meeting December 10-12. Pamila met the fourth quarter flying requirement outlined in the TWU Local 556 Bylaws and flew pairing DS1E, December 13-14. Pamila attended the Bylaw Membership Meeting in Atlanta, December 16. Pamila and Shop Stewards Travis Bruce and Eric McCulley conducted an Education Lounge Mobilization December 18. Pamila picked up the Toys for Tots donations from the Atlanta Crew Lounge, and dropped them off at the designated center. Pamila also made a \$250 donation to Toys for Tots on behalf of the Atlanta Base. Pamila participated in the Executive Board Conference call January 7. Pamila and Shop Stewards Travis Bruce, Eric McCulley, and Rasdheeda Malik conducted the Human Trafficking Awareness Lounge Mobilization on January 11. Pamila assisted LaGene Hutchins, the benefits coordinator with open enrollment for Voluntary Insurance Products.(VIP) in the Atlanta Crew Lounge. Pamila updated the Union Glass Case and tidied the Red-Rack. Pamila met with Atlanta Inflight Leaders to discuss issues around the Atlanta Base. Pamila continues to answer Members calls, text messages and emails.	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report (December 2019)</u> Executive Board • Attended Executive Board week December 9 -12 • Executive Board Conference Call December 5 • Bylaw Membership Meeting December 16 • Worked as Chair of the D.C Maryland Virginia State Conference ○ Met with Andrew Rangolan December 17 Domicile Executive Board Member • Updated BWI Union Glass Case ○ Class I Violations ○ Negotiation Dates ○ Human Trafficking ○ Your Voice = Our Power • Met with BWI Management (topics discussed) ○ Fatigue ○ Other topics that BWI Members have brought to my concern ○ VIP Insurance Dates Baltimore Shop Stewards • Toys for Tots ○ 12 Toys dropped in the lounge box ○ \$415.00 collected • December Fact Finding/Step #2 Meetings ○ Fact Finding - 9 ○ Step #2 - 7 Shop Steward Committee Co-Chair • Committee Report for Executive Board • Shop Steward Monthly Newsletter • Shop Steward Conference Call December 13 • 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:	
DAL DEBM BASE REPORT Kristie attended the January Executive board meeting 1/14-16. She attended a conference call with some EB members on 1/9. Kristie appointed shop steward Thomas Boyd to host a lounge mobilization for Human Trafficking on 1/13. Kristie will attend the lounge mobilization on Jan 22nd for mob org. She updated the glass case with the current Membership Meeting calendar and notice as well as including the Human Trafficking poster. She wrote an article for the upcoming Unity Magazine There has been an uptick of Fact Finding meetings for DAL. Kristie has attended 4 FF meetings during the 1st week for January. She met with base manager Tammi Feuling and scheduled a lunch for later in the month to discuss base issues. Kristie participated in a conference call with management and employee relations. She continues to keep the membership informed by updating Union Connection on FB daily and providing a monthly Econnect.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended the Executive Board Meeting in Dallas December 10-12. Jessica met the fourth quarter flying requirement outlined in the TWU Local 556 Bylaws and flew pairing CS41 November 26-28. On December 16, Jessica collected all Toys for Tots donations and dropped them off at an official Toys for Tots collection center. On December 19, Jessica, Christina Johnson, and Cindi Stevenson volunteered at SafeHouse Denver by wrapping presents for the families SafeHouse Denver serves. Open enrollment for Voluntary Insurance Products (VIP) began on January 6. Jessica was in contact with Jan Nolan who is the benefits counselor working in the Denver Inflight Lounge. Jessica would like to thank Chris Albert for meeting with Jan the morning of January 6 to assist her in getting set up in the lounge. Jessica participated in the Executive Board conference call on January 7. On January 10, Jessica and Denver Shop Steward Jamie Simpson held a lounge mobilization highlighting Human Trafficking Awareness Month. Jessica sent a publication out to Denver Flight Attendants on January 13 reminding them of Denver Base Orientation held on the fourteenth of each month. Jessica would once again like to thank Denver Shop Stewards Jamie Simpson, Chris Albert, and Michelle Abramovitch for conducting Base Orientations each month that provide our newest Members with important information that helps them to navigate their new career as a Flight Attendant and TWU Local 556 Member. Jessica has updated the glass case with current material and tidied the red rack. Jessica has answered Members' emails, calls, and texts and remained in contact with Denver Inflight Leadership on issues specific to the Denver Base.	

