



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

8787 N. Stemmons Frwy.
Suite 600
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
www.twu556.org

FEBRUARY 2020 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
January has been a very busy month for the Civil and Human Rights Committee. Pamila met with Denver Domicile Executive Board Member and Women's issues, Service, and Education (WISE) Committee Chairperson Jessica Parker on January 13, to discuss the upcoming Diversity and Inclusion / Sexual Harassment and Assault training. Pamila remains in contact with Critical Incident Stress Management (CISM) Committee Chairperson Eileen Rodriguez, Professional Standards Committee Chairperson Kurt Beggs, and WISE Committee Chairperson Jessica Parker to prepare for the training. The training will involve five Local 556 Standing Committees, and 50 Members are expected to attend. Pamila attended several conference calls with the facilitators of the training; National Vice President for Coalition of Labor Union Women (CLUW) Janet Hill, CEO of the RDR Group Richard Brandt, and Phoenix District Office Regional Attorney for the Equal Employment Opportunity Commission (EEOC) Mary O'Neill, to discuss the training criteria. Pamila and Heather Kelly-Gray worked together to communicate with 20 Members attending the AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference. TWU Local 556 had a large showing this year, with 25 Members in attendance. Pamila would like to thank the Executive Board Members, Shop Stewards, and Members in attendance for joining CHRC for the AFL-CIO Martin Luther King Jr. Civil and Human Rights Conference. Pamila would also like to thank Heather Kelly-Gray for all of her hard work assisting the Members attending. And, CHRC would like to thank TWU President John Samuelson and TWU International for hosting several events over the weekend. Pamila assisted with four communications to be published in January; Human Trafficking Awareness Month, Dr. Martin Luther King Jr. Day, Black History Month, and Unity magazine. 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. CHRC would like to thank Angie Kilbourne for her hard work creating the posters. Pamila would also like to thank Atlanta Shop Steward Eric McCulley for assisting with editing for CHRC. Pamila worked with a graphic designer to create a new series of TWU Local 556 Union Pins to distribute to Members. The Pins will be presented to the Executive Board for approval at the next meeting, February 14-16. Pamila had a conversation with two Agents from the Federal Bureau of Investigations (Atlanta) to schedule their second Human Trafficking Awareness training, in the Fall.	

Heather Kelly-Gray's Report:

Heather Kelly-Gray reports that she assisted Members attending the 2020 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference, scheduled for January 17-19, in Washington, D.C. Heather communicated via email, text messages and calls with all 20 Members attending the conference. Heather assisted in four communications for the month of January, such as; Human Trafficking Awareness Month for Galley Gazette, Black History Month Facebook post, Martin Luther King Day Facebook post, and a Unity Magazine Article to be published in February. Heather would like to thank Pamila Forte for her hard work on the 2020 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Right Conference.

Report From:		CISM
Submitted Report:		
The CISM Team responded to a total of 125 Incidents and spoke to 200 Flight Attendants during the month of January.		
Assault	1	
Birdstrike	2	
Calls Related to Death of FA	3	
Crew Member Harassment	1	
Crew Member Illness	4	
Debriefing - Team Member	5	
Declared Emergency	3	
Decompression/Pressurization	2	
Diversion	1	
FA Death	3	
FA Death of Family Member	9	
FA Illness	6	
FA Injury	2	
FA Involved in Incident - Off Duty	1	
Fear of Flying	1	
Incident on RON	1	

Medical Emergency	25
Natural Disaster	11
NOC Rotation Review	3
Other	2
Passenger Misconduct	5
Personal Issue	27
Sexual Harassment or Assault	1
Slide Deployment - Inadvertant	1
Smoke or Fumes in Aircraft	2
Termination/ Fact Finding	1
Turbulence	2
Total Incidents	125
FAs Assisted	200

Report From:	Communications
Submitted Report:	
Unity Magazine: The Unity Magazine is on schedule to be released the week of February 24th.	

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 8,290 Members. She has started making polls on the Official TWU Local 556 Facebook Group to gauge Member knowledge about contractual language. The first group of polls have been about duty day and rest. In addition to the polls, she made one post about the Time Away program. She also made one Facebook Live about the Time Away program. It has been viewed 2,330 times. Amanda contributed a Q&A to the Shop Steward newsletter that gives Shop Stewards tips on how to help Members who are facing a Fact Finding meeting. She also contributed an article to the upcoming Unity Magazine.	

