

Executive Board Meeting

Synopsis

March 10-12, 2020

Tuesday; March 10

0900 Call to Order – Lyn Montgomery, President

We appear to have a quorum

Trish Damstra made a **motion (1)** to excuse Charla Miller from the March Executive Board Meeting for personal reasons. KeyAnder Early **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

LaTonia Paul Benoit made a **motion (2)** to excuse Eric Weis from the March Executive Board Meeting for personal reasons. KeyAnder Early **seconded** the motion. The Executive Board voted by hand. The motion **carries**.

TWU International Pledge- Chad Kleibscheidel

Pledge of Allegiance- Executive Board Members

AM 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, Gayle Ross Middleton, Pamela Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg and John DiPippa were present at the Meeting. Charla Miller and Eric Weis were excused.

The Executive Board entered executive session at 0915 and exited at 0954 with Joe Skotnik, Denny Sebesta, LaShaye Hutchinson, Liz Howayeck and Jannah Dalak.

Lyn Montgomery proposed the need for a Coronavirus Task Force committee with Members of the Health & Safety committee and to create a strategic plan with the support of the Mob/Org and Shop Stewards committees. KeyAnder Early shared with the Executive Board what transpired during the Friday; March 6 conference call with the Health & Safety, Shop Steward and Mob/Org Committees. The Executive Board discussed postponing reporting on Wednesday and focus on creating a Coronavirus action plan starting tomorrow at 9 am.

Chantil Huskey made a **motion (3)** to submit reports (officer/committee) as submitted to allow the EB to work on a plan of action for coronavirus for our Members. Kay Hogan **seconded** the motion. The Executive Board discussed the motion on the floor.

Rachel Brownfield made an **amendment (4)** to amend the motion on the floor by striking the words “submit reports (officer/committee) as submitted” and replace them with the words, “postpone submitting and approving officer and committee reports: before the words, “to allow”. Josh Rosenberg **seconded** the motion. The Executive Board voted by hand. The motion **carries**.

The Executive Board voted on **motion (3)** to postpone submitting and approving officer and committee reports to allow the EB to work on a plan of action for coronavirus for our Members. The Executive Board voted by hand. The motion **carries**.

The Executive Board took a break at 1030
Lyn Montgomery called the Meeting to order at 1043

The Executive Board was scheduled to meet with Management today to discuss the Satellite Base Test. Management cancelled the Meeting and will be rescheduling to discuss this matter.

The Executive Board entered executive session at 1045 and exited at 1150 with Joe Skotnik, Denny Sebesta, LaShaye Hutchinson, Liz Howayeck, Thom McDaniel and Dan Akins.

Lyn Montgomery left the Meeting
Chad Kleibschedel chaired the Meeting

Termination Grievances

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

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

Jimmy West made a **motion (6)** to proceed with a grievance case. Rachel Brownfield **seconded** the motion. The motion **carries**.

The Executive Board went to lunch at 1320
Chad Kleibschedel called the Meeting to order at 1450

The Executive Board agreed to revisit a grievance case next month.

Chantil Huskey made a **motion (7)** to proceed with a grievance case. Rachel Brownfield **seconded** the motion. The motion **carries**.

John DiPippa made a **motion (8)** to not proceed with a grievance case. Damion West **seconded** the motion. The motion **carries**.

The Executive Board took a break at 1728
Chad Kleibschedel called the Meeting to order at 1739

Josh Rosenberg made a **motion (9)** to proceed with a grievance case. Rachel Brownfield **seconded** the motion. The motion **fails**.

Damion West made a **motion (10)** to not proceed with a grievance case. Jimmy West **seconded** the motion. The motion **carries**.

Gayle Ross Middleton made a **motion (11)** to excuse Lyn Montgomery from the Tuesday PM session of the Executive Board Meeting for personal reasons. Kristie Scarbrough **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Chad Kleibschedel recessed the Meeting at 1810

Wednesday; March 11

0900 Call to Order- Lyn Montgomery, President

Damion West made a **motion (12)** to excuse LaTonia Paul Benoit from the Wednesday AM session of the Executive Board Meeting for union business. KeyAnder Early **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Lyn Montgomery made a **motion (13)** to excuse Gayle Ross Middleton and Lyn Montgomery from the Wednesday session of the Executive Board Meeting for union business. KeyAnder Early **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

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

Correspondences:

TWU International: LM Reporting 2020

TWU International: TWU Legislative Conference Notice

The Executive Board entered executive session at 0910 and exited at 1000.

John Parrott made **motion (14)** to not petition the District Court to collect TWU 556 attorney's fees from the plaintiffs per the order dated 28 February 2020, granting defendants' motion for summary judgement. Sean Cooley **seconded** the motion. The Executive Board entered discussion.

Rachel Brownfield made a **motion (15)** to postpone the #14 on the floor, until further review of the matter. John DiPippa **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	NAY	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	NAY	Brownfield (LAS)	YEA
Hogan – BMAL	NAY	Damstra (LAX)	NAY
Huskey – BMAL	NAY	J. West (MCO)	YEA
Miller- BMAL	EXCUSED	Keith (MDW)	YEA
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis – BMAL	EXCUSED	DiPippa (PHX)	YEA

The motion **carries**.

The Executive Board will be sent a copy of the lawsuit for review and to discuss further.

*Lyn Montgomery left the Meeting
Chad Kleibschedel chaired the Meeting*

KeyAnder Early presented the **February 2020 Executive Board Meeting Minutes** for review. The minutes were approved as presented by consensus.

KeyAnder Early presented the **February 2020 Executive Board Meeting Voting Record and Tally** for review. The voting record and tally was approved as presented by consensus.

KeyAnder Early presented the **February 2020 Executive Board Meeting Attendance Report** for review. The report was approved as presented by consensus.

The Executive Board took a break at 1013
Chad Kleibscheidel called the Meeting to order at 1032

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

Josh Rosenberg made a **motion (16)** to not proceed with a grievance case. Rachel Brownfield **seconded** the motion. The motion **carries**.

Josh Rosenberg made a **motion (17)** to proceed with a grievance case. Rachel Brownfield **seconded** the motion. The motion **carries**.

Marcy Vinyard submitted the **Grievance Report** for review, and it is attached.

The Executive Board went to lunch at 1220
Chad Kleibscheidel called the Meeting to order at 1351

Rachel Brownfield made a **motion (18)** to excuse Jessica Parker from the Wednesday PM session of the Executive Board Meeting for personal reasons. Jimmy West **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

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

The Executive Board held a **Coronavirus Strategy Session** to discuss ways to communicate to the Flight Attendants, create a list of company demands and expectations and identifying what policies and procedures are in place regarding crew exposure.

The Executive Board took a break at 1500
Chad Kleibscheidel called the Meeting to order at 1530

The Executive Board continued to work on the Coronavirus strategy.

Lyn Montgomery returned to the Meeting
Lyn Montgomery chaired the Meeting

Lyn Montgomery provided the Executive Board with an updated from her meeting with Management regarding Coronavirus. Jannah Dalak was present during the Meeting on behalf of the Health and Safety committees. The Executive Board finalized a list of demands and expectations from the Company. A letter will be sent to the Membership regarding this matter today.

Thursday; March 12

0900 Call to Order- Lyn Montgomery, President

Damion West made a **motion (19)** to excuse LaTonia Paul Benoit from the Thursday session of the Executive Board Meeting for personal reasons. KeyAnder Early **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

Sean Cooley made a **motion (20)** to excuse Chad Kleibschedel from the Thursday session of the Executive Board Meeting for personal reasons. KeyAnder Early **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

John Parrott made a **motion (21)** to excuse Lyn Montgomery and Gayle Ross Middleton from the Thursday session of the Executive Board Meeting for union business. KeyAnder Early **seconded** the motion. The Executive Board agreed by consensus. The motion **carries**.

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

The Executive Board was provided with a Coronavirus Update. The Executive Board will be holding weekly calls at 1515 on Friday's until further notice.

*Lyn Montgomery left the Meeting
John Parrott chaired the Meeting*

Termination Grievance

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

Chantil Huskey made a **motion (22)** to not proceed with a grievance case. Kristie Scarbrough **seconded** the motion. The motion **carries**.

The Executive Board discussed a grievance. The grievance team has been unsuccessful in reaching the grievant to schedule arbitration. If they have not heard from him by Friday, he will be sent an abandonment letter.

The **Auditors Report** was presented by guests Andy Plagens and Lisa Castro. The report covered the fiscal years ending September 30, 2018 and September 30, 2019.

Rachel Brownfield made a **motion (23)** to approve the financial audit report presented March 12, 2020 for the years ending September 30, 2019 and 2018. Jimmy West **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED	Forte (ATL)	YEA
Kleibschedel, 1 st VP	EXCUSED	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	EXCUSED	Scarbrough (DAL)	YEA
Parrott, Financial Sec.	CHAIR	Parker (DEN)	YEA

Early, Recording Sec.	YEA	Jackson (HOU)	YEA
Cooley – BMAL	YEA	Brownfield (LAS)	YEA
Hogan – BMAL	YEA	Damstra (LAX)	AWAY
Chantil Huskey-BMAL	ABSTAIN	J. West (MCO)	YEA
Miller- BMAL	EXCUSED	Keith (MDW)	YEA
Ross Middleton - BMAL	YEA	Rosenberg (OAK)	YEA
Weis – BMAL	EXCUSED	DiPippa (PHX)	YEA

The motion **carries**.

*The Executive Board took a break at 1025
John Parrott called the Meeting to order at 1050*

Guest **Professional Standards** Chair Kurtis Beggs presented the Executive Board with a presentation on committee goals and the new committee members.

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

President Report – Lyn Montgomery presented the report.

Office Manager Report- John Parrott submitted a report for review.

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

Recording Secretary Report- KeyAnder Early presented the report.

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

Kay Hogan- submitted a report for review.

Gayle Ross Middleton- 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.

David Jackson made a **motion (24)** all Executive Board Members that receive pay from the Union will submit a verbal or written report to the Executive Board for the month in which pay was received. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

Weis – BMAL	EXCUSED	DiPippa (PHX)	YEA
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The motion **carries**.

Las Vegas – Rachel Brownfield presented the report.
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.
Health Committee– Michele Moore submitted a report for review.
Safety Committee- Michael Massoni and Jannah Dalak submitted a report for review.
Education Committee- Amanda Gauger submitted a report for review.
Uniform Committee – Lisa Happer submitted a report for review.

The Executive Board went to lunch at 1220
John Parrott called the Meeting to order at 1352

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

Unfinished Business

Parliamentarian: An interview conference call was held with Parliamentarian Jim Jones. His services were not within budget.

Josh Rosenberg made a **motion (25)** to discontinue the requirement of having a parliamentarian present at Executive Board Meetings. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED	Forte (ATL)	AWAY
Kleibscheidel, 1 st VP	EXCUSED	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	EXCUSED	Scarbrough (DAL)	NAY
Parrott, Financial Sec.	CHAIR	Parker (DEN)	YEA
Early, Recording Sec.	YEA	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	EXCUSED	Keith (MDW)	AWAY
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	YEA
Weis – BMAL	EXCUSED	DiPippa (PHX)	YEA

Requires a 2/3 vote

The motion **fails**.

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

Communications Committee – KeyAnder Early presented the report.

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

The Executive Board entered executive session from 1500-1535.

The Executive Board voted by roll call on **motion (14)**: To not petition the District Court to collect TWU 556 attorney's fees from plaintiffs per the order dated 28 February 2020, granting defendants' motion for summary judgement.

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

The motion **fails**.

Jessica Parker made a **motion (26)** to petition the District Court to collect TWU 556 attorney's fees from the plaintiffs, per the order dated 28 February 2020, granting defendant's motion for summary judgement. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

Montgomery, President	EXCUSED	Forte (ATL)	YEA
Kleibschedel, 1 st VP	EXCUSED	D. West (BWI)	YEA
Paul Benoit, 2 nd VP	EXCUSED	Scarbrough (DAL)	NAY
Parrott, Financial Sec.	CHAIR	Parker (DEN)	YEA
Early, Recording Sec.	YEA	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	EXCUSED	Keith (MDW)	AWAY
Ross Middleton - BMAL	EXCUSED	Rosenberg (OAK)	YEA
Weis – BMAL	EXCUSED	DiPippa (PHX)	YEA

The motion **carries**.

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

Civil and Human Rights Committee (CHRC) – Pamela Forte, LaTonia Paul Benoit and Heather Kelly-Gray submitted a report for review. The committee will began researching a reporting process to report matters of race and diversity. The committee also shared ideas for new TWU pins.

Shop Steward Committee – Lucy White-Lehman and Damion West submitted a report for review.

Special Committee Reports

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

LODO- Lyn Montgomery submitted a report for review.

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

Satellite Bases- Lyn Montgomery submitted a report for review.

Survey Committee- VeAnne Reeder 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.

Women's Issues, Service, and Education Committee (WISE) – Jessica Parker submitted a report for review.

The **Coronavirus Taskforce** will consist of Members from the Health and Safety Committees, Chantil Huskey, Kristie Scarbrough and Gayle Ross Middleton.

The Executive Board entered executive session from 1635-1639.

Lyn Montgomery returned to the Meeting
Lyn Montgomery chaired the Meeting

Lyn Montgomery updated the Executive Board on her meeting with Management regarding coronavirus.