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended the Executive Board Meeting in Dallas on December 10-12. David assisted with the toy collection sorting for the Operation Stocking Stuffer toy drive. David served as Emergency Officer On Call December 23-30. David conducted a lounge mobilization on Class 1 violations and the fatigue policy. David conducted several Fact Finding and Step 2 Meetings. He updated the glass case and red rack and remained in contact with the Executive Board and Inflight Management.	

Report From:	DEBM - LAS
Submitted Report:	
Rachel reports that she attended the December 2019 Executive Board Meeting and the January 2020 Executive Board Conference Call. Rachel spent time in the lounge assisting Members and updating the Union Glass Case and Union Red Rack. Rachel assisted Members in the Lounge and over the phone. Rachel reviewed all grievances in preparation for the January Executive Board Meeting. Rachel communicated with the Voluntary Insurance Benefits Representative to assist Members with insurance benefits. Rachel would like to thank the TWU Local 556 Civil and Human Rights Committee for their assistance with Human Trafficking Lounge Mobilizations this month.	

Report From:	DEBM - LAX
Submitted Report:	
LAX saw a very busy and rewarding month to close out the year, and our one year anniversary as a base. Trish hosted three lounge education events in December, including a Christmas Cookie party, and raffled off a gift basket. Trish wishes to thank LAX shop stewards Della Saucier, Paige Spence, Shelly Lefebvre and Genesis DaVoy for their hard work, and support to the base this month. Trish wishes to thank Board Members at Large Gayle Ross, and Chantil Huskey, as well as grievance staff leave specialist Anne Claire Crawford for their hard work on the OJI Mobilization event. All of the events this month were well received, and the members of LAX are very appreciative of the opportunities to receive education, and interact with Union representatives. Trish wants to thank the LAX base for their support and is very excited to start the new year, and wishes everyone a very Happy Holiday Season.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that Fact -Finding Meetings continue to remain consistent in Orlando. The meetings range from delay of flight/late to gate, crew conflict and IEFB's being below 90%. Jimmy reported that he delivered 2, very full, Toys 4 Tots boxes to the official Toys 4 Tots drop off location after the December Executive Board Meeting. Jimmy reported that he met with the VIP Representative and is encouraging Orlando Flight Attendant's to speak with the VIP Representative to update their insurance elections. Jimmy reported that with the new Fatigue Policy change, he has already had one Orlando based Flight Attendant that was denied pay by the newly formed committee for their fatigue call. Jimmy reported he has met with Orlando Base Management to discuss various issues, one being the main employee parking lot and rendering decisions after Fact-Finding Meetings. Jimmy reported the Union Glass Case is up to date and the Union Red Rack has been straightened.	

Report From:	DEBM - MDW
Submitted Report:	
Chicago Base Report December 2019 Donna reports a slight decrease during the month of December for Fact-Finding and Step 2 Meetings in the Chicago Base. Meetings were conducted for various 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 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 December. 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 December session of Executive Boards. After Boards was completed, Josh helped make the monthly Executive Board update video for Shop Stewards. Josh assisted with the California Protected Leave lawsuit against Southwest Airlines concerning how they apply protected leave to California based Flight Attendants. Josh created and sent out his first video e-connection. He has gotten a lot of positive feedback from it and plans to continue to communicate with the Oakland Base in new, modern ways. Josh assisted Shop Steward Julie Sadowski with the Human Trafficking Lounge Mob in January. Josh would like to thank the Civil and Human Rights Committee for organizing and providing materials for the event. Josh satisfied his quarterly flying requirement per the bylaws. Josh stayed visible in the base and encourages Oakland Flight Attendants to reach out to him if they have any questions or concerns.	

Report From:	DEBM - PHX
Submitted Report:	
• Wrote a Base Report for the January Board Meeting • Wrote an E-Connection for December and one for January • Was in the lounge speaking with Members • Organized the red rack • Updated the Glass Case with the Professional Standards poster and the upcoming Membership Meetings notice • Picked up the second batch of Toys for Tots and took a photo with some of our Flight Attendants holding the toys and will use the photo in an upcoming Unity article • Attended a Phoenix City Council meeting in December where the topic of discussion was whether to impose increased fees on ground transportation providers at the airport • Went to the AZ Attorney General's office to find out the correct email address to have Members write to the AZ Attorney General about the upcoming increase in Uber/Lyft fees for airport drop off/pick ups that will go into effect on February 1 • Was on an Executive Board Conference Call on January 7 • 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	