Report From:	FADAP
Submitted Report:	
MCO Base Coordinator Mikel Kendle attended a meeting with the Mco Base Supervisors and Managers to discuss and answer questions regarding the Flight Attendant Drug and Alcohol Program, (FADAP). Mikel also held a Lounge Mobilization for the Mco Flight Attendants on January 8. TWU556 FADAP Liason, Charla Miller, helped create an Email Blast describing the rules concerning Drug Testing In the workplace to be sent out to the Membership. 2nd Vice President, La Tonia Benoit, followed up with FADAP Co-Chairs regarding progress and communication on a Second Chance Agreement. Co-Chair Tom Spillers, started work on a letter to be signed by the Unions and presented to Southwest Airlines Management to move forward in discussions of a Second Chance Agreement.	

Report From:	Grievance
Submitted Report:	
February 2020 Executive Board Report <u>TOTAL NUMBER OF GRIEVANCES:</u> 220 total grievances: 46 terminations 16 group grievances 55 non-term disciplinary 52 Attendance 51 individual contract Total Contract Grievances on file: 67 Total Discipline Grievances on file: 153 <u>Settled and Withdrawn Report:</u> Thirty-two grievances were settled; of those fifteen were settled at the Step 2 level and five at the monthly Labor meeting. Thirty-three grievances were withdrawn without prejudice. Two Members released the Union to proceed on their own. Of the fifty-two Attendance grievances, twenty-three are No-Shows, six Unable to Contact, fifteen Failure to Report, three Sick Leave 1, one MBL, and four No-Show Training. The fifty-five non-term disciplinary grievances consist of: thirty-three written warnings, eight final written warnings, nine thirty-day suspensions, one fifteen-day suspension, one six-day suspensions, and three three-day suspensions. <u>Fact-Finding Meetings:</u> One hundred and eleven fact-finding meetings were held in the bases, in January 2020. <u>Chat Apps</u> 815 chat app messages received the month of January. <u>Board of Adjustments:</u> FA: WW Customer Complaint: February 25, 2020 <u>Arbitration Schedule:</u> June 28, 2019: Briefs submitted for FA: <i>Still waiting for decision.</i> FA – Day one held 11.12.19. Day two scheduled 2.14.20 FA —February 27, 2020 FA – March 26, 2020 FA – April 8, 2020 <u>Arbitration-Proceeding on Their Own:</u> 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. *Ruled in favor of Company.*

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 February 18, 2020 for our monthly grievance meeting.

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Report From:	Health
Submitted Report:	
Health and Safety Report <u>ASAP</u> The ASAP Event Review Committee (ERC) has been without an FAA representative as Southwest is temporarily down to 1 Cabin Inspector; one is on temporary assignment and one is on a medical leave. This has caused us to be extremely behind as we have not been able to close reports without one of the members. At one point we had over 400 reports in the que to be worked. We asked the company to put out a publication to the Flight Attendants to inform them of the delays in their reports being worked. Southwest Management made it a priority to have several meetings with the FAA to be assigned a Cabin Inspector to have the ability to participate in our Event Review Committee (ERC) meetings. They assigned one of American Airlines Cabin Inspectors to our committee. While this is not their only duty, they have made a point to meet up to two times per week if they don't have prior commitments. We have had 2 meetings per week the past several weeks and have of our "reports in que" are down to 156. I continue to read and score the reports on a daily basis so the TWU side is up to date on the scoring. Our temporary Cabin Inspector works in Orlando so we either fly to FAA to meet or the Inspector conferences in. <u>Health/Safety Issues</u> • Corona Virus – I continue to monitor the CDC, the WHO, and the FAA websites as well as the various news channels and converse with other airline Union Health and Safety personnel. During the event with the ill passenger on 1/25 we were in constant contact with Inflight Safety and CISM and followed up with the crew after the event. • There was a decompression on a recent flight; follow-up was done with the crew	

- Max -800 aircraft – we still do not have a definitive return to service date but plans are in place for how they will be returned to service once they are released.
- Ground Operations policies that conflict with Inflight policies – this continues to be an issue that has been discussed with Steve Murtoff and Tom Raffalski. A system assessment is being conducted by Inflight to address the issues.
- Turbulence Flight Attendant injuries and service on short flights are being addressed in several system assessment/working groups. Corporate Safety is assessing the situation to see if there is a correlation between short haul service and turbulence injuries as well as the time of flight that injuries are occurring. We continue to discuss this with Inflight Management and Corporate Safety.