Lyn Montgomery adjourned the Meeting at 1657

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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MARCH 2020 OFFICERS REPORTS

Report From:	Vice President - 1
Submitted Report:	
First Vice President, Chad Kleibscheidel has 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 chaired all Executive Board meetings in February. Chad chaired Membership meetings and wants to thank the Members for continued positive feedback, constructive criticism, and becoming more and more informed and active.	

Report From:	BMAL
Submitted Report:	
<u>Officer Report March 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 articles for Unity and Grievance Updates • Participated in numerous arbitration preps • February 4th met with LaTonia Paul-Benoit, Kay Hogan and Ann Claire Crawford regarding OJI West Coast meeting • Kay Hogan, LaTonia Paul-Benoit, Ann Claire Crawford and I met with West Coast FA's regarding On the Job Injuries • February 10, 2020 Grievance Review Committee • Attended Executive Boards February 11, 2020 • Participated in an arbitration February 12-14, 2020 • Monthly Labor Meeting with Management February 18th • Arbitration settlement conference call February 18th • Attended a Labor Conference February 20-21, 2020 • Quarterly Fly February 24-25, 2020 • Arbitration February 26-27, 2020	

Report From:	BMAL
Submitted Report:	
Kay Hogan February 3 - 6 I worked in the Local office continuing research for the Missing Trip Group Grievance. This research involves pulling all pertinent reports from CWA for each individual Flight Attendant in order to put together a grievance packet for each. On February 10th I attended GRC. February 12th I attended the Executive Board Meeting. On February 13th I traveled to JAX to prep for an Arbitration hearing scheduled for February 14th, which I attended to provide testimony. I traveled back to DAL on the evening of February 14th. On February 17th & 18th I attended a Step 2 and continued to work on Missing Trip Group Grievance research, I was present during the monthly Labor Conference Call. On February 20th I attended 2 Step 2's and worked on Missing Trip Group Grievance research. On February 21st I attended a Step 2 and continued Missing Trip Group Grievance research. On February 26th I continued working on Missing Trip Group Grievance research. On February 27th I attended an Arbitration hearing.	

Report From:	DEBM - ATL
Submitted Report:	
Pamila attended the Executive Board Meeting February 10-13. Pamila volunteered at Trusted World, in honor of our late Union Leader Gwen York in Garland, Texas on February 14. Pamila reports there has been a decrease in Fact-Finding and Step -2 Meetings. Atlanta closed out the month of February with three meetings. Pamila attended Diversity and Inclusion / Sexual Harassment and Assault training February 25-27. Pamila updated the glass case to reflect Women's History Month. Pamila would like to thank Women's Issues, Service, and Education (WISE) Chairperson Jessica Parker for providing the Union Glass Case posters. Pamila would like to thank NTF Leaders Travis Bruce, Michelle Montez, and Rasheeda Malik for attending the Negotiation Committee's February Lounge Mobilizations. Pamila attended the Listening Layover with the Domicile Executive Board Members Damion West (BWI), Kristie Scarbrough (DAL), Jimmy West (MCO), and David Jackson (HOU), in St Louis, March 3. The DEBM's spoke with Members from all Domiciles, listened to their concerns, and passed out Thank You bags. Pamila would like to thank Baltimore Domicile Executive Board Member Damion West for his hard work planning the listening layovers on the East Coast and West Coast. Pamila continues to answer calls, text messages, and emails from Members.	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report (February 2020)</u> Executive Board • Attended Executive Board Meeting 2/10 - 2/13 • Met with and organized Listening Layovers with DEBMs 2/13 • Volunteer Event in Honor of Gwen York 2/14 • Attended Moving America Forward Presidential Infrastructure Forum 2/16 • Attended TWU International Power-Up Grassroots Training 2/4 - 2/5 NYC • Worked Pairing - o BS1G - 2/19 - 2/20 • Worked as Chair of the District of Columbia Maryland Virginia State Conference - o Met with IL State Senator Mike Hastings on Illinois Family Sick Leave Act 2/26 - o Met with Zach Tatz TWU International Legislative Affairs Domicile Executive Board Member • Updated BWI Union Glass Case 3/2 - o Tips for writing IRs - o Negotiation Timeline - o Women History Month - o Your Voice = Our Power • Met with BWI Management (topics discussed) 2/7 - o Topics that BWI Members have brought to my concern • E-Connection sent out on 2/14 - o Happy Valentine's Day - o Black History Month - o Changes in Lounge Mobs - o Grievance Report • E-Connection for March - o Women History Month - o Tips for writing IRs - o Airmen Certificate • Listening Layover (SAN - MCI) 3/3 - 3/4 February Fact Finding/Step #2 Meetings Fact Finding - 10 Step #2 - 5	

Report From:	DEBM - DAL
Submitted Report:	
Kristie attended fact finding meetings . She posted the Black History poster in the union glass case. She attended boards on day one. She continues to update the DAL membership daily on her FB group Dallas Union Connection. Kristie held a Valentine Day lounge mobilization along with shop steward Renee Saulsbury on Feb. 17th. She provided cupcakes, chocolate cherries and candy hearts and union swag. They addressed concerns about Satellite Bases, missing trips, bidding and lack of OT issues. She handled an increase of calls regarding Satellite Base issues. Kristie attended the DEBM hotel visit March 3-5 in STL along with BWI, ATL and MCO DEBMs. They handed out goodie bags and spent time with FAs on their overnights. Thank you BWI DEBM Damion West for coordinating this event. She posted all reminders for primary and secondary bidding as well as union news, including Negotiations update and Coronovirus communication on Dallas Union Connection FB page. Kristie was in attendance with the Grievance Review Committee on March 9th. She attended the Town Hall meeting in the DAL lounge. She hosted a lounge mobilization on the same day. Kristie attended the Executive Board meetings 3/10-12 and was Emergency Officer on-call the last week of March. She updated the glass case in the DAL lounge with the poster for Womens History Month provided by DEN DEBM Jessica Parker. Kristie met with base manager Tammi Feuling and discussed base issues.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended the Executive Board Meeting February 11 and 12. On February 13, Jessica worked with Atlanta Domicile Executive Board Member (DEBM) Pamela Forte to prepare for Diversity and Inclusion/Sexual Harassment and Assault Training to be held on February 26 and 27. Jessica participated in the Executive Board Highlights video with Oakland DEBM Josh Rosenberg and Baltimore DEBM Damion West. On February 14, Jessica volunteered at Trusted World in Garland, TX to honor her late Union Sister and friend, Gwen Dunivent York. Gwen's family, friends, and Union Sisters and Brothers were present and the love for Gwen was felt by all who participated in this volunteer event. Jessica attended the Denver session of the Membership Meeting on February 19. Jessica flew to Dallas on February 24 for final preparation for Diversity and Inclusion/Sexual Harassment and Assault Training. Diversity and Inclusion Training was held on February 26. Sexual Harassment and Assault Training was held on February 27. On March 3, Jessica flew to San Diego and joined Las Vegas DEBM Rachel Brownfield, Phoenix DEBM John DiPippa, and Oakland DEBM Josh Rosenberg for Listening Layovers. On March 4, Jessica and Rachel arrived at 0500 at the Wyndham to see off AM crews who were lobbying. They handed out gift bags with TWU Local 556 pens and lanyards, palm cards with the new emergency announcement, CWA codes, and chat app hours, treats, and Union pins. Jessica would like to thank Baltimore DEBM Damion West for organizing and executing the plan for Listening Layovers. She believes it was a huge success and was very well received and appreciated by the Flight Attendants we were able to speak with face to face. Jessica 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 February 11-13 and served as Emergency Officer On-Call February 10-16. David updated the Union Red Rack and the glass case with information and posters and distributed the Unity Magazine throughout the lounge. David conducted Fact-Finding and Step Two Meetings and spent several days answering questions in the lounge. He also published an E-Connection during the month of February. On March 3-4 David visited Milwaukee and St. Louis for Listening Layovers along with several other Domicile Executive Board Members. David remained in constant contact with the Executive Board and Inflight Management.	

Report From:	DEBM - LAX
Submitted Report:	
We had a great month in LAX! There were two NT mobilization events, a Base Orientation, Valentine's day party, and the first 2020 Membership Meeting. We saw a large participation from the members at all of the events, and Trish wishes to thank Tiffany Hall, Angela Munoz, Cliff Eason, Febe Adams, and Sandy Gunther for their hard work and dedication to these events. Trish is always pleased to see the open participation and the unity demonstrated by the LAX Based Flight Attendants. Trish also wishes to thank Susan Johnson, and the NT for putting together the mobilizations and keeping the Membership informed. The first Membership Meeting was extremely informative, and the members who attended were engaged and asked some great questions. Trish wishes to thank President Lyn Montgomery, 2nd Vice President, LaTonia Benoit, and Treasurer, John Parrott for facilitating the meeting, their time, and service to the Membership. The LAX base saw no new fact finding meetings this month! Trish is extremely proud of the entire base for putting knowledge and education into action, and decreasing discipline. Trish appreciates the positive feedback given for the monthly educational workshops, and will continue to provide the base with the tools needed to be informed and successful.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that he represented Flight Attendant's in Fact-Finding Meetings that included, but not limited to, unprofessional behavior and dishonesty. Jimmy reported that he spent two days in the MCO Lounge talking with Members. Jimmy attended the February Executive Board Meeting February 11-13. Jimmy reported that he attended the Professional Standards Training in Dallas on February 25 and would like to Thank Professional Standards Chairperson Kurt Beggs for organizing an informative training program. Jimmy reported he attended the Diversity and Inclusion Training in Dallas on February 26 and would like to Thank ATL DEBM Pamila Forte- Oak and DEN DEBM Jessica Parker for organizing the training. Jimmy reported that he participated in the Listening Layover event on March 3rd in MKE and STL on March 4th. Jimmy reported that he thought the Listening Layovers were very positive and the feedback from our Members was invaluable. Jimmy would like to Thank BWI DEBM Damion West for organizing the event. Jimmy reported that he placed the latest edition of the Unity Magazine on the Union Red Rack in MCO and has updated that Union Glass Case to reflect Women's History Month. Jimmy reported that he met with MCO Base Management to discuss topics in the MCO Base.	

Report From:	DEBM - MDW
Submitted Report:	
Donna reports during the month of February Fact-Finding and Step 2 Meetings in the Chicago Base continued steadily. 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 represented Members in Fact-Finding Meetings. 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 February. 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 February session of Executive Boards. Josh attended the Oakland Membership Meeting on February 19th. He would like to thank all Members that attended the meeting and encourages everyone to try and make future Membership Meetings. Josh attended "Listening Layovers" in SAN and MCI. Josh was excited to see so many Members come and talk to their Union on these overnights. He spoke with many Members and heard their concerns. He would like them to know he takes all concerns seriously and will work with the other DEBM's that attended to bring those concerns to the Executive Board.	

Report From:	DEBM - PHX
Submitted Report:	
• Reviewed Grievances and wrote a Base Report for the March Board Meeting • Did 1 Fact-Finding Meeting • Wrote an E-Connection for February • Was in the lounge speaking with Members and distributed Union Pins, Bag Tags, and Camera Covers • Wants to thank NTF Members Rob Riddell & Lynn Eckert for doing a lounge mob about data protections • Organized the red rack • Updated the Glass Case with the Woman's History Month poster • Attended the Membership Meeting last month • Was in SAN for a Listening Layover • Was in MCI for a Listening Layover • 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	



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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Suite 600
Dallas, TX 75247
Phone: 800-969-7932
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www.twu556.org

MARCH 2020 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
Pamila attended the Diversity and Inclusion / Sexual Harassment and Assault training February 25-27. Pamila and Denver Domicile Executive Board Member and Women's, Issues, Service, and Education (WISE) Chairperson Jessica Parker worked together to plan training for three TWU Local 556 Standing Committees. There were 50 Committee Members in attendance representing Professional Standards, Critical Incident Stress Management (CISM), Flight Attendant Drug and Alcohol Program (FADAP), and the Grievance Team. The Civil and Human Rights Committee facilitated the Diversity and Inclusion portion of the training, presented by Richard and Ralph Brandt of the RDR Group. The WISE Committee facilitated the Sexual Harassment and Assault portion of the training, presented by National Vice President for the Coalition of Labor Union Women (CLUW), Janet Hill. Pamila would like to thank CISM Chairperson Eileen Rodriguez, Professional Standards Chairperson Kurtis Beggs, FADAP Chairperson Natalie Salsar, and Grievance Team Chairperson Gayle Ross Middleton for their assistance leading up to the training.	