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JANUARY 2020 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
Pamila and Co-Chairperson Heather Kelly-Gray collaborated and published communications about Human Trafficking Awareness Month. Pamila and WISE Chairperson, Jessica Parker organized Diversity & Inclusion / Sexual Assault and Harassment training for CISM, Professional Standards, and the Grievance Team. Pamila spoke with WISE Chairperson Jessica Parker, Professional Standards Chairperson Kurt Beggs, and CISM Chairperson Eileen Rodriguez to confirm training dates for February. The training has been confirmed and will be held in Dallas, February 25-27. Pamila revised the Human Trafficking Awareness information and resources brochure. Pamila shipped literature to the Domicile Executive Board Members to be distributed during the January Lounge Mobilizations. Pamila would like to thank Angie Kilbourne for designing the Human Trafficking poster for the Union Glass Case. Heather and TWU International have continued to update Members attending the Dr. Martin Luther King Jr. Civil and Human Rights Conference on hotel, travel, and agenda items for the upcoming conference.	

Report From:	CISM
Submitted Report:	
The CISM Team responded to a total of 75 Incidents during the month of December and spoke to 154 Flight Attendants providing CISM Peer Support.	
Aircraft Incident	1
Calls Related to Death of FA	1
Crew Member Harassment	2
Crew Member Illness	1
Death on Board	4
Debriefing - Team Member	3
Declared Emergency	1
Decompression/Pressurization	1
FA Death	1
FA Death of Family Member	4
FA Illness	1
FA Injury	1
FA Involved in Incident - Off Duty	1
Fear of Flying	1
Incident on RON	1
Mechanical	3
Medical Emergency	12
Passenger Misconduct	6
Personal Issue	23
Pet Onboard Events	1
Professional Standard Referral	3
Sexual Harassment or Assault	1
Smoke or Fumes in Aircraft	1
Suicide Attempt/Intervention	1
Total	75
FAs Assisted	154

Report From:	Education
Submitted Report:	
Amanda continues to add and remove members to/from the Official TWU Local 556 Facebook Group, ensuring the Members of the Group are Southwest Flight Attendants. The Official Group has 8,295 Members. She made posts on the Official TWU Local 556 Facebook Group regarding the 2020 Overlap days, Christmas Day as a PIN Black Out Day, and the first round of Membership Meetings in 2020. She also made two Facebook Live posts. The first one regarding the changes to Door Disarming Procedures and 4th Quarter Attendance benefits (3,360 views). The second Live covered many end of the year reminders including New Year's Eve PIN Black Out date, ordering the new IEFB, the new Fatigue Risk Management Program, the removal of the SWALife mobile app for non-rev listing, etc (1,945 views). Amanda would like to wish the Executive Board a happy and healthy New Year.	

Report From:	FADAP
Submitted Report:	
TWU556 Flight Attendant Drug and Alcohol Program (FADAP) ,Chairpersons Natalie Salser and Tom Spillers attended a Crew Assistance Appreciation Meeting in Orlando December 3-5. The meeting was attended with Tom Crabtree, Director of Inflight Crew Assistance Programs. CISM Chairperson,Eileen Rodriguez, And Professional Standards Chairperson, Kurt Beggs. 5 new Members joined FADAP and attended 1 day Mandatory Training December 2019.	

Report From:	Grievance
Submitted Report:	
<i>January 2020</i> <i>Executive Board Report</i> <u>TOTAL NUMBER OF GRIEVANCES:</u> 197 total grievances: 40 terminations 14 group grievances 42 non-term disciplinary 45 Attendance 56 individual contract Total Contract Grievances on file: 70 Total Discipline Grievances on file: 127 <u>Settled and Withdrawn Report:</u> Thirty grievances were settled; of those fifteen were settled at the Step 2 level and six at the monthly Labor meeting. Thirty-seven grievances were withdrawn without prejudice. Of the forty-five Attendance grievances, twenty-one are No-Shows, four Unable to Contact, twelve Failure to Report, four Sick Leave 1, one SLA, and three No-Show Training. The forty-two non-term disciplinary grievances consist of: twenty-one written warnings, seven final written warnings, eight thirty-day suspensions, one fifteen-day suspension, two six-day suspensions, and three three-day suspensions. <u>Fact-Finding Meetings:</u> Eighty-seven fact-finding meetings were held in the bases, in December 2019. <u>Chat Apps</u> 877 chat app messages received the month of December. <u>Board of Adjustments:</u> FA: January 23, 2020 <i>Proposed settlement</i> <u>Arbitration Schedule:</u> June 28, 2019: Briefs submitted for FA: <i>Still waiting for decision from Arbitrator Vernon.</i>	

FA – Day one held 11.12.19. Day two scheduled 2.14.20

FA – *Settled*

FA — Arbitrator Gomez: scheduled 2.27.20

FA – *Settled*

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. *Waiting for decision.*

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 an FTR.