Coronavirus

We have had many discussions with the company regarding the Flight Attendant concerns and request to wear nuisance masks and gloves during service. We also requested that additional nuisance masks be placed on the aircraft and that all stations have them available in the event that all the masks on the aircraft are used. We wanted our Membership to be able to get replacements at every location, not just at Provisioning stations. The company follows CDC guidelines and at this time the CDC does not feel this is a step that will protect the Flight Attendants so the company has not agreed to our request. There have been several industry wide calls with the CDC that TWU Health and Safety has been a part of. We are also on a distribution list to receive any updated guidance.

Following is the process Southwest Management takes if there is an event with a passenger that is exhibiting symptoms:

- A passenger exhibits an illness that could be classified as a highly contagious disease (such as Ebola, Coronavirus, Measles etc.) on a flight
- StatMd is contacted
- CDC is contacted – at this point the CDC takes over the decision making similar to the NTSB taking over an accident site
- The CDC does an assessment of the situation and determines what steps need to be taken at that point, i.e. – do they feel the passenger is a candidate for having the Coronavirus or an unrelated illness
- The CDC advises the ground personnel at the station the aircraft is landing at the steps that should be followed
- If a passenger tests positive for what they are tested for after medical assessment the CDC will contact Southwest within 24 hours.
- If the passenger tests negative for what they are being tested for there is no follow-up from the CDC

In the recent Southwest flight, the CDC deemed the passenger to not be in the Coronavirus risk category so released the ill passenger and suggested they seek treatment at a local facility for their illness. Just as an FYI, in this situation, it was ascertained that the passenger had gone through screenings at several airports before boarding a Southwest aircraft.

Health and Safety Meeting (HASC)

The following topics were discussed at the recent HASC Meeting:

- Injury Data
- There has been an additional TSA event where the TSA hid a knife under a wine kit (last month it was a beer kit) – it is still being discussed to have the remaining security checks be removed from Flight Attendant duties
- A working group has been formed to review the OWWE – the areas of concern are pre-boards sitting there, pets being hidden and stowed in the OWWE as well as passenger non-compliance with Flight Attendants concern about suitability.
- Placarding of the -800 Max lavatory door (new aircraft have had a placard to lock during take off and landing; this will be removed from future deliveries and on current aircraft)
- Final descent notification to Flight Attendants – a working group is evaluating having the clean-up phase of the flight begin at the top of descent instead of beginning at 10,000 feet

Upcoming Meetings:

ASAP ERC: 2 Weekly Meetings with a day of preparation and follow-up

ASAP: Quarterly Meeting

HASC - monthly meeting

Meeting with Steve Murtoff and Tom Rafalski – monthly meeting

Max -800 Meeting

Respirator Fitting/Training – Go Team

Report From:	LODO
Submitted Report:	
February 7, 2020 LODO Sub Committee Report • Meeting Scheduled with Southwest on Friday, February 28, 2020 • Hot Topic issues: o Trip Trading o Open time o Vacancy Award o Options to Opt Out of Program o Future Plans o Amend Agreement o Charters o Reassignments to “A” position when LODO picks up “B” or “C” position. Lodo February Bid Awards: See attached for February Awards Bases No Lines Available • AUS AUS Bid Lines - No lines available in FEB 2020 AUS LODO Pairings - No pairings available in FEB 2020 • LAX LAX Bid Lines - No lines available in FEB 2020 LAX LODO Pairings - No pairings available in FEB 2020 • OAK OAK Bid Lines - No lines available in FEB 2020 OAK LODO Pairings - No pairings available in FEB 2020 Submitted by LaShaye Hutchinson	

Report From:	New Hire
Submitted Report:	
Joe reports he spoke with Class 428 on 2/10/20. This is the first class of 2020 and is will be the only one until 4/13/2020. Inflight Training cancelled all classes scheduled to start in February and March.	