Report From:	CISM																																												
Submitted Report:																																													
CISM Team Chairperson Eileen Rodriguez attended Professional Standards Training, Diversity and Inclusion, Sexual Assault and Harassment Training. CISM Chairperson Eileen Rodriguez traveled to LAX, HOU and DAL Inflight Bases met with Management and presented the CISM Program. The CISM Team Handled a total of 90 Incidents and spoke to 166 Flight Attendants. <table> <tr><td>Assault</td><td>2</td></tr> <tr><td>Carryover</td><td>1</td></tr> <tr><td>Crew Member Harassment</td><td>3</td></tr> <tr><td>Crew Member Illness</td><td>1</td></tr> <tr><td>Debriefing - Team Member</td><td>3</td></tr> <tr><td>Defusing</td><td>2</td></tr> <tr><td>Diversion</td><td>1</td></tr> <tr><td>FA Death of Family Member</td><td>11</td></tr> <tr><td>FA Illness</td><td>2</td></tr> <tr><td>FA Injury</td><td>1</td></tr> <tr><td>FA Involved in Incident - Off Duty</td><td>3</td></tr> <tr><td>Fear of Flying</td><td>1</td></tr> <tr><td>Fire on Aircraft</td><td>1</td></tr> <tr><td>Illness of Family Member/Caregiver Stress</td><td>2</td></tr> <tr><td>Medical Emergency</td><td>19</td></tr> <tr><td>New Class Presentation</td><td>1</td></tr> <tr><td>Other*</td><td>3</td></tr> <tr><td>Passenger Misconduct</td><td>5</td></tr> <tr><td>Personal Issue</td><td>15</td></tr> <tr><td>Sexual Harassment or Assault</td><td>1</td></tr> <tr><td>Slide Deployment - Inadvertant</td><td>1</td></tr> <tr><td>Suicide Attempt/Intervention</td><td>2</td></tr> </table>		Assault	2	Carryover	1	Crew Member Harassment	3	Crew Member Illness	1	Debriefing - Team Member	3	Defusing	2	Diversion	1	FA Death of Family Member	11	FA Illness	2	FA Injury	1	FA Involved in Incident - Off Duty	3	Fear of Flying	1	Fire on Aircraft	1	Illness of Family Member/Caregiver Stress	2	Medical Emergency	19	New Class Presentation	1	Other*	3	Passenger Misconduct	5	Personal Issue	15	Sexual Harassment or Assault	1	Slide Deployment - Inadvertant	1	Suicide Attempt/Intervention	2
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Suicide of a Family Member	2
Termination/Fact Finding	2
Turbulence	5
Total	90
FAs Assisted	166

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 8,291 Members. She has continued to create polls on the Official TWU Local 556 Facebook Group to gauge Member knowledge about contractual language. She also posted to the Official Group about Valentine's Day being a PIN Black Out date. Amanda sent a Contract 101 email blast to the Membership educating on Article 29 Vacancy. It has also been posted to the Contract page on www.twu556.org. Amanda participated in a conference call with members of the Negotiating Team as well as Kivvit regarding the Basics of Negotiations education piece. She also worked with Kivvit to create a handout to supplement the Basics of Negotiations handout. Amanda would like to thank the Executive Board for adjusting her status to Admin on the Official TWU 556 Facebook group.	

Report From:	FADAP
Submitted Report:	
FADAP Co-Chair persons Natalie Salser and Tom Spillers and HOU Base Coordinator Erik Waterman attended HOU Base Managers Meeting FEB 11. FADAP Co-Chair persons Natalie Salser and Tom Spillers attended DAL Base Managers Meeting FEB 12. Natalie Salser and DAL Base Coordinator Jodi Nevant attended meeting with Serenity View Treatment Center in DAL Feb 18. Natalie Salser and Jodi Nevant attended "Keys to resilience and addiction recovery" by Patrick Carnes, PHD, CAS Feb 21. Natalie Salser spoke about the procedures of FADAP at Professional Standards training Feb 25. Natalie Salser attended the Diversity and Inclusion training led by the TWU 556 Civil and Human rights Committee Feb 26	

Report From:	Grievance
Submitted Report:	
<i>March 2020</i> <i>Executive Board Report</i> <u>TOTAL NUMBER OF GRIEVANCES:</u> 210 total grievances: 41 terminations 17 group grievances 48 non-term disciplinary 49 Attendance 55 individual contract <i>Total Contract Grievances on file: 72</i> <i>Total Discipline Grievances on file: 138</i> <u>Settled and Withdrawn Report:</u> Eighteen grievances were settled; of those ten were settled at the Step 2 level. Thirty-three grievances were withdrawn without prejudice. One Member released the Union to proceed on their own. One grievance was accepted by the Company and an FTR was removed. Of the forty-nine Attendance grievances, twenty-eight are No-Shows, four Unable to Contact, eight Failure to Report, three Sick Leave 1, and six No-Show Training. The forty-eight non-term disciplinary grievances consist of: twenty-nine written warnings, seven final written warnings, seven thirty-day suspensions, one fifteen-day suspension, one six-day suspensions, and three three-day suspensions. <u>Fact-Finding Meetings:</u> Seventy fact-finding meetings were held in the bases, in February 2020. <u>Chat Apps</u> 639 chat app messages received the month of February. <u>Board of Adjustments:</u> FA: WW Customer Complaint: February 25, 2020 <i>Settled</i> <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 held 2.14.20. Day three is being scheduled. FA - February 27, 2020 day one was held. Day two is being scheduled. FA – March 26, 2020 <i>Settlement offered</i> FA – April 8, 2020	

FA – Dates being considered

FA – Dates being considered

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 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.

Flight Attendant released TWU Local 556 and is proceeding on his own to a BOA for Termination: 3.0.0

Upcoming Grievance Meeting: The Union and Management will be meeting on March 19, 2020 for our monthly grievance meeting.

-

Report From:	Health
Submitted Report:	
Health and Safety Report	
<u>ASAP</u>	
We have been meeting 2 times a week and have been able to get a great deal of ASAP reports closed out. At one time, our “reports in que” was over 400. The current number is 167 and we are hopeful to get them closed out at the upcoming meetings. Other than reports we are doing follow-up on, we are currently processing reports that were submitted in February. The FAA continues to be critical of IEFB reports, especially the ones that occur with low battery or arriving without a manual at report time. We continue to fight to get these reports accepted but need to spread the word to our workgroup how critical it is to not only have the IEFB’s when they report to work but to have them current and charged.	
<u>Coronavirus</u>	
- There has been constant communication with Management taking forward our Memberships concerns and requests to have the ability to wear nuisance masks and gloves on the aircraft. We have made this request numerous times, and will continue to do so. Currently, the Company continues to state firmly that they are following CDC guidelines. Currently the CDC guidance states that masks do not protect a person from contacting Coronavirus. In their opinion the masks are better served for the people that are feeling ill as they do contain droplets from escaping in the event a person exhibiting symptoms when they cough or sneeze. The guidance also states that gloves actually can spread disease as the germs get on the gloves and then in most situations surfaces of the skin are touched with the gloves. Their guidance at this time continues to state that hand washing is the best protection.	

At the onset of the Coronavirus appearing in Wuhan, China the TWU Safety Team approached Management with the request to have additional masks and gloves available at the distribution locations to ensure if the situation escalated, our Membership would have the tools available to them. In a meeting with Management last week, we were told the supplies have been increased as well as alcohol based sanitizer being available at all bases.

We also inquired as to Southwest's plan in the event that we did have an event on one of our aircraft. The response was they would follow the guidance given by the CDC on how to handle the situation.

If an event were to occur, the CDC takes charge of the situation, similar to the NTSB taking over in the event of an aircraft incident. The CDC makes the decision regarding the ill passenger and then on quarantine and what occurs to the aircraft.

We have informed Management that a plan needs to be formed on how the crews will be taken care of should such an event occur. We feel they should be pro-active, not re-active.

We continue to monitor the CDC website, the WHO website and credible news sources to stay on top of the fluidly moving situation as well as participate in CDC conference calls as they occur. Additionally, we are in contact with our counterparts from other airlines labor groups to be current on steps they are taking.

Following are the websites if you would like to gather additional information.

The Center for Disease Control (CDC) at <http://cdc.gov>
The World Health Organization (WHO) at <https://www.who.int>
The FAA at <https://www.faa.gov>

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.

Health/Safety Issues

- 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.
- A working group was formed to assess the situation with Ground Operations policies that conflict with Inflight policies.
- There continue to be working groups assessing Flight Attendant turbulence injuries. Additionally, there is still a working group assessing service on short flights. Corporate Safety continues to monitor the correlation between short haul service and turbulence injuries as well as the time of flight that injuries are occurring.

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

Flight Attendant Coalition

Report From:	LODO
Submitted Report:	
March 5, 2020 LODO Sub Committee Report • Attended Scheduled meeting with Southwest on Friday, February 28, 2020- (Attendees (TWU) -Egda Avila, Brandon Hillhouse, LaShaye Hutchinson, Lyn Montgomery, Lisa Le (SWA)- Kevin Allen, Kevin Clark, Claire Taitte) • Topics and issues discussed: ▪ LODO Subcommittee Agreement 1. Bidding and Scheduling a) Bidding Timelines b) Trip Trade Give Away c) Charter Bidding d) Reschedules 2. Overall Program Stability 3. Satellite Base (TPA) 4. Technology Plan 5. Hardship Considerations- (FAs being Forced Based) ▪ Company Presentation on LODO program Metrics (see attached reports) Synopsis: The company presented a Metrics report of the LODO program. The report included, the Number of LODOs per Base, Line Quality, LODOs hired, LODO reserve Coverage, Flight w/o LODOs, LODOs Forced Based... The full report has been attached. Discussions surrounded, Time Away program, changing the Open time requirement for the number of LODOs trips in open time. In addition to changing the timeline to be more in line with the CBA for In-base versus out -of- base trading. Both sides want to address the force base issue since the Max Grounding is causing some hardships for the LODOs who have been forced based. The company is open to possibility unlocking these LODOs within the program that would allow them to bid for a NON LODO base temporality from their preferences if, their seniority can hold. This would be temporary until they are needed back in the LODO base to cover the LODO flying. This concept would have to be tested and flushed out to see if it would truly be beneficial as opposed to allowing people to exit the program who are hired for the program. The company was unclear if TPA would have LODOs FAs. They will research to see if any of the existing LODOs currently live in the area. But at this time, they were unsure if there would be a need for LODOs in the TPA Satellite base once it opens. The most recent Charter Bidding issue is something both sides agree language has to be added to the agreement if a Charter is scheduled to have a LODO versus not. The company said this was the first time this was an issue. They had not thought about this as an issue until it happened.	

The company wishes to explore the idea of adding another position for the 800 Havana Flight (Supervisor) to observe and assist with coming up with solutions to the HAV Flight Challenges.

Brandon Hillhouse attended the meeting to get clarification on Section 2.D.1- Reschedules. The union needed Clarification in what is the intent of: "A LODO Flight Attendant may designate themselves as available from a current City." The company position was it was something they adopted from the pilots and that it's something they do not track or use. In these instances, if a flight needs to be covered and they cannot cover with a Voluntary pickup, LODO reserve, or reschedule a lineholder. The flight will go out with a LODO speaker. This satisfied Brandon's question, because of an active grievance. A LODO line holder got rescheduled on a flight to work LODO position because the actual LODO called out sick.

Both sides are in agreement to come up with solutions to the following problems:

- a) Unlocking New hires for LODO program
- b) Tally how many LODOs are currently in TAP program (Time Away Program)
- c) Timeline suggestions (Trading and Open time)

Next meeting scheduled for April 9th

Report From:	New Hire
Submitted Report:	
Joe reports no new information as all New Hire classes have been cancelled through June 8, 2020.	

Report From:	Professional Standards																																																		
Submitted Report:																																																			
Professional Standards Activity Report For February 2020 <table><tr><td>Company Policy</td><td>1</td></tr><tr><td>CRM</td><td>6</td></tr><tr><td>Employee Relations</td><td>2</td></tr><tr><td>F.A.R.</td><td>1</td></tr><tr><td>I.R. Filed</td><td>2</td></tr><tr><td>Internal Customer Support</td><td>7</td></tr><tr><td>Pilot Issue</td><td>5</td></tr><tr><td>Unprofessional Behavior</td><td>3</td></tr><tr><td>Withdrawn</td><td>2</td></tr><tr><td colspan="2">Total 29</td></tr><tr><td>Positive Resolution</td><td>20</td></tr><tr><td>Negative Resolution</td><td>1</td></tr><tr><td>Unresolved</td><td>8</td></tr><tr><td colspan="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.</td></tr><tr><td colspan="2">Base Information</td></tr><tr><td>ATL</td><td>1</td></tr><tr><td>BWI</td><td>3</td></tr><tr><td>DAL</td><td>5</td></tr><tr><td>DEN</td><td>7</td></tr><tr><td>FLL</td><td>2</td></tr><tr><td>HOU</td><td>2</td></tr><tr><td>LAX</td><td>1</td></tr><tr><td>MDW</td><td>5</td></tr><tr><td>OAK</td><td>2</td></tr><tr><td>PHX</td><td>1</td></tr></table>		Company Policy	1	CRM	6	Employee Relations	2	F.A.R.	1	I.R. Filed	2	Internal Customer Support	7	Pilot Issue	5	Unprofessional Behavior	3	Withdrawn	2	Total 29		Positive Resolution	20	Negative Resolution	1	Unresolved	8	*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	1	BWI	3	DAL	5	DEN	7	FLL	2	HOU	2	LAX	1	MDW	5	OAK	2	PHX	1
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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: March 6, 2020 Re: March 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 - 115 <table> <tr> <td>ASAP Reports received 2020 Year-to-Date:</td> <td>487</td> </tr> <tr> <td>Accepted Reports Year-to-Date:</td> <td>365</td> </tr> <tr> <td>Excluded Reports to date:</td> <td>15</td> </tr> <tr> <td>Open Reports:</td> <td>0</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: 2/6/20 through 3/6/19 = 361 Emergencies Declared for Period = 14 2020 Year-to-Date = 749 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*		ASAP Reports received 2020 Year-to-Date:	487	Accepted Reports Year-to-Date:	365	Excluded Reports to date:	15	Open Reports:	0	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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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. 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

