



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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FEBRUARY 2020 OFFICERS REPORTS

Report From:	President
Submitted Report:	
Feburary 2020 President's Report • On Tuesday, January 14 -16, 2020 Lyn chaired the January Executive Board Meeting. • On Friday January 17, 2020 Lyn attended a Negotiating Team Preparation Session for the January 21- 23 Negotiating Session. • On Tuesday January 21, 2020 Lyn attended a Negotiation Session with the Negotiating Team and Management. • On Wednesday January 22, 2020 Lyn and the entire Negotiating Committee continued with Negotiations. • On Thursday January 23, 2020 Lyn attended Negotiations. For more information please see the Negotiating Committee Updates on the TWU Local 556 webpage. • Later that same day Lyn and other Union leaders attended the Southwest Airlines Earnings Meeting followed by the monthly Max 8 Update Meeting held by COO Mike VanDeVen. During this meeting, Lyn stressed the importance for Management to understand and respond to the unique needs of the Flight Attendant work group due to the MAX 8 grounding. Lyn, Vice President Kleibscheidel and the TWU Local 556 Safety Committee continue to monitor the events surrounding the MAX 8 grounding. • On Friday January 24, 2020 Lyn worked with the Negotiations Committee. • Lyn conferred with the Health Committee Chairperson Michele Moore, and Safety Committee Chairpersons Michael Massoni and Jannah Dalak , regarding the Coronavirus epidemic and its impact. Lyn coordinated with Communication Chairpersons Charla Miller and the Health and Safety team to ensure timely communications were published on the matter. Lyn wants to thank Michele Moore, Michael Massoni, Jannah Dalak and Charla Miller for their dedication. • On Monday January 27- 31, 2020 Lyn led a Strategy and Planning Session with the TWU Local 556 Negotiating Committee, including TWU Local 556 International Advisor Thom McDaniel and Legal Strategist Lucas Middlebrook. The session was at the Crown Plaza Ravine in Atlanta, where the entire team committed to work from morning until late in the evenings. The meeting was highly productive. • On February 3, 2020 Lyn attended a Negotiating Team preparation session for the next bargaining session with the Company. • On February 4- 6, 2020 Lyn attended a Negotiating Session with the Negotiating Team and Management. The Union hosted this session. Please see Negotiating Committee Update #21. • On February 7, 2020 Lyn attended a Membership Meeting Preparation conference call with Officers Chad Kleibscheidel, LaTonia Benoit, KeyAnder Early and John Parrot.	

- Lyn facilitates a weekly conference call with Officers Chad Kleibschedel, LaTonia Benoit, KeyAnder Early and John Parrot. During these short calls, the Officers discuss one another's obligations and duties for the week and any other relevant information. Lyn wants to thank them for participating in these calls as it has improved communication and generated good teamwork.
- Lyn was the keynote speaker on a conference call with the Negotiations Task Force Members. These Members have volunteered to participate in the Airport Outreach program sponsored by the Negotiating Team held in the domiciles on February 9 and 12. Lyn educated the volunteers about the Negotiating Team's technology campaign. Lyn discussed the Company's overly invasive technology rules and the need to secure contract language that ensures Flight Attendant's data information privacy is protected. Without clear language modern technology will affect our work and life balance and threaten our employment.
- Lyn has been working with the Communication Chairperson Charla Miller and Videographer John Long to produce videos that deliver timely messages directly to Members. Videos have proven to be a desired form of communication for many Members. Lyn wants to thank the Executive Board, the Education Committee, Grievance Committee and the Shop Steward Committee for the video messages it has created. Positive feedback has been received from many Members about the local's utilization of this medium. TWU Local 556 offers different types of communication including emails, printed publications, videos, social mediums, conference calls, and even podcasts to offer a variety of ways to reach a large audience.
- Lyn continues to coordinate with Grievance Chairperson Gayle Middleton and Grievance Leaders concerning grievance issues and concerns. The issues include but are not limited to disappearing trips, Monthly release time, arbitration and case consultation, MAX 8 issues, work rule concerns and labor management. Lyn wants to thank Gayle and her team for their dedication and work.
- Lyn wants to thank those 556 Members who have sent her thoughtful messages, flowers and constructive feedback. Lyn is thankful and honored to represent the Brothers and Sisters of TWU Local 556.

Report From:	Recording Secretary
Submitted Report:	
Bylaw Update: The bylaw amendments that had a favorable vote, have been submitted to TWU International for final approval. International confirmed receipt of the amendments and will be reviewing them during the first quarter. Electronic Meetings: In preparation of the Local further exploring the use of electronic meetings, I have met with Tech Services to review the inventory that we have and see what is needed. We will continue to work together and prepare options for the Executive Board to review. Parliamentarian Search: Six parliamentarians have been contacted regarding the opportunity. Information will be presented to the Executive Board.	