Flight Attendant released TWU Local 556 and is proceeding on her own to arbitration for Termination: Dishonesty.

Flight Attendant released TWU Local 556 and is proceeding on her own to arbitration for Termination: Dishonesty.

Upcoming Grievance Meeting: The Union and Management will be meeting on January 23, 2020 for our monthly grievance meeting.

Report From:	LODO
Submitted Report:	
January 10, 2020 LODO Sub Committee Report • Meeting Scheduled with Southwest on Friday, February 28, 2020 • Hot Topic issues: • Trip Trading • Open time • Vacancy Award • Options to Opt Out of Program • Future Plans • Amend Agreement <u>Lodo January Bid Awards:</u> See attached for January Awards <u>Bases No Lines Available</u> • AUS AUS Bid Lines - No lines available in JAN 2020 AUS LODO Pairings - No pairings available in JAN 2020 • LAX LAX Bid Lines - No lines available in JAN 2020 LAX LODO Pairings - No pairings available in JAN 2020 • OAK OAK Bid Lines - No lines available in JAN 2020 OAK LODO Pairings - No pairings available in JAN 2020	

Report From:	MOBORG
Submitted Report:	
BMAL and Co-Chair Mobilization Chantil Huskey assisted BMAL Kay Hogan and BMAL/Grievance Chair Gayle Ross Middleton in conducting the December 6th Lounge Mobilization to inform our Members of OJI procedures. I attended the December Executive Boards and at that time BMAL Kay Hogan, BMAL/Grievance Chair Gayle Ross Middleton, and I began setting up dates and times for the January Lounge Mobilization. We conducted a conference call on January 10th for the Mobilizers that would be conducting the Lounge Mobilization January 22nd. We discussed Southwest Airlines Social Media Policy and what talking points we wanted them to touch on with our Members. We were able to fill all the Lounges with Shop Stewards and Volunteers to assist in the January 22nd event. While in Dallas the week of January Executive Board Meeting we will reconvene and decide if we will produce another Lounge Mobilization for February and the contents of said possible Lounge Mobilization. Our goal is to have one Lounge Mobilization on a "Hot Topic" from the Grievance Team a month. We would like to give thanks to all of those Members that have stepped up both in December and January to assist us in these Lounge Mobilizations.	

Report From:	New Hire
Submitted Report:	
Joe reports Initial Training has informed him they are cancelling 4 classes that were scheduled to start in February 2020. He reports they will continue to evaluate the class schedule while the MAX issue continues. Joe will be speaking to one class, Class 428, on February 10th. This class is scheduled to graduate February 14th. The class is planned to have 50 candidates.	

Report From:	Other
Submitted Report:	
Satellite Base Test Report January 2020 The satellite base team is in the process of scheduling a meeting with Management. <u>UPDATE</u> Satellite Base Information from the Company (see attached report) 68% of the pulled satellite base trips began on days during the second half of the month. • We see an increase in open time coverage at the monthly level in December. If we break this down by day of the month we see the following trends: • Peaks generally occur on the weekends • A substantial increase on the days leading up to Christmas. Our peak open time percentage for the month was on December 22 at 23.2%. • Both satellite bases saw an increase in open time percentage for the month as a whole when compared to November. System wide open time increases to 14% for the month of December. This is comparable to what we saw in September (13%) of this year and is a noticeable increase from November. <u>ISSUES</u> *These issues will be discussed at our next meeting • We are researching the accessibility of obtaining an ID in the Satellite Base • Having more than 150 in the base, (Currently there are 155 in FLL) - o Line percentages - o Weekends - o More efficiency at 150 than 2 at 75 - o More efficiency at 180 • The team is researching the impact of Satellite bases on line quality	

Report From:		Professional Standards
Submitted Report:		
Professional Standards Activity Report For December 2019		
Company Policy		2
CRM		7
Employee Relations		1
I.R. Filed		3
Not Taken		8
Pilot Issue		5
Unprofessional Behavior		3
Withdrawn		4
In Progress		1
Total		34
Positive Resolution		18
Negative Resolution		1
Unresolved		14
In Progress		1
*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	2	
AUS	1	
BWI	4	