9 Records

Date of Call Final	Base	Pairing Date	Recommendation	Base Recommendation	Base
02-25-2020	MDW		Non-Paid - Nonoperational Cause	Accepts Non-Paid - Nonoperational Cause	
02-17-2020	OAK	OS1Z	Paid - Operational Cause	Accepts Paid - Operational Cause	
02-16-2020	LAS	RSV	Non-Paid - Nonoperational Cause	Accepts Non-Paid - Nonoperational Cause	
	ATL		No Decision Necessary - Informational only	Decision Necessary - Informational only	
01-21-2020	MDW		Paid - Operational Cause	Accepts Paid - Operational Cause	
01-20-2020	BWI	01-18-2020	Paid - Operational Cause	Accepts Paid - Operational Cause	
01-19-2020	BWI	01-18-2020	Paid - Operational Cause	Accepts Paid - Operational Cause	
01-11-2020	MCO	01-10-2020	Non-Paid - Nonoperational Cause	Accepts Non-Paid - Nonoperational Cause	
01-01-2020	MCO	12-31-2019	Non-Paid - Nonoperational Cause	Accepts Non-Paid - Nonoperational Cause	

Root Cause Summary:

Back to back pairings (self-scheduling) Planned Short Overnight 1
 Inflight Event/Emergency 1
 Issues @ Cmpny provided htl - Guest noise/interruption 1
 Issues @ Cmpny provided htl - Other 1
 Issues @ Cmpny provided htl - Poor room quality/conditions
 Issues @ Cmpny provided htl - Delays getting into room 1
 Issues @ Cmpny provided htl - Poor room quality/conditions
 Issues @ Cmpny provided htl - Other 1
 MX delays: FA illegalMX Cancellation 1
 Personal responsibilities/schedule outside wk/hm envrnmnt 1
 Personal responsibilities/schedule outside wk/hm envrnmnt
 Issues @ Cmpny provided htl - Guest noise/interruption 1

Totals (9 groups) 9

SWALife Hot Aircraft Event Reporting

02/06/20 through 03/06/20 = 3

2020 YTD = 6

2019/2020 Year-over-Year Comparative: +5 **(83.33% 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) 24FEB20-01MAR20:

'Hot' Aircraft and Gates

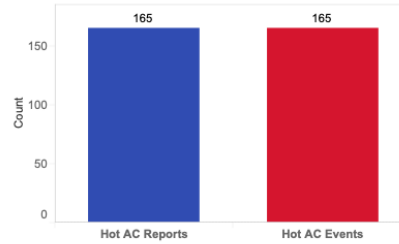
Aircraft with four or more reports

AC Number	
280	4
400	4
454	4
7842	4

Gates with three or more reports

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.

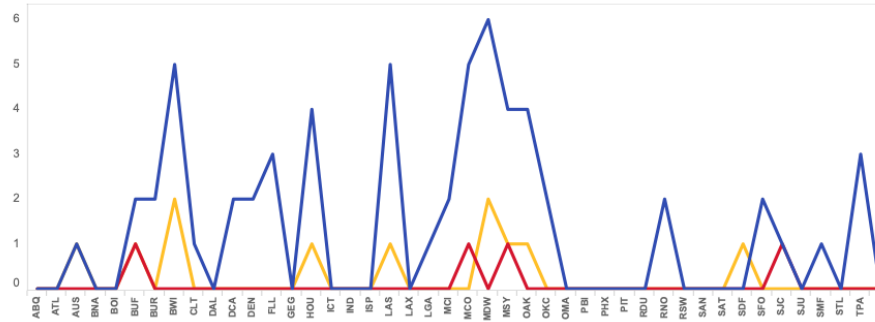


Ground Operations

As reported by the Pilot Group through ACARS messaging.

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

	2/17/2020	2/24/2020
% Air Not Connected	32.07%	37.04%
% Ops Agent Not Present	4.89%	2.47%
% Ramp Agent Not Available	8.70%	6.79%



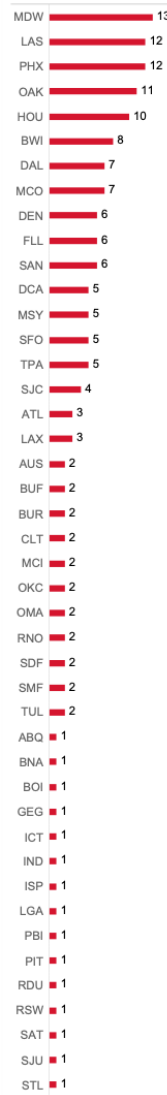
Good Job ACARS

Date	Flight Number	Station	Message
2/25/2020	457	SAN	GREAT JOB.
2/26/2020	1535	PHX	GREAT JOB.

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

Hot Aircraft Overview 02.24.2020 - 03.01.2020

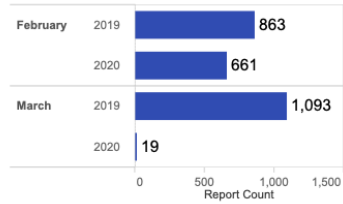
Hot AC Total by City



Reports by Type - 2 Week Lookback

Data Type	Hot AC Reports		% Difference	
	2/17/2020	2/24/2020	2/17/2020	2/24/2020
ACARS	184	162	-11.96%	
FO SOPI		1		
IF SOPI	1	1	0.00%	
Inflight Form	2	1	-50.00%	
Grand Total	187	165	-11.76%	

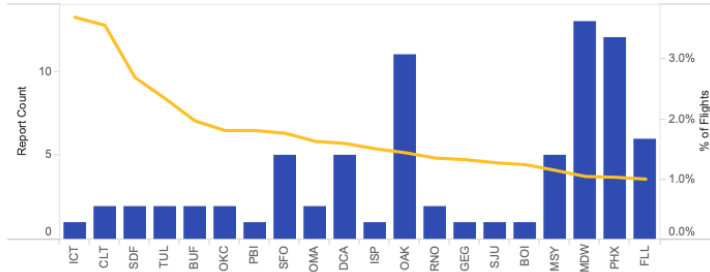
Year over Year Comparison



Daily Employee Report Submissions and % of Flights



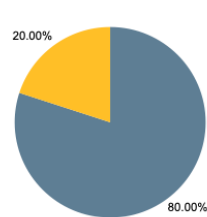
Stations - Top 20 Based on % of Flights



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

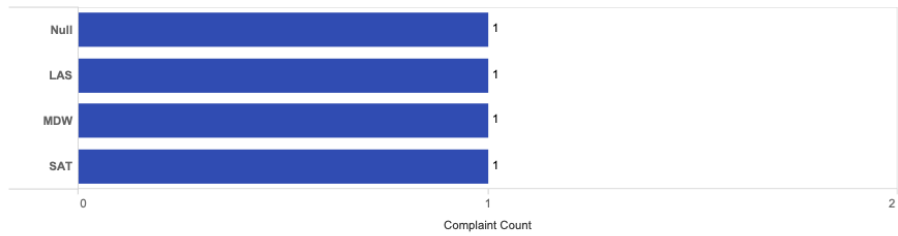


Fleet	Hot AC Reports	% of Flights**
700	132	0.69%
800	33	0.55%

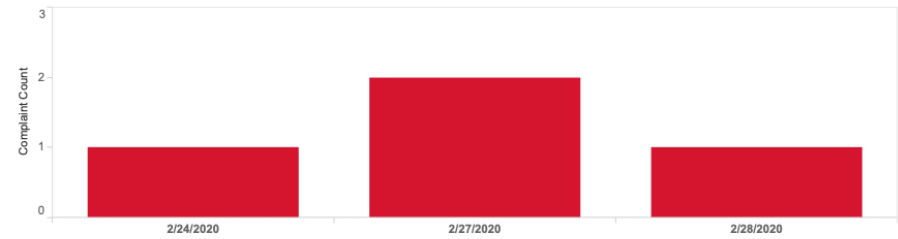
**Percent of Hot AC Events to Total Flights per Fleet
Please note: Fleet not available for every report

Customer Hot AC Complaints for the week of 02/24/20 to 03/01/20

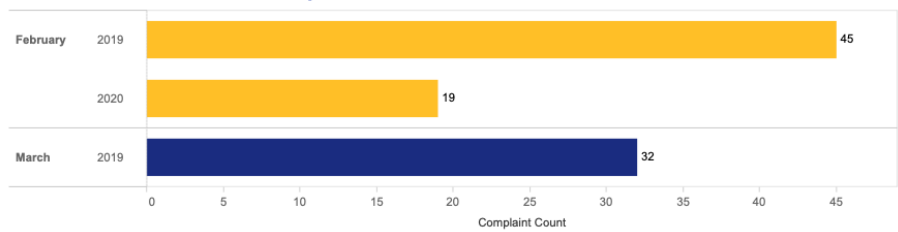
Pax Complaints by Originating City



Pax Complaints by day



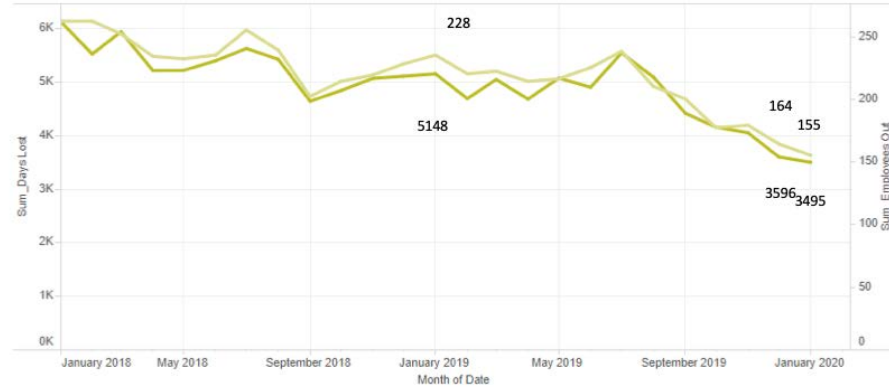
Year over Year Customer Complaints



Current Occupational Injury Data:

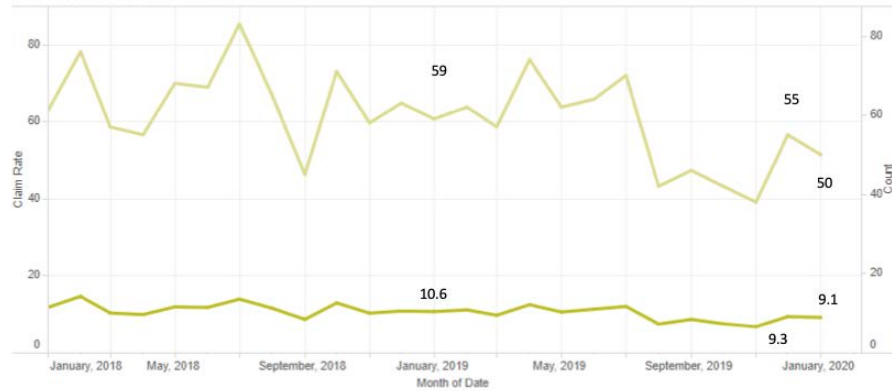
Lost Workdays

Lost Workdays with Number of Employees Out



LTCR

Lost Time Claims with Rate



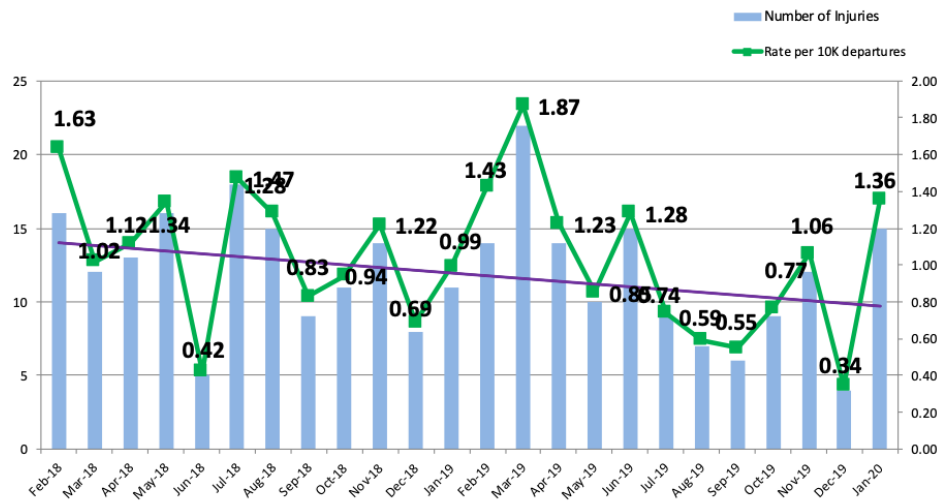
OSHA Recordable (Inflight)

	Date_of_Loss__c / OSHA Recordable					
	2018		2019		2020	
	Non-OSHA	OSHA	Non-OSHA	OSHA	Non-OSHA	OSHA
January	75	64	85	60	78	49
February	54	80	81	71		
March	77	66	82	71		
April	79	61	79	69		
May	82	72	89	61		
June	82	69	80	80		
July	95	92	83	68		
August	88	76	65	46		
September	61	54	74	50		
October	87	78	84	43		
November	81	57	76	45		
December	79	71	69	52		