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. He was present and attended Executive Boards in January. He worked closely with committees on the 800 MAX RTS, supported the Grievance staff, worked in the office in Dallas, attended several Management meetings with the president, worked with communications and the uniform committee. Also continued to monitor Executive Board emails and continues to work on the MAX issues and is monitoring the coronavirus outbreak. Ensured that Special Committee Members and Union work would be permitted during the Time Away Program. He attended the Digital Security meeting at headquarters as well as Southwest Airlines quarterly earnings. Worked with safety to ensure our Emergency Response Plan is current and all contact info is accurate.	

Report From:	Vice President - 2
Submitted Report:	
<i>2nd Vice Preseident Report</i> January 13-15 Attended Executive Board Meeting in Dallas January 16-19 Attended MLK Conference in DC January 21-22 Worked in the office Top 5 Weekly Conference Call January 23-26 Attended Texas AFL-CIO COPE Conference, Austin Chair Resolutions Committee January 28 Worked in office Data Privacy Meeting TWU Working Women Chair and Co-Chairs Meeting via Conference Call January 29 Worked in office Top 5 Weekly Conference Call Attended American Airlines Pilot Picket Event January 30 Worked in the office February 4 TWU Working Women Meeting Chair and Co-Chairs via Conference Call Flight Attendant Government Affairs Monthly Call February 5 Top 5 Weekly Conference Call February 6 OJI Meeting West Coast Worked in the office February 7-9 Attended Ruth Ellinger Texas AFL-CIO Labor Leaders School, San Antonio Block Walking for Jessica Cisneros Candidate for U.S. House of Representatives, TX-28	

Report From:	BMAL
Submitted Report:	
Sean Cooley BMAL Attended Executive Board Meetings in Dallas January 13-16 Flew DEN pairings CAEG on the 7th Flew DEN pairing CS1A on the 20th Spent the 22nd in the Denver lounge mobilizing on SMV along with Angie Shafer, CISM Member Flew DEN pairing CAB6 on the 23rd Flew MCO pairing FS1M on the 26th Took calls, emails, and texts throughout the month helping Flight Attendants with issues related to contract, discipline, fact finding meetings, and negotiations.	

Report From:	BMAL
Submitted Report:	
Kay Hogan: On January 2 & 3 I assisted the Grievance Staff with the MAX Loss of Pay research. On January 7 - 10 I assisted the Grievance Staff with Dishonesty Termination Case research. On January 10 I participated in the Conference Call for the SMV Lounge Mob. On January 14 - 15 I attended the Executive Board Meeting. On January 21 - 24 & January 27, 28 & 31 I assisted the Grievance Staff with Disappearing Trip Group Grievance research.	

Report From:	BMAL
Submitted Report:	
<u>Officer Report February 2020 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> •Gayle continued her work as Grievance Chairperson for TWU Local 556 •Wrote article for Galley Gazette •January 8th met with Chad Kleibscheidel regarding uniform issues •January 9th met with LaTonia Paul-Benoit and Ann Claire Crawford regarding OJI meeting •January 10th BMAL's Kay Hogan, Chantil Huskey and I held a conference call regarding the upcoming SMV Lounge Mobilization on Jan 22nd •January 13, 2020 Grievance Review Committee •Attended Executive Boards January 14-15, 2020 •Participated in several arbitration prep meetings •Continued work on MRT issues and potential settlements •Worked on Time Away language •Prepared for OJI February meeting •Monthly Labor Meeting with Management January 23rd	

Report From:	BMAL
Submitted Report:	
*attended Executive Boards 13-16 Jan 2020 * attended GRC 13 Jan 2020 * fielded calls, emails, messages on social media, satellite bases, and negotiations. * worked 5 pairings in the month of Jan 2020. Continued to emphasize your voice our power movement and unity as co workers as we continue contract negotiations while working online.	