Report From:	Other
Submitted Report:	
Satellite Base Test Report February 2020 The satellite base team has a meeting with Management scheduled for February 28, 2020. <u>UPDATE</u> We have not received the most recent Satellite Base Information from the Company. We hope to review it during the next meeting. <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 • Feedback from Members regarding the announcement of opening TPA when the Max returns to service • The team will reiterate to the Company that the Satellite Base agreement will ultimately be voted on by the Membership Submitted by Liz Howayeck	

Report From:		Professional Standards
Submitted Report:		
Professional Standards Activity Report for January 2020		
Company Policy		3
CRM		6
Employee Relations		1
I.R. Filed		2
Not Taken		5
Pilot Issue		3
Unprofessional Behavior		5
Withdrawn		1
In Progress		2
Total		28
Positive Resolution		11
Unresolved		15
In Progress		2
*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	2	
BWI	5	

DAL	4
DEN	2
FLL	2
HOU	2
LAX	1
MCO	1
MDW	3
OAK	4

Report From:	Safety																
Submitted Report:																	
Safety Team Report Michael Massoni – Operational Safety Chair <i>...The mission of the Unions Safety Team is to provide Union Leadership in all issues of health & safety; Technical Counsel to the TWU Executive Board; Representation to our Membership; Stewardship within our Company, Industry, its regulatory bodies and most importantly, facilitate Effective Communications between all...</i> To: TWU Local 556 Executive Board CC: Thom McDaniel Date: February 6, 2020 Re: February 2020 EB Safety Team Report Currently the Safety Team has the following open and/or resolved action items: Aviation Safety Action Program (ASAP) – Reports Under ERC Review - 246 <table> <tr> <td>ASAP Reports received 2020 Year-to-Date:</td> <td>228</td> </tr> <tr> <td>Accepted Reports Year-to-Date:</td> <td>220</td> </tr> <tr> <td>Excluded Reports to date:</td> <td>8</td> </tr> <tr> <td>Open Reports:</td> <td>9</td> </tr> <tr> <td>Total Reports Received in 2019</td> <td>2880</td> </tr> <tr> <td>Total Reports Received in 2018:</td> <td>1716</td> </tr> <tr> <td>Total Reports Received in 2017</td> <td>947</td> </tr> <tr> <td>Total Reports Received over the Life of Program</td> <td>11,490</td> </tr> </table> Southwest Airlines Event Notification System (ENS) Fielded Events for Period: 12/8/19 through 12/31/19 = 303 Emergencies Declared for Period = 34 Fielded Events for Period: 1/1/20 through 2/6/19 = 388 Emergencies Declared for Period = 31 2020 Year-to-Date = 388 All of 2019 = 4261 All of 2018 = 2462 All of 2017 = 2371 All of 2016 = 2887 All of 2015 = 2843 All of 2014 = 2119 All of 2013 = 1138* All of 2011 = 1609 All of 2010 = 1413 All of 2009 = 1210 *ENS tracking and trending was suspended for the period of May 2012 – June 24th, 2013 – However ENS follow-up was maintained throughout this period.		ASAP Reports received 2020 Year-to-Date:	228	Accepted Reports Year-to-Date:	220	Excluded Reports to date:	8	Open Reports:	9	Total Reports Received in 2019	2880	Total Reports Received in 2018:	1716	Total Reports Received in 2017	947	Total Reports Received over the Life of Program	11,490
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The Safety Team has re-established the practice of tracking and trending all ENS events and will include the same in all Safety Team Reports

Flight Attendant Fatigue Risk Mitigation Program Reports Year-to-Date 5 Records

Date of Call	Base	Pairing Date	Recommendation	Base Recommendation	Base Final
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01-21-2020	MDW	01-19-2020	Paid - Operational		
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Cause	Accepts	Paid -			
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01-20-2020	BWI	01-18-2020	Paid - Operational		
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Cause	Accepts	Paid -			
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01-19-2020	BWI	01-18-2020	Paid - Operational		
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Cause	Accepts	Paid -			
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01-11-2020	MCO	01-10-2020	Non-Paid - Nonoperational		
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Cause	Accepts				
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01-01-2020	MCO	12-31-2019	Non-Paid - Nonoperational		
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Cause	Accepts				
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Root Cause Summary:

Back to back pairings (self-scheduling)/Planned Short Overnight	1
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Issues @ Company provided hotel - Guest noise/interruption	1
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Issues @ Company provided hotel - Poor room quality/conditions/Issues @ company provided hotel - Delays getting into room	1
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Issues @ Company provided hotel - Poor room quality/conditions/Issues @ company provided hotel -	
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Other	1
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MX delays: FA illegal / MX Cancellation	1
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Totals (5 groups)	5
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SWALife Hot Aircraft Event Reporting

12/08/19 through 12/31/19 = 0

2019 Year-to-Date = 317

01/01/20 through 02/06/20 = 3

2019/2020 Year-over-Year Comparative: +2 **(66.66% Increase Year-over-Year)**

All of 2019: 317 = **49.884% Decrease Year-over-Year**

All of 2018: 460 = **13.9% Increase Year-over-Year**

All of 2017: 396 = **34.3% Decrease Year-over-Year**

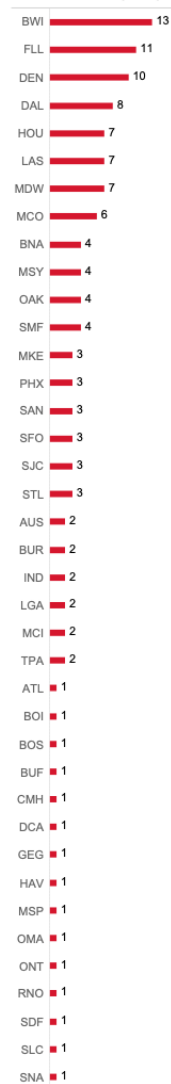
All of 2016: 535 = **32% Decrease Year-over-Year**

All of 2015 (Benchmark High) = 788

Latest Hot Aircraft Reporting Overview (Normalized with all other Sources) 27JAN20-02FEB20:

Hot Aircraft Overview 01.27.2020 - 02.02.2020

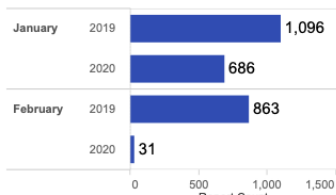
Hot AC Total by City



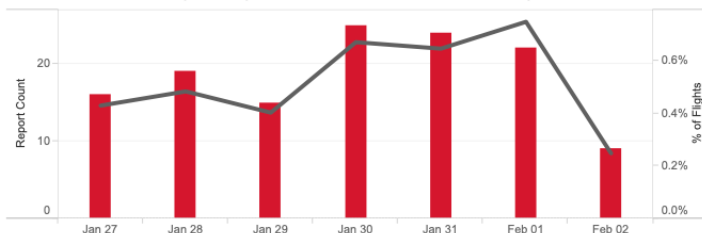
Reports by Type - 2 Week Lookback

Data Type	Hot AC Reports		% Difference	
	1/20/2020	1/27/2020	1/20/2020	1/27/2020
ACARS	146	128		-12.33%
FO SOPI		2		
Grand Total	146	130		-10.96%

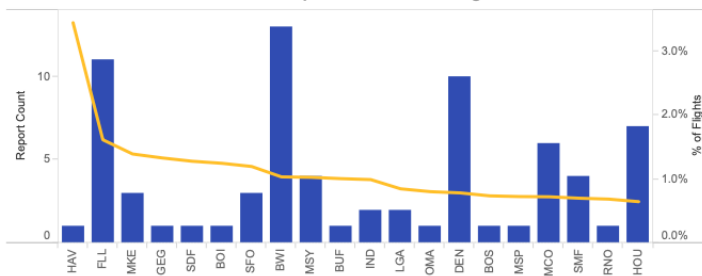
Year over Year Comparison



Daily Employee Report Submissions and % of Flights



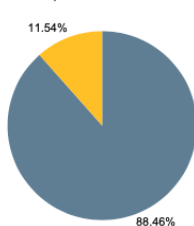
Stations - Top 20 Based on % of Flights



The percentages for the Top 20 Stations are based on the number of Hot AC Events reported on and the number of flights that departed from each city during the respective week.