Cause

Cause General	2018	2019	2020
Struck by/Against	487	408	33
Slip/Trip/Fall	308	267	18
Other	246	302	33
Carrying/Lifting	193	161	13
Pushing/Pulling	125	105	5
Weather	59	64	4
Caught In/Between	46	46	3
Collision	39	47	2
Contact with object	39	43	4
Strain	45	36	1
Inhalation	31	47	2
Cut/Puncture	47	25	2
Chemical Exposure	18	33	4

Flight Attendant Turbulence Injuries



Page 5

SWA-Internal - May be protected from disclosure under 49 U.S.C., Section 40123 & 14 CFR Part 193

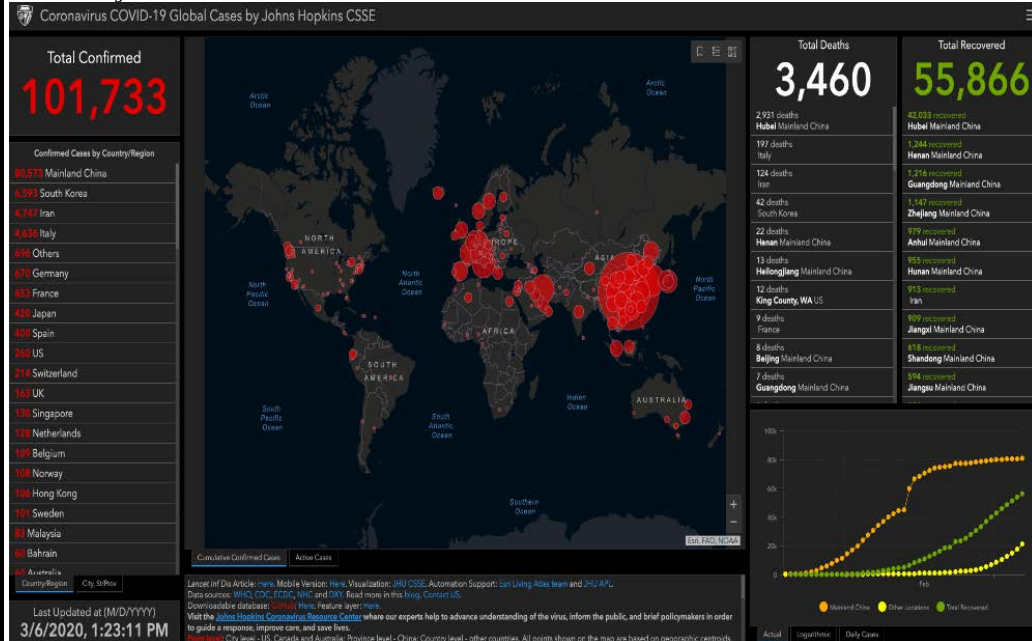
Southwest

Open Discussion Items:

Coronavirus Update:

Current COVID-19 Stats Worldwide as of 06MAR20:

Mortality Rate: 3.401



AFL-CIO, CDC, FAA, NIOSH and OSHA Conference Call

March 6, 2020 0800hrs CST

RE: COVID-19

Rebecca/Margaret Kidd Host of Conference Call – Federal partner introduction. Fluid situation, here to talk about guidance and hear from you about the realities on the ground.

Participants:

Rebecca (AFL-CIO)

(AFA)

(CWA)

Michele, Michael, Thom, Jannah, Sean (TWU)

(AFCE)

(ALPA)

(Unite Here)

(SCIU)

(AFL-CIO)

(Machinist Union)

(Teamsters)

(FAA Flight Standards Air Carrier Operations)

(FAA Aircraft Certification)

(AFA)

(Chief Counsel Office)

(FAA)

Rebecca - Many different people on this call, everyone is scrambling. We hope to continue this direct line of communication. We want to understand what is happening on the ground. In conversations with transportation workers we hear main themes are inconsistency in guidance, inconsistency in policies across airlines which make it difficult for the unions to advocate, quarantine issues that come under policy level, issues with flow of information, issues with contract workers obtaining information, employer responsibility, focus on employer providing right level of protection or change in procedures for risk assessment.

Margaret – Turn to Jill for information.

Jill – Here with NIOSH working on COVID-19, rapidly evolving situation we have changed from containment to community mitigation. Potential changes from CDC because a lot happening. Notified at NIOSH that they had an interest in notifying airline workers. Interim guidance on cleaning of aircraft, types of cleaning recommendations after an aircraft has landed either with suspected COVID-19 or not. We have worked with infection control on aircraft expertise to improve language if there were symptomatic passengers and to protect the workers. This is interim guidance not comprehensive. Hopefully this will be doable, it is fluid, as we learn more it could change. On the cleaning side we put in the cleaning section of the interim guidance we have added basic recommendations for no symptomatic passengers, if there are symptomatic passengers, we have recommendations for cleaning, we acknowledge lavatories should be cleaned, there are items that cannot be properly disinfected like placards, pillows. We recommend disposable gloves, gowns, eye protection if splashing possible. Recommend cleaning crew does not clean until all passengers have disembarked. OSHA bloodborne pathogen recommendations reminders. We added items related to what the cleaning staff should do if they have a breach in cleaning procedures. This is a quick overview.

Airlines rely heavily on CDC Guidelines. Some have gone above but some have not, that's why it's important for us to change the CDC language.

John Cox – We represent clean cabins. There has been a longstanding pattern of violations of bloodborne pathogen procedures. Our concerns are if cleaning crews have enough time for cleaning the actual surfaces and if the cleaning agent that is used on the surface even spends enough of the required amount of time on the surface to disinfect the surface. Cleaning Crews are given very little advance knowledge of the cleaning situation. Example: they show up to the airplane and are not aware of the situation they are approaching.

AFA Taylor our biggest concern is if sick passengers are onboard, we need thermometers, the type is not consistent onboard, they are faulty. We need information on single use thermometers. Availability of hand sanitizer easily accessible at a variety of locations needed.

Mickey – Concerns with the 6-foot limit which is not a barrier for airborne transmission, it is not the only risk. We are in enclosed areas.

There is a research paper on SARS and what you can see is that a cluster of infections occurred nearby the infected passenger and scattered throughout the aircraft. Also, no cleaning procedures exist for wheelchair use in between clients.

Mickey- We represent Passenger Service Agents, there are no protections being provided for these agents. Airlines have provided information on COVID-19 but no sanitizers or gloves or respiratory protection. Agents cannot wear the respirator masks in view of customers.

Unite Here – We represent airline catering truck drivers that enter the airplane to load carts. We want to see them included as a group. We also represent airport food concession workers.

Looking back at Ebola and OSHA there were fact sheets that are still on the website, these could be helpful. OSHA worker protections is a complex and comprehensive workforce within transportation. Many occupation concerns that the groups are looped together, PPE is important but not the only thing that's important. Clear guidance out of OSHA is very helpful.

Mechanics are often not mentioned and feel they have concerns about being provided with the tools needed, for example when they service the lavatories.

Machinists – Baggage handlers are often not mentioned and that is a concern that needs to be addressed. They touch the passenger bags.

There is this assumption that there are dedicated cabin crews for cleaning at the airlines; sometimes the flight attendants do not employ cabin cleaning crews and the flight attendants clean in between flights. This is a concern.

Rebecca - That is a major concern. There is no tracking of situations on the plane when a passenger gets sick. So many moving parts that people don't understand.

Margaret – We have been keeping notes and we will regroup with our federal partners and go over these specific concerns. Does anyone have anything to add?

OSHA – We appreciate the opportunity to participate today.

FAA – Nothing from the group here.

CDC – No response.

NIASH – We have a point of clarification on the PPE kits, the supply many are not plentiful, we want to know how they are being used, if they have thermometers.

AFA – We hear that online, we have some supply chain issues, we don't have hand sanitizer adequate supplies.

TWU – It is not consistent across the industry that thermometers are made available, it would be helpful to have consistent guidelines that the airlines would consistently follow.

Margaret – Thank you for joining us today.

Rebecca – Thank you.

Call concludes 0855hrs CST.

SWA Enhanced Cleaning Procedures

Aircraft Cleaning: As of March 4, 2020, SWA enhanced overnight cleaning procedures. Typically, they use an EPA approved, hospital-grade Sani-cide disinfectant in the lavatories and an interior cleaner in the cabin. Now, they are expanding the use of the hospital-grade Sani-cide disinfectant in the cabin, on elements in the flight deck, and in the lavatory. This goes beyond the standard CDC guidelines. As a reminder, aircraft are also tidied up between flights during the day, and SWA equips all aircraft with a HEPA (High Efficiency Particulate Air) filter, which filters out recirculated air onboard each plane to remove airborne particles (HEPA filters are also used in hospitals to provide patients with clean air). SWA Tech Ops Team is working on a video that will demonstrate these enhanced cleaning procedures, with information surrounding when and where that will be published forthcoming.

The Sani-cide disinfectant they are now using in these enhanced overnight procedures is safe for Crews since it is already in use on the aircraft today. They have simply extending the use of it to the cabin and elements in the flight deck. Because they have to use a Food and Drug Administration (FDA) approved cleaner in the galley area, galley cleaning procedures remain the same.

Facilities Cleaning: SWA is working with their Facilities janitorial vendors to increase the overnight detailed cleaning of all exclusive and common use work spaces for which they have oversight. In cities and/or airports that are responsible for their own janitorial services, they're working directly with those locations to understand their plans of action.

SWA has acknowledged increased awareness of medical incidents (spills, cuts, bodily fluids); saying that Flight Ops, Inflight, and Ground Ops Leadership supports Crew Members taking the appropriate time to ensure affected areas are cleaned properly, knowing that this may sometimes cause a delay.

Current CDC Guidance for Airlines Updated 04MAR20

Updated Interim Guidance for Airlines and Airline Crew: Coronavirus Disease 2019 (COVID-19)

Updated March 04, 2020

Summary of Recent Changes

This document was updated March 04, 2020, as follows:

1. Added a section on cleaning of aircraft
2. Updated situation summary
3. Updated section on ill travelers identified during flight including:
 1. Section applies to ill travelers from any country
 2. Updated recommendations for hand hygiene
 3. Recommendation to ensure adequate supplies of personal protective equipment during flight

Purpose

This document provides interim recommendations for the commercial airline industry about the Coronavirus Disease 2019 (COVID-19) first identified in Wuhan, China. CDC reminds air carriers of the requirement under Title 42 Code of Federal Regulations (CFR) section 71.21 to report to CDC ill travelers who have certain signs and symptoms during flight, and all deaths onboard, before arrival in the United States. This document also contains recommendations for managing ill travelers onboard if COVID-19 infection is suspected.

Please also see Safety Alert for Operators 20001: 2019 Novel Coronavirus: Interim Health Guidance for Air Carrier and Crews pdf icon[PDF – 4 pages]external icon

Situation summary

An outbreak of respiratory illness caused by COVID-19 first detected in Wuhan, Hubei Province, China is ongoing. Cases also have been identified in travelers from Wuhan to other parts of China, and cases have been identified in many other countries, including the United States. Early on, many of the patients in Wuhan reportedly had some link to a large seafood and animal market, suggesting animal-to-person spread. At this time, sustained (ongoing) person-to-person spread is occurring in several countries and many other countries have reported individual cases or limited community spread. Some viruses are highly contagious while other viruses are less so. The virus that causes COVID-19 seems to be spreading easily and sustainably in the community in some affected geographic areas.

Symptoms include fever, cough, and difficulty breathing. These symptoms also can occur with many other common respiratory infections, such as flu.

Investigations are ongoing and these recommendations will be updated as more information becomes available.

Ill Travelers Identified during Flight

Report travelers with specific symptoms to CDC.

- Report travelers with

- o fever (person feels warm to the touch, gives a history of feeling feverish, or has an actual measured temperature of 100.4°F [38° C] or higher) that has persisted for more than 48 hours
 - OR
- - o fever AND one of the following:
 - persistent cough
 - difficulty breathing
 - appears obviously unwell
- Report, as soon as possible before arrival, by one of the methods described in the Guidance for Air Travel Industry Reporting of Onboard Death or Illnesses to CDC.

Airlines and cabin crew should review CDC's Infection Control Guidelines for Cabin Crew

- CDC recommends that companies review and update, as needed, their personal protection policies and communicate and train employees on how to manage sick travelers.

CDC recommends the following measures for cabin crew to protect themselves and others, manage a sick traveler, clean contaminated areas, and take actions after a flight.

- Practice routine handwashing.
 - o Wash hands often with soap and water for at least 20 seconds, particularly after assisting sick travelers or touching potentially contaminated body fluids or surfaces; after coughing, sneezing, or blowing your nose; after using the restroom; and before preparing or serving food or beverages.
 - o Use alcohol-based hand sanitizer (containing at least 60% alcohol) if soap and water are not available.
 - Airlines should consider providing alcohol-based hand sanitizer to cabin and flight crews for their personal use.
- Identify sick travelers who meet the above description.
 - o Minimize contact between passengers and cabin crew and the sick person. If possible, separate the sick person from others (by a distance of 2 meters or 6 feet, ideally) and designate one crew member to serve the sick person.
 - o Offer a facemask, if available and if the sick person can tolerate it. If a facemask is not available or cannot be tolerated, ask the sick person to cover their mouth and nose with tissues when coughing or sneezing.
- Treat all body fluids (such as respiratory secretions, diarrhea, vomit, or blood) as infectious.
 - o Wear disposable medical gloves when tending to a sick traveler or touching body fluids or potentially contaminated surfaces. Remove gloves carefully pdf icon[PDF – 1 page] to avoid contaminating yourself, then wash hands.
 - o When tending to a sick traveler who has fever, persistent cough, or difficulty breathing, use additional personal protective equipment (PPE) in the Universal Precaution Kit pdf icon[PDF –

1 page]external icon: face mask, eye protection, and a gown to cover clothing. Ensure an adequate supply of recommended PPE is available during flight.