Report From:	DEBM - ATL
Submitted Report:	
Pamila attended the Atlanta Central Labor Council Meeting at the IBEW Building in Atlanta, GA, January 8. Pamila met with Denver Domicile Executive Board Member and Women's Issues, Service, and Education (WISE) Committee Chairperson Jessica Parker on January 13, to continue preparations for the upcoming Diversity and Inclusion / Sexual Harassment and Assault training scheduled for January 26 and 27. Pamila would like to thank WISE Committee Chairperson Jessica Parker, Critical Incident Stress Management Chairperson (CISM) Committee Chairperson Eileen Rodriguez, and Professional Standards Committee Chairperson Kurt Beggs for working together on this very important training. Pamila attended the Executive Board Meeting January 14-15. Pamila traveled to Washington, D.C., and volunteered her weekend to attend the 2020 AFL-CIO Martin Luther King Jr. Civil and Human Rights Conference January 17-19. Pamila worked with Oakland Shop Steward Angie Kilbourne to create a Black History Month poster for the Domicile Executive Board Members to post in the Union Glass Case. Pamila attended the TWU Georgia State Conference Meeting in Augusta, GA., January 25. Pamila wrote an article for Unity Magazine highlighting the Atlanta Shop Stewards. Pamila published an E-Connection January 28. Pamila will be in attendance for the upcoming volunteer event to honor our late Union Leader Gwen Dunivent-York, on February 14, at Trusted World in Garland, TX. Pamila updated the Union Glass Case, and tidied the Red-Rack. Pamila continues to meet with Atlanta Inflight leadership, answer calls, email, and text messages form Members.	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report (January 2020)</u> Executive Board • Attended Executive Board week 1/13 - 1/16 • Executive Board Conference Call 1/7 • Emergency Officer On Call in Office 1/27 - 1/31 - o Research for upcoming Arbitration - o Step #2 Meeting with Grievance Leaders - o APA Informational Picketing - o Data Privacy Event SWA Headquarter • Attended MLK AFL-CIO Civil and Human Rights Conference 1/17 - 1/19 • Attended TWU International Power-Up Grassroots Training 2/4 - 2/5 NYC • Worked Pairings - o BACW - 1/22 - o BS15 - 1/23 -1/24 • Worked as Chair of the District of Columbia Maryland Virginia State Conference - o Planning for first State Conference meeting - o Recruiting TWU Members from 555 - o Appointment of Co-Chairs ▪ Lucy White-Lehman ▪ Gaylie Corens Domicile Executive Board Member • Updated BWI Union Glass Case - o Class I Violations - o Negotiation Dates - o Black History Month - o Your Voice = Our Power • Met with BWI Management (topics discussed) 2/7 - o New Fatigue procedures - o Other topics that BWI Members have brought to my concern • E-Connection sent out on 1/19 - o Base News - o Changes in Lounge Mobs - o Grievance Report Baltimore Shop Stewards • December Fact Finding/Step #2 Meetings - o Fact Finding - 13	

o Step #2 - 9

Shop Steward Committee Co-Chair

- Committee Report for Executive Board
- Weekly updates with Committee Chair
- Corresponded with NTF Leader
- Corresponded with Grievance Chair
- 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:	
Kristie was in attendance for the Executive Board meeting. She participated in the Honor Gwen York Volunteer Day at Trusted World in Garland Texas. She continues to do fact finding meetings in the base. There has been an increase in customer complaint meetings. Kristie will host a lounge mobilization to honor the DAL based flight attendants for Valentines Day. She updates daily on her Dallas Union Connection FB page all base and union news as well as bidding reminders. Kristie is attending the Dallas Rally in Grand Prairie. Kristie is scheduled to meet with base leadership this month.	

Report From:	DEBM - DEN
Submitted Report:	
On January 13, Jessica met with Atlanta Domicile Executive Board Member (DEBM) Pamila Forte regarding Diversity and Inclusion / Sexual Harassment and Assault Training taking place on February 26 and 27. The goal of this training is to provide additional resources and guidance to members of Professional Standards, Critical Incident Stress Management (CISM), and the Grievance Team to better support our Members. Jessica would like to thank Pamila for her dedication and hard work in organizing this training that will be a benefit to all involved. On January 13, Jessica also met with Baltimore DEBM Damion West and Recording Secretary KeyAnder Early to discuss an article highlighting the importance of Unions being involved in the political process. This article is a result of the 2019/2020 Strategic Plan and will be the first of a series of articles intended to educate the Membership on why it's vital that Unions are involved in politics and legislative efforts. This series of articles will be published in the Galley Gazette. Jessica attended the Executive Board Meeting January 14-16. Jessica submitted an article highlighting community activism, specifically volunteer efforts with SafeHouse Denver, that will be published in the upcoming Unity Magazine. Jessica submitted an article to the Communications Committee announcing the Michael J. Quill Scholarship Fund that was published to the Membership on January 21. Jessica submitted a follow-up article to the Communications Committee that clarified the application process for the Micheal J. Quill Scholarship Fund that was published to the Membership on January 27. Jessica submitted a short blurb for DEBMs to include in their E-Connections announcing the Quill Scholarship. Jessica wrote an article about why Unions are involved in politics and submitted it for review and edits to 2nd Vice President LaTonia Benoit, Baltimore DEBM Damion West, and Oakland DEBM Josh Rosenberg. Jessica submitted the final article to KeyAnder Early on February 6. Jessica submitted a reminder for Denver Base Orientation to the Communications Committee on February 6. Jessica is thrilled to announce that Denver Shop Steward Zach Hart agreed to join Shop Stewards Jamie Simpson, Michelle Abramovitch, and Chris Albert to assist with conducting Denver Base Orientation. Jessica organized a volunteer event to honor our late Union Sister Gwen Dunivent-York that will take place on February 14. Jessica answered Members' emails, calls, and texts, and remained in touch 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 January 14-16. David coordinated with the VIP supplemental insurance representatives for set up in the inflight lounge. David wrote an article for Unity magazine and published an E-Connection during the month of January. David met with Houston Base Manager Dori Peveto to discuss the large number of Fact-Finding Meetings held in the Houston base. David is happy to report the number of meetings held in Houston has since declined. David conducted a lounge mobilization on Human Trafficking along with Shop Stewards Lisa Thomas and Patsy Payne. David updated the Union Glass Case and the red rack. David remained in constant contact with the Executive Board, Grievance Team and Inflight Management.	