Hot Aircraft by Fleet

Percent of total Hot AC Reports received



Fleet	Hot AC Reports	% of Flights**
700	115	0.61%
800	15	0.25%

**Percent of Hot AC Events to Total Flights per Fleet
Please note: Fleet not available for every report

'Hot' Aircraft and Gates

Aircraft with four or more reports

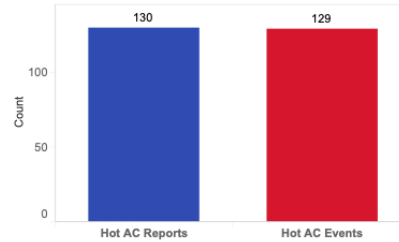
AC Number	
442	4
773	4

Gates with three or more reports

Station	Gate
DAL	3

Reports versus Events

Hot AC Reports are the total number of reports received. Hot AC Events are the unique number of Hot AC occurrences, taking into account multiple reports for the same event.

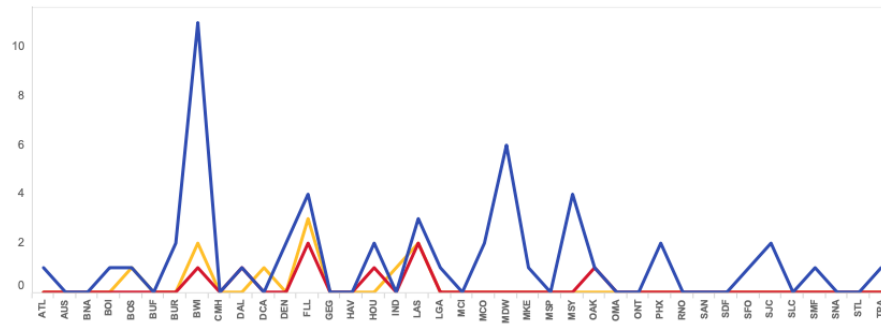


Ground Operations

As reported by the Pilot Group through ACARS messaging.

- Air Not Connected
- Ops Agent Not Present
- Ramp Agent Not Available

	1/20/2020	1/27/2020
% Air Not Connected	47.26%	39.06%
% Ops Agent Not Present	6.16%	6.25%
% Ramp Agent Not Available	7.53%	7.81%



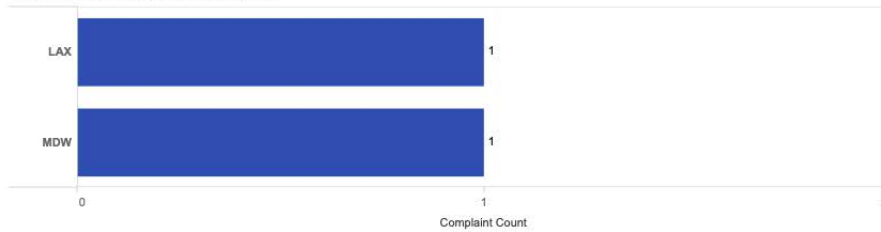
Good Job ACARS

Date	Flight Number	Station	Message
2/1/2020	2869	BNA	GOOD JOB.
	3020	CMH	GOOD JOB.

If this section is left blank, it is intentional and means there were no "good" messages from the Pilots this week.

Customer Hot AC Complaints for the week of 01/27/20 to 02/02/20

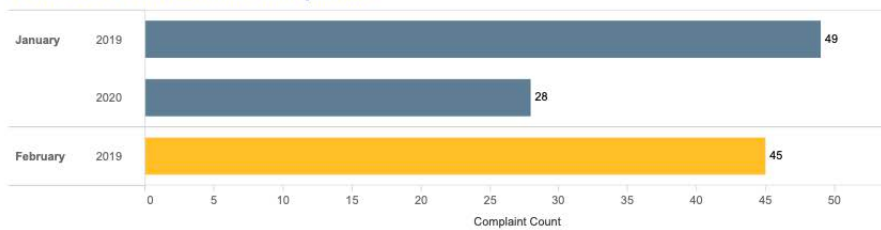
Pax Complaints by Originating City



Pax Complaints by day



Year over Year Customer Complaints



Current Occupational Injury Data:

Data has not yet been received from SWA. 556 H&S will distribute to the EB via email as soon as received.