- o Properly dispose of gloves and other disposable items that came in contact with the sick person or body fluids in biohazard bag or a secured plastic bag labeled as “biohazard.”

- Clean and disinfect contaminated surfaces according to airline protocol.

After arrival, CDC Quarantine Station staff will conduct a health assessment of the sick traveler’s symptoms and possible exposures. If necessary, CDC staff will coordinate transport to a health care facility for medical evaluation and testing. CDC will update the airline about the results of the testing and any need for follow-up of exposed crew members or passengers.

Cleaning of Aircraft after Flight

- If no symptomatic passengers were identified during or immediately after the flight:
 - o Follow routine operating procedures for cleaning aircraft, managing solid waste, and wearing PPE.
- If symptomatic passenger(s) are identified during or immediately after the flight, routine cleaning procedures should be followed, and enhanced cleaning procedures should also be used as follows:
 - o Clean porous (soft) surfaces (e.g., cloth seats, cloth seat belts) at the seat of the symptomatic passenger(s) and within 6 feet (2 meters) of the symptomatic passenger(s) in all directions.
 - Clean porous (soft) surfaces (e.g. seat covers and carpet) by removing visible contamination if present and using appropriate cleaners that are compatible with aircraft surfaces and components in accordance with the manufacturer’s instructions. For items that can be laundered, use the warm setting and dry items completely on high heat.
 - o Clean non-porous (hard) surfaces (e.g., leather or vinyl seats) at the seat of the symptomatic passenger(s) and within 6 feet (2 meters) of the symptomatic passenger(s) in all directions, including: armrests, plastic and metal parts of the seats and seatbacks, tray tables, seat belt latches, light and air controls, cabin crew call button, overhead compartment handles, adjacent walls, bulkheads, windows and window shades, and individual video monitors.
 - Clean non-porous (hard) surfaces with disinfectant products with EPA-approved emerging viral pathogens claims that are expected to be effective against the virus that causes COVID-19 (SARS-CoV-2) and ensure these products are compatible with aircraft surfaces and components. All products should be used according to label instructions (e.g., concentration, application method and contact time, PPE).

- o Clean lavatories used by the symptomatic passenger(s), including: door handle, locking device, toilet seat, faucet, washbasin, adjacent walls, and counter.
- o Properly dispose of any items that cannot be cleaned (e.g., pillows, passenger safety placards, and other similar items as described below).

Recommended Personal Protective Equipment (PPE) during Enhanced Cleaning:

- Disposable gloves that are recommended by the manufacturer of the disinfectant should be worn.
- Disposable gowns should be worn while cleaning the cabin and lavatories.
- If splashing is possible, eye protection, such as a face shield or goggles and facemask may be required according to the manufacture's label.

General Recommendations during the Enhanced Cleaning Process:

- Ground and cleaning crews should not board the plane until all travelers have disembarked.
- Ventilation systems should be kept running while cleaning crews are working aboard the airplane.
- If visible contamination (e.g., a body substance such as blood or body fluids) is present, routine airline cleaning procedures should be followed based on blood or body substance spill management according to , 29 CFR 1910.1030.OSHA's Bloodborne Pathogen Standard, 29 CFR 1910.1030external icon.
- Airlines should ensure workers are trained on the hazards of the cleaning chemicals used in the workplace in accordance with OSHA's Hazard Communication Standard, 29 CFR 1910.1200external icon.
- Airlines should train ground and cleaning crews on and require that crew members demonstrate an understanding of when to use PPE, what PPE is necessary, how to properly don (put on), use, and doff (take off) PPE.
- After doffing (taking off) PPE, cleaning staff should immediately clean hands with soap and water for at least 20 seconds. If soap and water not available and hands are not visibly dirty, an alcohol-based hand sanitizer that contains at least 60% alcohol may be used. However, if hands are visibly dirty, always wash hands with soap and water.
 - o Airlines should consider providing alcohol-based hand sanitizer to cleaning staff for their personal use.
- Cleaning staff should immediately report breaches in PPE (e.g., tear in gloves) or any potential exposures (e.g., contact with blood or body fluids without wearing appropriate PPE) to their supervisor.
- Cleaning staff should dispose of PPE and other disposable items used in cleaning following the airline's routine procedures. Note that all waste from international flights will also fall under jurisdiction of the U.S. Department of Agriculture/Animal and Plant Health Inspection Service (APHIS).
- Ground crews assigned to wastewater management operations should follow routine procedures.

- Employers should educate workers to recognize the symptoms of COVID-19 and provide instructions on what to do if they develop symptoms.
 - o Cleaning staff should immediately notify their supervisor if they develop symptoms of COVID-19.

OSHA 300 Log Email Distribution to DEBM's Completed

Scheduled and Standing Meetings:

March 06, 2020 – AFL-CIO, CDC, FAA, NIOSH and OSHA Conference Call (Coronavirus Update)

March 16 & 26, 2020 – Fatigue Risk Mitigation Program Committee Meetings

March 17, 2020 – Quarterly Catch-up with Steve Murtoff

March 25 & 26, 2020 – Arbitration Prep and Arbitration Testimony

March 25, 2020 – February Health and Safety Coordination (HASC) meeting

March 26, 2020 - 737 MAX RTS Update

March 30 & 31, 2020 – Coalition of Flight Attendants

Report From:	Scheduling
Submitted Report:	
<i>March Scheduling Committee report</i> <i>The number of line positions that a Flight Attendant could be awarded for the month of April decreased by 19-line positions from 10,944 in March to 10,925 positions in April. The Scheduling Committee left 1 position in open time for the month of April, in comparison 0 were left in March.</i> <i>The Committee for the month of April wrote an average of 86.12% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an increase in purity from March by 3.77%. 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 86.59 TFP average work days were 12.47. 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 56.72% pure lines, 30.60% weekend off and 20.15 lines containing 3-on/off or 48-hour breaks. The average lines paid 88.38 tfps.</i> <i>The FLL Satellite base had an average of 68.60% pure lines, 38.84% weekend off and 14.88% lines containing 3-on/off or 48-hour breaks. The average line paid 88.8 tfps.</i> <i>The Line Writers for April Primaries were: Lisa Trafton, Shelley Taylor, Rebekah Knox, Sheri Tyler and Xander Ricker.</i> <i>The Line Writers for April Secondary Lines were: Sheri Tyler, Shelley Taylor, Doreen Argyropoulos, Janet Lamy and Xander Ricker.</i>	

Report From:	Shop Steward
Submitted Report:	
<u>Shop Steward Committee Report February 2020</u> Shop Steward Committee Reports to the Executive Board that: • Received monthly email from Grievance Chair Gayle Ross Middleton (Chairs have decided to individually contact Shop Stewards along with adding concerns to the Shop Steward newsletter) • Working on Unity Magazine Article (What to expect in a Fact Finding meeting) • Shop Steward Newsletter (3/3/20) - o Trending Grievances ▪ Class 1.2 Dishonesty ▪ Class 3.6 Delay of Flight ▪ Class 3.17 Late to Gate - o Points/Disciplined Issued and Grieved in January • Shop Steward issues/complaints that came up throughout the month of February • Conference Call with Mob/Org and Safety Committee regarding Caronavirus response	

Report From:	Survey
Submitted Report:	
VeAnne reports she worked with the Negotiating Committee to prepare and send out a survey regarding reserve. The survey is scheduled to be sent out March 1st and run through March 10th.	

Report From:	Uniform
Submitted Report:	
The number of new contacts regarding the alternative options continues. The trend at this times show the majority of new cases are newer employees. Flight attendants that have been flying less then a year and as little as 6 mos. This would indicate more instant symptoms/reactions and not compounded ones as we see with employees in the uniform since its roll out. More and more new employees are having reactions only being in the uniform a short period of time. It will be interesting to see the trend in 6 months after the delay of classes due to the Max and Flu flight cancellations. Will we see a few months with no new cases? The choices of the alternate uniform is also an issue. At this time, the company is only giving members 1 shirt and 1 pant/short option (Gingham shirt and grey cotton pants/shorts). They have taken away the red polo option which was essential for summer shorts and tennis shoe wearing. Management needs to provide everyone (men and women) with a variety of options just like in the regular line. Our members should not be penalized just because they are in the alternative. Last year this committee made great strides with the company in this aspect. We met together with management and Cintas and looked at several cotton options and even wear tested a few. This included a dress, cardigan, and sweater. However, these options did not come to fruition. In fact, existing options have been deleted. This needs to be rectified. This committee is compiling its concerns, contractual demands, and a plan for adding additional pieces to be presented to the company this quarter.	

Report From:	Veterans
Submitted Report:	
Your TWU 556 Veterans Committee recently attended our 1st Quarter International Veterans Conference this past February in Miami Florida which was hosted by TWU 568. This was our first meeting with our newly elected Executive Board Members. With a newly elected Executive Board comes new vision and realignment with our sub-committees. We look forward to working with our new Executive Board and assist our current Military, Veterans and Veterans family members. • Wayne Tipton will continue to assist with Legislation Sub-Committee • Help Pass the Veterans Social Security Act • Support Long Beach Waterfront Warriors • Volunteer for the Skyball Foundation • Chris Sullivan will continue on the Benefits Sub-Committee • Eric Weis - Communications Sub-Committee	

Report From:	WISE
Submitted Report:	
Jessica and Atlanta Domicile Executive Board Member (DEBM) and Civil and Human Rights Committee (CHRC) Chairperson Pamila Forte have worked closely together for the last several months to plan for Diversity and Inclusion/Sexual Harassment and Assault Training which took place on February 26 and 27. Team Members from Professional Standards, Critical Incident Stress Management (CISM), Flight Attendant Drug and Alcohol Program (FADAP), and the Grievance Team were in attendance. Rich Brandt and Ralph Brandt of the RDR Group facilitated Diversity and Inclusion Training and Janet Hill, National Vice President for the Coalition of Labor Union Women (CLUW), facilitated Sexual Harassment and Assault Training. The feedback Jessica and Pamila have received from the training has been positive and it is clear from that feedback that those who were in attendance feel that this type of training is desperately needed by all employees. Jessica would like to thank Pamila for not giving up and making this training a priority and ultimately ensuring it took place. Without Pamila's tenacity this training would not have happened and Jessica is extremely grateful. Jessica would also like to thank Professional Standards Chairperson Kurtis Beggs, CISM Chairperson Eileen Rodriguez, and FADAP Chairperson Natalie Salser for their participation and assistance with the training. On March 2, Jessica submitted an article to the Communications Committee highlighting Women's History Month. The article was published to the Membership on March 5.	



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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MARCH 2020 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
Pamila attended the Diversity and Inclusion / Sexual Harassment and Assault training February 25-27. Pamila and Denver Domicile Executive Board Member and Women's, Issues, Service, and Education (WISE) Chairperson Jessica Parker worked together to plan training for three TWU Local 556 Standing Committees. There were 50 Committee Members in attendance representing Professional Standards, Critical Incident Stress Management (CISM), Flight Attendant Drug and Alcohol Program (FADAP), and the Grievance Team. The Civil and Human Rights Committee facilitated the Diversity and Inclusion portion of the training, presented by Richard and Ralph Brandt of the RDR Group. The WISE Committee facilitated the Sexual Harassment and Assault portion of the training, presented by National Vice President for the Coalition of Labor Union Women (CLUW), Janet Hill. Pamila would like to thank CISM Chairperson Eileen Rodriguez, Professional Standards Chairperson Kurtis Beggs, FADAP Chairperson Natalie Salsar, and Grievance Team Chairperson Gayle Ross Middleton for their assistance leading up to the training.	