Report From:	DEBM - LAX
Submitted Report:	
LAX had a great educational month with a Human Trafficking Lounge Mob, and A Social Media Awareness Workshop. Trish would like to thank Shop Stewards Genesis DaVoy, and Febe Adams for hosting these important events! Trish wishes to thank ATL DEBM Pamila Forte for organizing, and providing the material for the Human Trafficking Event. Trish also thanks Chantil Huskey, and Gayle Middleton for their work organizing the Social Media Event. Trish attended the January executive boards, met with the base staff, wrote a monthly EConnection and attended the Social Media Awareness event. Trish was also able to take vacation, and wishes to thank Paige Spence for her assistance with the base during vacation. Trish also thanks the LAX based Shop Stewards for their hard work facilitating Fact Finding meetings this month. Trish would like to express her appreciation to the grievance staff for their assistance with Fact Finding meetings, and the support they provide to the membership.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that Fact-Finding Meetings are down in Orlando. Jimmy reported that at the time of this writing, there is one Class 1, 2: Dishonesty case pending a decision. Jimmy reported that he attended the January Executive Board Meeting January 14-16. Jimmy reported that he had several calls regarding the email sent to the Membership discussing Flight Attendant's having a 'side job'. Most Flight Attendant's he spoke to were confused by the email. Jimmy would like to thank MCO Shop Steward Barbara Page for conducting the social media awareness lounge mobilization. Jimmy reported he has spoken to several Flight Attendant's who live in the Tampa area and has received a very positive response regarding the TPA satellite base opening announcement. Those he spoke with are very excited for the satellite base to open. Jimmy reported he has met with Orlando Base Management to discuss various topics. Jimmy continues to be available to the Members in Orlando and Fort Lauderdale.	

Report From:	DEBM - MDW
Submitted Report:	
Chicago Base Report December 2019 Donna reports a during the month of January 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 January. Donna has been available and in communication with the Chicago Members via phone, email, and text. Donna assisted in the fund-raising Tamale Day on January 17, coordinated by Flight Attendant Gerardo Rangel and assisted by Flight Attendant Sandra Hall. The funds raised are going to be used to pay for Flight Attendant participation in the Chicago Pride Parade 2020. Donna would like to thank Gerardo, Sandra, Assistant Base Manager Cyndi Faulkner, as well as the Chicago Base Leadership for all their hard work for this cause.	

Report From:	DEBM - OAK
Submitted Report:	
Josh attended the January 2020 session of Executive Board Meetings. Josh was present in the OAK lounge during the month and updated the glass case and red rack. Josh represented Flight Attendants in Fact Finding and Step 2 Meetings throughout the month and continues to be available by phone, text, and email to his Members.	

Report From:	DEBM - PHX
Submitted Report:	
• Reviewed Grievances and wrote a Base Report for the February Board Meeting • Did 3 Fact-Finding Meetings • Wrote two E-Connections for January • Was in the lounge speaking with Members and distributed Union Pins and Bag Tags • Organized the red rack • Updated the Glass Case with the Black History Month poster • Wrote a Unity article • Met with Teresa Wilking about a supplemental insurance issue in the base • Did research on Uber/Lyft trip fee • 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 • Wants to thank Shop Stewards Rob Riddell and Lynn Eckert for being in the lounge for the Digital Media Awareness Lounge Mob • Wants to thank 1st VP Chad Kleibscheidel for his assistance with a Member	