Open Discussion Items:

Coronavirus Update:

Company's Current Position on Prevention Protocols for Flight Attendants:

Thank you for sharing the questions you are receiving from our Flight Attendants. In conjunction with our Corporate Safety Leaders, we (Inflight Operations Leadership) are continually monitoring the communications and guidance being issued by the Centers for Disease Control and the World Health Organization regarding the 2019 Novel Coronavirus. As always, the safety of our Crew Members and our Passengers is our number one priority. The CDC

maintains that while the “virus has caused severe illness and sustained person-to-person spread in China is concerning, it is unclear how the situation in the United States will unfold at this time. The risk to individuals is dependent on exposure. For the general American public, who are unlikely to be exposed to this virus, the immediate health risk from 2019-nCoV is considered low.”

The CDC’s current recommendations to flight crews are:

- Practice routine handwashing
- Identify (potentially) sick travelers. Offer a facemask if the sick person can tolerate it.
- Treat all body fluids (such as respiratory secretions, diarrhea, vomit, or blood) as if they are infectious.

Regarding the specific use of facemasks, the CDC recommends offering a mask to the potentially ill Passenger if they can tolerate it. They also suggest that a Crew Member who is directly treating or rendering aid to a potentially ill Passenger utilize a mask as a part of their consideration of donning P.P.E.

All of the CDC’s current recommendations are incorporated in our current First Aid policies and procedures, found in the FAM under First Aid > 7.8 Communicable Diseases.

The guidance reminder published in RBF 2020-007 is still accurate and aligns with the guidance currently available from both the CDC and World Health Organization.

We value our continued collaboration on this matter and will keep you apprised of any additional developments including additional guidance, as it becomes available. We are sending out an IIOTG today addressing this matter.

CDC Industry Teleconference:

The latest CDC Industry Teleconference confirmed the latest information provided by the Company (above).

OSHA 300 Log Email Distribution to DEBM’s Completed

Scheduled and Standing Meetings:

February 04, 2020 – SWA ER Project Update (POP Checklist Review)

February 04, 2020 – CDC Industry Teleconference (Coronavirus Update)

February 20, 2020 – Fatigue Risk Mitigation Program Committee Meeting

February 10 - 13, 2020 – TWU International IEC/IEB Annual Meeting

February 26, 2020 – February Health and Safety Coordination (HASC) meeting

February 27, 2020 737 MAX RTS Update

Report From:	Scheduling
Submitted Report:	
<i>February Scheduling Committee Report</i> <i>The number of line positions that a Flight Attendant could be awarded for the month of March decreased by 358-line positions from 11,302 in February to 10,944 positions in March. The Scheduling Committee left 0 positions in open time for the month of March, in comparison 0 were left in January.</i> <i>The Committee for the month of March wrote an average of 82.35% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an increase in purity from February by 9.12%. 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 88.01 TFP average work days were 12.52. 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 81.40% pure lines, 40.31% weekend off and 2.33% lines containing 3-on/off or 48-hour breaks. The average lines paid 89.52 tfps.</i> <i>The FLL Satellite base had an average of 77.69% pure lines, 39.67% weekend off and .83% lines containing 3-on/off or 48-hour breaks. The average line paid 88.8 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, Shelley Taylor, Doreen Argyropoulos, Janet Lamy and Xander Ricker.</i>	

Report From:	Scholarship
Submitted Report:	
TWU International is now accepting applications for the Michael J. Quill Scholarship Fund. Jessica submitted a publication 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 publication to the Communications Committee clarifying the application process for the Michael J. Quill Scholarship Fund that was published to the Membership on January 27. Jessica wrote a short blurb announcing the Quill Scholarship for Domicile Executive Board Members (DEBMs) to include in their E-Connections. Jessica has answered Members' emails and calls with questions about the Quill Scholarship, the application process, and eligibility requirements.	