Report From:	CISM																																												
Submitted Report:																																													
CISM Team Chairperson Eileen Rodriguez attended Professional Standards Training, Diversity and Inclusion, Sexual Assault and Harassment Training. CISM Chairperson Eileen Rodriguez traveled to LAX, HOU and DAL Inflight Bases met with Management and presented the CISM Program. The CISM Team Handled a total of 90 Incidents and spoke to 166 Flight Attendants. <table> <tr><td>Assault</td><td>2</td></tr> <tr><td>Carryover</td><td>1</td></tr> <tr><td>Crew Member Harassment</td><td>3</td></tr> <tr><td>Crew Member Illness</td><td>1</td></tr> <tr><td>Debriefing - Team Member</td><td>3</td></tr> <tr><td>Defusing</td><td>2</td></tr> <tr><td>Diversion</td><td>1</td></tr> <tr><td>FA Death of Family Member</td><td>11</td></tr> <tr><td>FA Illness</td><td>2</td></tr> <tr><td>FA Injury</td><td>1</td></tr> <tr><td>FA Involved in Incident - Off Duty</td><td>3</td></tr> <tr><td>Fear of Flying</td><td>1</td></tr> <tr><td>Fire on Aircraft</td><td>1</td></tr> <tr><td>Illness of Family Member/Caregiver Stress</td><td>2</td></tr> <tr><td>Medical Emergency</td><td>19</td></tr> <tr><td>New Class Presentation</td><td>1</td></tr> <tr><td>Other*</td><td>3</td></tr> <tr><td>Passenger Misconduct</td><td>5</td></tr> <tr><td>Personal Issue</td><td>15</td></tr> <tr><td>Sexual Harassment or Assault</td><td>1</td></tr> <tr><td>Slide Deployment - Inadvertant</td><td>1</td></tr> <tr><td>Suicide Attempt/Intervention</td><td>2</td></tr> </table>		Assault	2	Carryover	1	Crew Member Harassment	3	Crew Member Illness	1	Debriefing - Team Member	3	Defusing	2	Diversion	1	FA Death of Family Member	11	FA Illness	2	FA Injury	1	FA Involved in Incident - Off Duty	3	Fear of Flying	1	Fire on Aircraft	1	Illness of Family Member/Caregiver Stress	2	Medical Emergency	19	New Class Presentation	1	Other*	3	Passenger Misconduct	5	Personal Issue	15	Sexual Harassment or Assault	1	Slide Deployment - Inadvertant	1	Suicide Attempt/Intervention	2
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Suicide of a Family Member	2
Termination/Fact Finding	2
Turbulence	5
Total	90
FAs Assisted	166

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 8,291 Members. She has continued to create polls on the Official TWU Local 556 Facebook Group to gauge Member knowledge about contractual language. She also posted to the Official Group about Valentine's Day being a PIN Black Out date. Amanda sent a Contract 101 email blast to the Membership educating on Article 29 Vacancy. It has also been posted to the Contract page on www.twu556.org. Amanda participated in a conference call with members of the Negotiating Team as well as Kivvit regarding the Basics of Negotiations education piece. She also worked with Kivvit to create a handout to supplement the Basics of Negotiations handout. Amanda would like to thank the Executive Board for adjusting her status to Admin on the Official TWU 556 Facebook group.	

Report From:	FADAP
Submitted Report:	
FADAP Co-Chair persons Natalie Salser and Tom Spillers and HOU Base Coordinator Erik Waterman attended HOU Base Managers Meeting FEB 11. FADAP Co-Chair persons Natalie Salser and Tom Spillers attended DAL Base Managers Meeting FEB 12. Natalie Salser and DAL Base Coordinator Jodi Nevant attended meeting with Serenity View Treatment Center in DAL Feb 18. Natalie Salser and Jodi Nevant attended "Keys to resilience and addiction recovery" by Patrick Carnes, PHD, CAS Feb 21. Natalie Salser spoke about the procedures of FADAP at Professional Standards training Feb 25. Natalie Salser attended the Diversity and Inclusion training led by the TWU 556 Civil and Human rights Committee Feb 26	

Report From:	Grievance
Submitted Report:	
<i>March 2020</i> <i>Executive Board Report</i> <u>TOTAL NUMBER OF GRIEVANCES:</u> 210 total grievances: 41 terminations 17 group grievances 48 non-term disciplinary 49 Attendance 55 individual contract <i>Total Contract Grievances on file: 72</i> <i>Total Discipline Grievances on file: 138</i> <u>Settled and Withdrawn Report:</u> Eighteen grievances were settled; of those ten were settled at the Step 2 level. Thirty-three grievances were withdrawn without prejudice. One Member released the Union to proceed on their own. One grievance was accepted by the Company and an FTR was removed. Of the forty-nine Attendance grievances, twenty-eight are No-Shows, four Unable to Contact, eight Failure to Report, three Sick Leave 1, and six No-Show Training. The forty-eight non-term disciplinary grievances consist of: twenty-nine written warnings, seven final written warnings, seven thirty-day suspensions, one fifteen-day suspension, one six-day suspensions, and three three-day suspensions. <u>Fact-Finding Meetings:</u> Seventy fact-finding meetings were held in the bases, in February 2020. <u>Chat Apps</u> 639 chat app messages received the month of February. <u>Board of Adjustments:</u> FA: WW Customer Complaint: February 25, 2020 <i>Settled</i> <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 held 2.14.20. Day three is being scheduled. FA - February 27, 2020 day one was held. Day two is being scheduled. FA – March 26, 2020 <i>Settlement offered</i> FA – April 8, 2020	

FA – Dates being considered

FA – Dates being considered

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 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.

Flight Attendant released TWU Local 556 and is proceeding on his own to a BOA for Termination: 3.0.0

Upcoming Grievance Meeting: The Union and Management will be meeting on March 19, 2020 for our monthly grievance meeting.

-

Report From:	Health
Submitted Report:	
Health and Safety Report	
<u>ASAP</u>	
We have been meeting 2 times a week and have been able to get a great deal of ASAP reports closed out. At one time, our “reports in que” was over 400. The current number is 167 and we are hopeful to get them closed out at the upcoming meetings.	
Other than reports we are doing follow-up on, we are currently processing reports that were submitted in February.	
The FAA continues to be critical of IEFB reports, especially the ones that occur with low battery or arriving without a manual at report time. We continue to fight to get these reports accepted but need to spread the word to our workgroup how critical it is to not only have the IEFB’s when they report to work but to have them current and charged.	
<u>Coronavirus</u>	
- There has been constant communication with Management taking forward our Memberships concerns and requests to have the ability to wear nuisance masks and gloves on the aircraft. We have made this request numerous times, and will continue to do so. Currently, the Company continues to state firmly that they are following CDC guidelines.	
Currently the CDC guidance states that masks do not protect a person from contacting Coronavirus. In their opinion the masks are better served for the people that are feeling ill as they do contain droplets from escaping in the event a person exhibiting symptoms when they cough or sneeze. The guidance also states that gloves actually can spread disease as the germs get on the gloves and then in most situations surfaces of the skin are touched with the gloves. Their guidance at this time continues to state that hand washing is the best protection.	

At the onset of the Coronavirus appearing in Wuhan, China the TWU Safety Team approached Management with the request to have additional masks and gloves available at the distribution locations to ensure if the situation escalated, our Membership would have the tools available to them. In a meeting with Management last week, we were told the supplies have been increased as well as alcohol based sanitizer being available at all bases.

We also inquired as to Southwest's plan in the event that we did have an event on one of our aircraft. The response was they would follow the guidance given by the CDC on how to handle the situation.

If an event were to occur, the CDC takes charge of the situation, similar to the NTSB taking over in the event of an aircraft incident. The CDC makes the decision regarding the ill passenger and then on quarantine and what occurs to the aircraft.

We have informed Management that a plan needs to be formed on how the crews will be taken care of should such an event occur. We feel they should be pro-active, not re-active.

We continue to monitor the CDC website, the WHO website and credible news sources to stay on top of the fluidly moving situation as well as participate in CDC conference calls as they occur. Additionally, we are in contact with our counterparts from other airlines labor groups to be current on steps they are taking.

Following are the websites if you would like to gather additional information.

The Center for Disease Control (CDC) at <http://cdc.gov>
The World Health Organization (WHO) at <https://www.who.int>
The FAA at <https://www.faa.gov>

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.

Health/Safety Issues

- 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.
- A working group was formed to assess the situation with Ground Operations policies that conflict with Inflight policies.
- There continue to be working groups assessing Flight Attendant turbulence injuries. Additionally, there is still a working group assessing service on short flights. Corporate Safety continues to monitor the correlation between short haul service and turbulence injuries as well as the time of flight that injuries are occurring.

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

Flight Attendant Coalition

Report From:	LODO
Submitted Report:	
March 5, 2020 LODO Sub Committee Report • Attended Scheduled meeting with Southwest on Friday, February 28, 2020- (Attendees (TWU) -Egda Avila, Brandon Hillhouse, LaShaye Hutchinson, Lyn Montgomery, Lisa Le (SWA)- Kevin Allen, Kevin Clark, Claire Taitte) • Topics and issues discussed: ▪ LODO Subcommittee Agreement 1. Bidding and Scheduling a) Bidding Timelines b) Trip Trade Give Away c) Charter Bidding d) Reschedules 2. Overall Program Stability 3. Satellite Base (TPA) 4. Technology Plan 5. Hardship Considerations- (FAs being Forced Based) ▪ Company Presentation on LODO program Metrics (see attached reports) Synopsis: The company presented a Metrics report of the LODO program. The report included, the Number of LODOs per Base, Line Quality, LODOs hired, LODO reserve Coverage, Flight w/o LODOs, LODOs Forced Based... The full report has been attached. Discussions surrounded, Time Away program, changing the Open time requirement for the number of LODOs trips in open time. In addition to changing the timeline to be more in line with the CBA for In-base versus out -of- base trading. Both sides want to address the force base issue since the Max Grounding is causing some hardships for the LODOs who have been forced based. The company is open to possibility unlocking these LODOs within the program that would allow them to bid for a NON LODO base temporality from their preferences if, their seniority can hold. This would be temporary until they are needed back in the LODO base to cover the LODO flying. This concept would have to be tested and flushed out to see if it would truly be beneficial as opposed to allowing people to exit the program who are hired for the program. The company was unclear if TPA would have LODOs FAs. They will research to see if any of the existing LODOs currently live in the area. But at this time, they were unsure if there would be a need for LODOs in the TPA Satellite base once it opens. The most recent Charter Bidding issue is something both sides agree language has to be added to the agreement if a Charter is scheduled to have a LODO versus not. The company said this was the first time this was an issue. They had not thought about this as an issue until it happened.	

The company wishes to explore the idea of adding another position for the 800 Havana Flight (Supervisor) to observe and assist with coming up with solutions to the HAV Flight Challenges.

Brandon Hillhouse attended the meeting to get clarification on Section 2.D.1- Reschedules. The union needed Clarification in what is the intent of: "A LODO Flight Attendant may designate themselves as available from a current City." The company position was it was something they adopted from the pilots and that it's something they do not track or use. In these instances, if a flight needs to be covered and they cannot cover with a Voluntary pickup, LODO reserve, or reschedule a lineholder. The flight will go out with a LODO speaker. This satisfied Brandon's question, because of an active grievance. A LODO line holder got rescheduled on a flight to work LODO position because the actual LODO called out sick.

Both sides are in agreement to come up with solutions to the following problems:

- a) Unlocking New hires for LODO program
- b) Tally how many LODOs are currently in TAP program (Time Away Program)
- c) Timeline suggestions (Trading and Open time)

Next meeting scheduled for April 9th

Report From:	New Hire
Submitted Report:	
Joe reports no new information as all New Hire classes have been cancelled through June 8, 2020.	

Report From:	Professional Standards																																														
Submitted Report:																																															
Professional Standards Activity Report For February 2020 <table><tr><td>Company Policy</td><td>1</td></tr><tr><td>CRM</td><td>6</td></tr><tr><td>Employee Relations</td><td>2</td></tr><tr><td>F.A.R.</td><td>1</td></tr><tr><td>I.R. Filed</td><td>2</td></tr><tr><td>Internal Customer Support</td><td>7</td></tr><tr><td>Pilot Issue</td><td>5</td></tr><tr><td>Unprofessional Behavior</td><td>3</td></tr><tr><td>Withdrawn</td><td>2</td></tr><tr><td colspan="2">Total 29</td></tr><tr><td>Positive Resolution</td><td>20</td></tr><tr><td>Negative Resolution</td><td>1</td></tr><tr><td>Unresolved</td><td>8</td></tr></table> *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 <table><tr><td>ATL</td><td>1</td></tr><tr><td>BWI</td><td>3</td></tr><tr><td>DAL</td><td>5</td></tr><tr><td>DEN</td><td>7</td></tr><tr><td>FLL</td><td>2</td></tr><tr><td>HOU</td><td>2</td></tr><tr><td>LAX</td><td>1</td></tr><tr><td>MDW</td><td>5</td></tr><tr><td>OAK</td><td>2</td></tr><tr><td>PHX</td><td>1</td></tr></table>		Company Policy	1	CRM	6	Employee Relations	2	F.A.R.	1	I.R. Filed	2	Internal Customer Support	7	Pilot Issue	5	Unprofessional Behavior	3	Withdrawn	2	Total 29		Positive Resolution	20	Negative Resolution	1	Unresolved	8	ATL	1	BWI	3	DAL	5	DEN	7	FLL	2	HOU	2	LAX	1	MDW	5	OAK	2	PHX	1
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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: March 6, 2020 Re: March 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 - 115 <table> <tr> <td>ASAP Reports received 2020 Year-to-Date:</td> <td>487</td> </tr> <tr> <td>Accepted Reports Year-to-Date:</td> <td>365</td> </tr> <tr> <td>Excluded Reports to date:</td> <td>15</td> </tr> <tr> <td>Open Reports:</td> <td>0</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: 2/6/20 through 3/6/19 = 361 Emergencies Declared for Period = 14 2020 Year-to-Date = 749 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*		ASAP Reports received 2020 Year-to-Date:	487	Accepted Reports Year-to-Date:	365	Excluded Reports to date:	15	Open Reports:	0	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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Total Reports Received over the Life of Program	11,490																

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. 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