DEN	5
HOU	10
LAS	3
LAX	5
MCO	2
MDW	1
OAK	2

Report From:	Scheduling
Submitted Report:	
<i>January Scheduling Committee report</i> <i>The number of line positions that a Flight Attendant could be awarded for the month of February increased by 245-line positions from 11,057 in January to 11,302 positions in February. The Scheduling Committee left 0 positions in open time for the month of February, in comparison 0 were left in January.</i> <i>The Committee for the month of February wrote an average of 73.23% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an decrease in purity from January by 1.44%. The Scheduling Committee maintained 35% of the Lines with all weekends off, and the Lines containing 3-on/off or 48-hour breaks did not exceed 18%. Our average lines paid 82.6 TFP average work days were 12.12. The contractual numbers above do not include the two satellite bases of FLL and AUS.</i> <i>The AUS Satellite base had an average of 56.15% pure lines, 42.31% weekend off and 0% lines containing 3-on/off or 48-hour breaks. The average lines paid 82.41 tfps.</i> <i>The FLL Satellite base had an average of 58.14% pure lines, 31.78% weekend off and 1.55% lines containing 3-on/off or 48-hour breaks. The average line paid 81.18 tfps.</i> <i>The Line Writers for January Primaries were: Lisa Trafton, Rebekah Knox, Sheri Tyler and Xander Ricker.</i> <i>The Line Writers for January Secondary Lines were: Lisa Trafton, Sheri Tyler and Xander Ricker.</i>	

Report From:	Technical Services
Submitted Report:	
Section I – Salesforce Update The Salesforce Platform continues to grow as better adoption within TWU Local 556 occurs. Last month several bug fixes and improvements were conducted to further improve and enhance the platform for different Salesforce user groups. The information from some of these meetings were used to scope deployments for different objects within Salesforce, or for additional improvements to continue to evolve the ecosystem to meet the growing needs of TWU Local 556. We currently have 50+ items under investigation, scoping, or development. These include configuration improvements, new release features, user requests, etc. Each of these could impact the others, so the Technical Services Committee is continually evaluating and adjusting its deployment plans and subsequent roadmap. Salesforce projections fall under Salesforce’s Forward-Looking Statement and may change as a result. Section II – App & Website Tech Services works to keep the website and mobile app operating. We work with our developers to ensure all expected platforms are operational. In the past month several patches have been applied to all platforms to ensure functionality. iOS App The TWU556 Connect App is currently running version 5.2.2 released on November 16, 2019. Android App The TWU556 Connect App is currently running version 2.1.5 released on June 14, 2019. Website Website infrastructure and updates were maintained by Technical Services to ensure optimal performance and uptime of twu556.org. Currently updates for bug issues are deployed weekly or as they arise. All updates are deployed following testing on our staging servers. Tech Services made over 24 posts to the website at the request of the Communications or other Committees.	

Report From:	Veterans
Submitted Report:	
• Attended International TWU Veterans Committee Conference DFW 2019 Dec 3-5 • International TWU Veterans Committee Executive Board Election during Decembers Meeting • TWU 556 Congratulates our newly elected International TWU Veterans Committee Executive Board Members Chris Kiernan (TWU 501) - Chairman, Andre HaneKamp (TWU 513) Co-Chairman and Charlana Bilodeau (TWU 555) Recording Secretary • Serves on International TWU International Legislation Sub-Committee	

Report From:	WISE
Submitted Report:	
On December 19, Jessica and Denver Flight Attendants Christina Johnson and Cindi Stevenson volunteered at SafeHouse Denver by wrapping presents for the families SafeHouse Denver serves. SafeHouse Denver assists adults, children, and youth in reclaiming their right to a life free from domestic violence. Jessica would like to thank both Christina and Cindi for volunteering for this important organization during the busy holiday season. Jessica would also like to thank Christina for maintaining a close relationship with SafeHouse Denver and finding opportunities for Denver Flight Attendants to be of service in the community. Jessica and Atlanta Domicile Executive Board Member (DEBM) and Civil and Human Rights Committee (CHRC) Chairperson Pamila Forte have worked together to plan a training for Professional Standards, Critical Incident Stress Management (CISM), and members of the Grievance Team focusing on Diversity and Inclusion and Sexual Assault and Harassment. The training will be held in Dallas on February 26 and 27. Jessica would like to thank Pamila for her hard work in organizing this training which she believes will be a huge benefit to all involved.	