Report From:	Shop Steward
Submitted Report:	
<u>Shop Steward Committee Report January 2020</u> Shop Steward Committee Reports to the Executive Board that: • Corresponded with Grievance Chair Gayle Ross Middleton - o Turning in timely notes - o Properly labeling files • Corresponded with NTF Leader Susan Johnson - o Upcoming events • Shop Steward Newsletter - o Playback information for Shop Steward Conference Call December 13 - o ASAP Fact Finding meeting tips • Shop Steward issues/complaints that came up throughout the month - o Following up with Shop Stewards - o Met to discuss new forms of communication with Shop Stewards - o Chairs updating Code of Conduct for Shop Stewards to present to the Executive Board - o Process Shop Steward resignation	

Report From:	Survey
Submitted Report:	
VeAnne reports she is researching previous surveys and compiling questions that have been asked in previous years but not asked recently, to possibly be included in this years Annual Membership Survey. VeAnne reports she plans to send the survey out sooner in the year, but that may depend on the timing of any surveys the NT might want to send out.	

Report From:	Uniform
Submitted Report:	
An Allotment email went out to the Membership from Cintas stating use or lose your allotment by a deadline. I contacted Management which contacted Cintas. Management resolved the issue with Cintas, and sent an email to me stating the error. I emailed those who emailed the committee with concerns and shared it on the 2 main Uniform FB pages to get the word out quickly. A few Members have had an issue with the mens Cotton pants. A 30 Inch waist is the smallest they come in. Off the rack option is most likely the way management will handle this. I have not yet received a definitive answer. There have been several times Cintas has not let a Member use their own credit card to pay for the alternative uniform. Each situation has been resolved. There are still some issues with the general form that ACT sends out. Members are confused as to how they get their doctor to fill it out. I communicate with each inquiry so they have an idea of what to ask their Doctor to do with the paperwork. This one on one communication seems to alleviate their concerns. The number of those contacting the Committee is higher than I believe it should be. I will be planning a review of the ACT form with Management in the next meeting. The number of new Members contacting the Committee regarding reactions to the uniform remains consistent. This indicates that the reactions have the ability to build over time and not always to those new in the uniform. This concern needs to be addressed as the the trend of reactions remains stable. Fabric testing is still recommended by this Committee. Several airlines who have had simular issues with their uniforms, have successfully managed to get their employers to acknowledge their concerns and plan for replacements. We need to encourage all those affected to contact ACT. We need the numbers that truly represent those Members impacted. The new Appearance Standards were released at the end of January to take effect February 4th. Not many productive concerns have been communicated to this Committee. The few legitimate concerns have been addressed. Many have been directed to LINK. A wear test of a new winter coat has been done. I hope to find out this month what the outcome was. This coat, if approved, will not be available until later this year.	

Report From:	Veterans
Submitted Report:	
• Continuing to register TWU 556 Veterans into the International Veterans Database • Following up with my local Senators to help support Veterans and Veteran Family rights legislation as a legislation sub committee member. • Will be attending our First Quarter Interanational Veterans Committee conference Feb 25-27 in Miami Florida	

Report From:	WISE
Submitted Report:	
On January 13, Jessica met with Atlanta Domicile Executive Board Member (DEBM) and Civil and Human Rights Committee (CHRC) Chairperson 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. CEO of the RDR Group Richard Brandt will facilitate the portion of the training focused on Diversity and Inclusion. National Vice President of the Coalition of Labor Union Women (CLUW) Janet Hill and Phoenix District Office Regional Attorney for the Equal Employment Opportunity Commission (EEOC) Mary O'Neill will facilitate the portion of the training focused on Sexual Harassment and Assault. 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 February 14, family, friends, and Union Sisters and Brothers will join together to honor our late Union Sister and Warrior Union Woman Gwen Dunivent-York by volunteering at Trusted World in Garland, TX. Trusted World provides resources including clothing, food, and toiletries to schools, police departments, and non-profit agencies at no cost. Jessica would like to thank all of those who will be volunteering and also those who made a donation to Trusted World. Gwen is loved and missed by many. <i>"Here's to strong women. May we know them. May we be them. May we raise them." ~ Unknown</i>	