



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	