9 Records

Date of Call Final	Base	Pairing Date	Recommendation	Base Recommendation	Base
02-25-2020	MDW		Non-Paid - Nonoperational Cause	Accepts Non-Paid - Nonoperational Cause	
02-17-2020	OAK	OS1Z	Paid - Operational Cause	Accepts Paid - Operational Cause	
02-16-2020	LAS	RSV	Non-Paid - Nonoperational Cause	Accepts Non-Paid - Nonoperational Cause	
	ATL		No Decision Necessary - Informational only	Decision Necessary - Informational only	
01-21-2020	MDW		Paid - Operational Cause	Accepts Paid - Operational Cause	
01-20-2020	BWI	01-18-2020	Paid - Operational Cause	Accepts Paid - Operational Cause	
01-19-2020	BWI	01-18-2020	Paid - Operational Cause	Accepts Paid - Operational Cause	
01-11-2020	MCO	01-10-2020	Non-Paid - Nonoperational Cause	Accepts Non-Paid - Nonoperational Cause	
01-01-2020	MCO	12-31-2019	Non-Paid - Nonoperational Cause	Accepts Non-Paid - Nonoperational Cause	

Root Cause Summary:

Back to back pairings (self-scheduling) Planned Short Overnight 1
 Inflight Event/Emergency 1
 Issues @ Cmpny provided htl - Guest noise/interruption 1
 Issues @ Cmpny provided htl - Other 1
 Issues @ Cmpny provided htl - Poor room quality/conditionsIssues @ Cmpny provided htl - Delays getting into room 1
 Issues @ Cmpny provided htl - Poor room quality/conditionsIssues @ Cmpny provided htl - Other 1
 MX delays: FA illegalMX Cancellation 1
 Personal responsibilities/schedule outside wk/hm envrnmnt 1
 Personal responsibilities/schedule outside wk/hm envrnmntIssues @ Cmpny provided htl - Guest noise/interruption 1

Totals (9 groups) 9

SWALife Hot Aircraft Event Reporting

02/06/20 through 03/06/20 = 3

2020 YTD = 6

2019/2020 Year-over-Year Comparative: +5 **(83.33% 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) 24FEB20-01MAR20:

'Hot' Aircraft and Gates

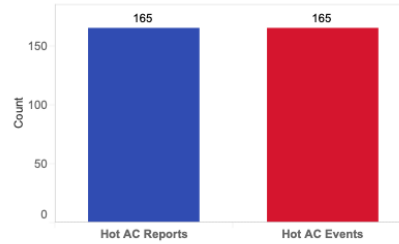
Aircraft with four or more reports

AC Number	
280	4
400	4
454	4
7842	4

Gates with three or more reports

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.

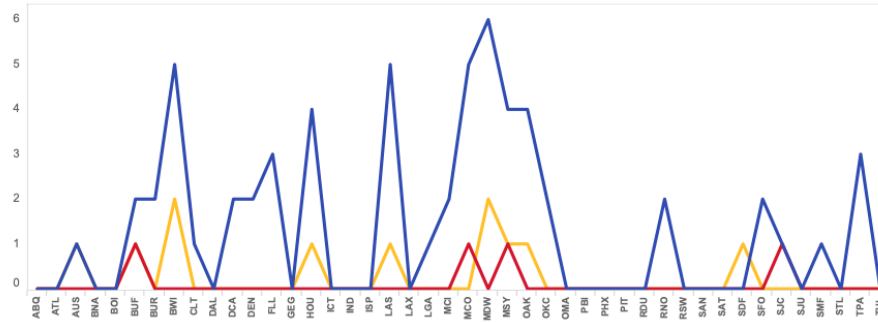


Ground Operations

As reported by the Pilot Group through ACARS messaging.

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

	2/17/2020	2/24/2020
% Air Not Connected	32.07%	37.04%
% Ops Agent Not Present	4.89%	2.47%
% Ramp Agent Not Available	8.70%	6.79%



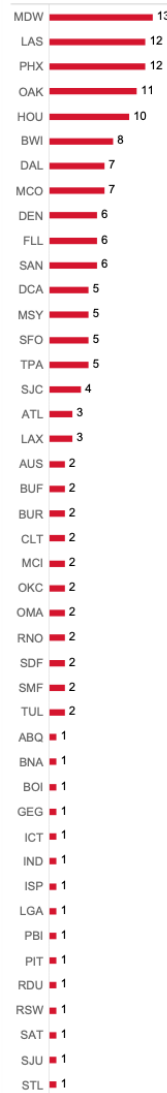
Good Job ACARS

Date	Flight Number	Station	Message
2/25/2020	457	SAN	GREAT JOB.
2/26/2020	1535	PHX	GREAT JOB.

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

Hot Aircraft Overview 02.24.2020 - 03.01.2020

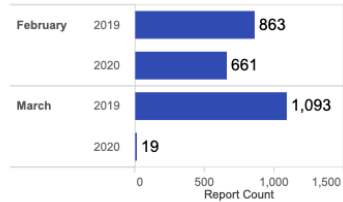
Hot AC Total by City



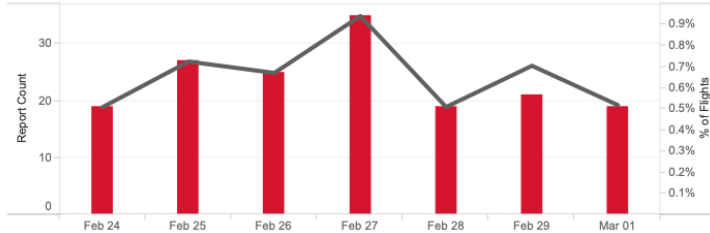
Reports by Type - 2 Week Lookback

Data Type	Hot AC Reports		% Difference	
	2/17/2020	2/24/2020	2/17/2020	2/24/2020
ACARS	184	162	-11.96%	
FO SOPI		1		
IF SOPI	1	1	0.00%	
Inflight Form	2	1	-50.00%	
Grand Total	187	165	-11.76%	

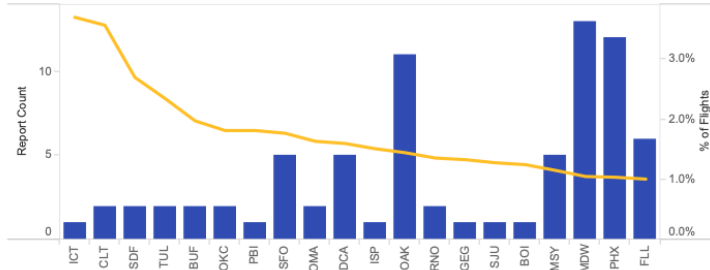
Year over Year Comparison



Daily Employee Report Submissions and % of Flights



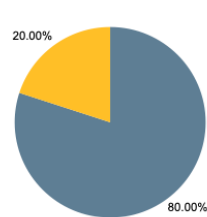
Stations - Top 20 Based on % of Flights



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

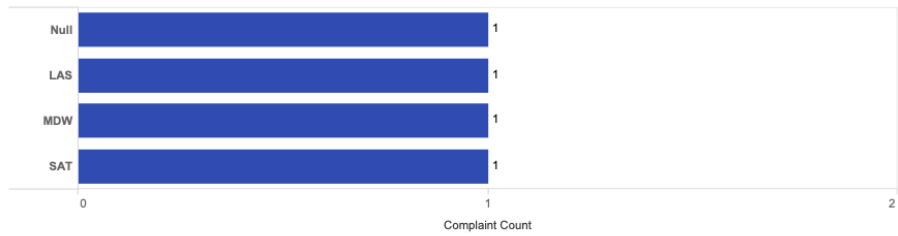


Fleet	Hot AC Reports	% of Flights**
700	132	0.69%
800	33	0.55%

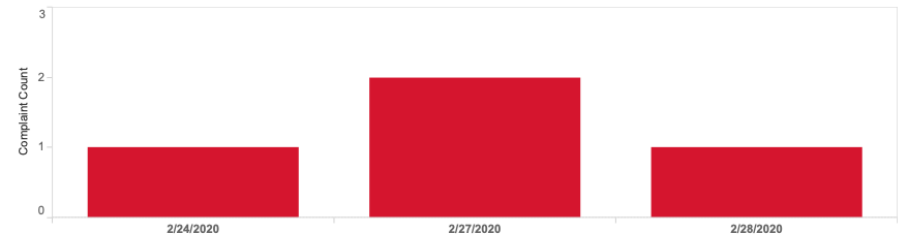
**Percent of Hot AC Events to Total Flights per Fleet
Please note: Fleet not available for every report

Customer Hot AC Complaints for the week of 02/24/20 to 03/01/20

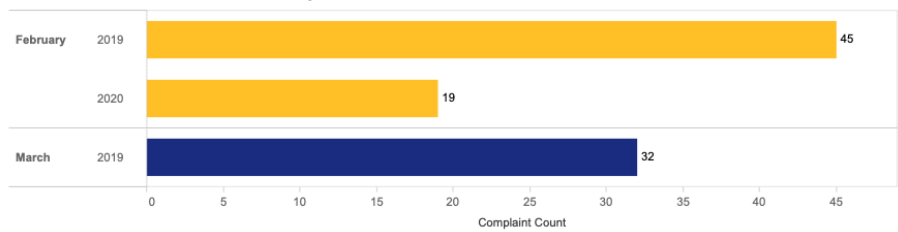
Pax Complaints by Originating City



Pax Complaints by day



Year over Year Customer Complaints

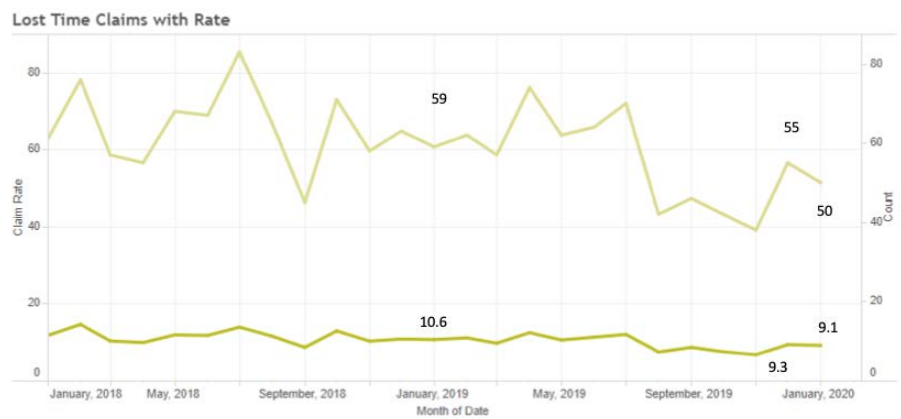


Current Occupational Injury Data:

Lost Workdays



LTCR



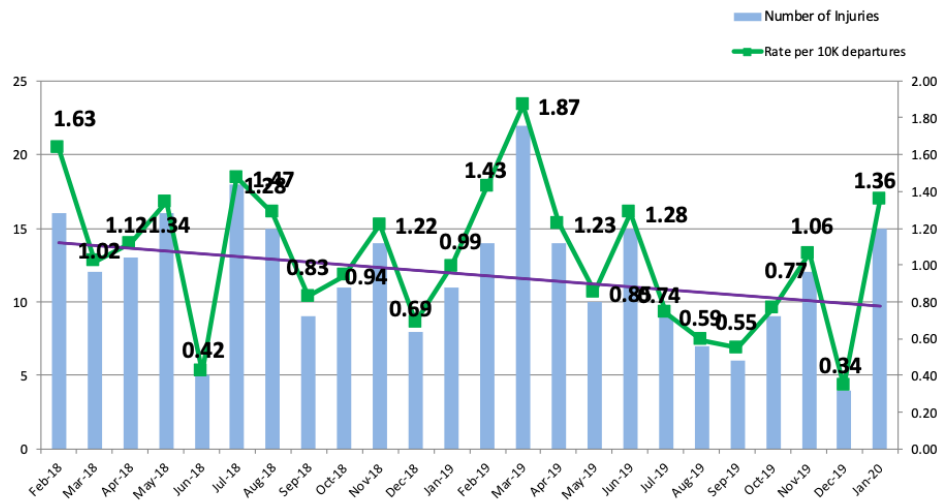
OSHA Recordable (Inflight)

	Date_of_Loss__c / OSHA Recordable					
	2018		2019		2020	
	Non-OSHA	OSHA	Non-OSHA	OSHA	Non-OSHA	OSHA
January	75	64	85	60	78	49
February	54	80	81	71		
March	77	66	82	71		
April	79	61	79	69		
May	82	72	89	61		
June	82	69	80	80		
July	95	92	83	68		
August	88	76	65	46		
September	61	54	74	50		
October	87	78	84	43		
November	81	57	76	45		
December	79	71	69	52		

Cause

Cause General	2018	2019	2020
Struck by/Against	487	408	33
Slip/Trip/Fall	308	267	18
Other	246	302	33
Carrying/Lifting	193	161	13
Pushing/Pulling	125	105	5
Weather	59	64	4
Caught In/Between	46	46	3
Collision	39	47	2
Contact with object	39	43	4
Strain	45	36	1
Inhalation	31	47	2
Cut/Puncture	47	25	2
Chemical Exposure	18	33	4

Flight Attendant Turbulence Injuries



Page 5

SWA-Internal - May be protected from disclosure under 49 U.S.C., Section 40123 & 14 CFR Part 193

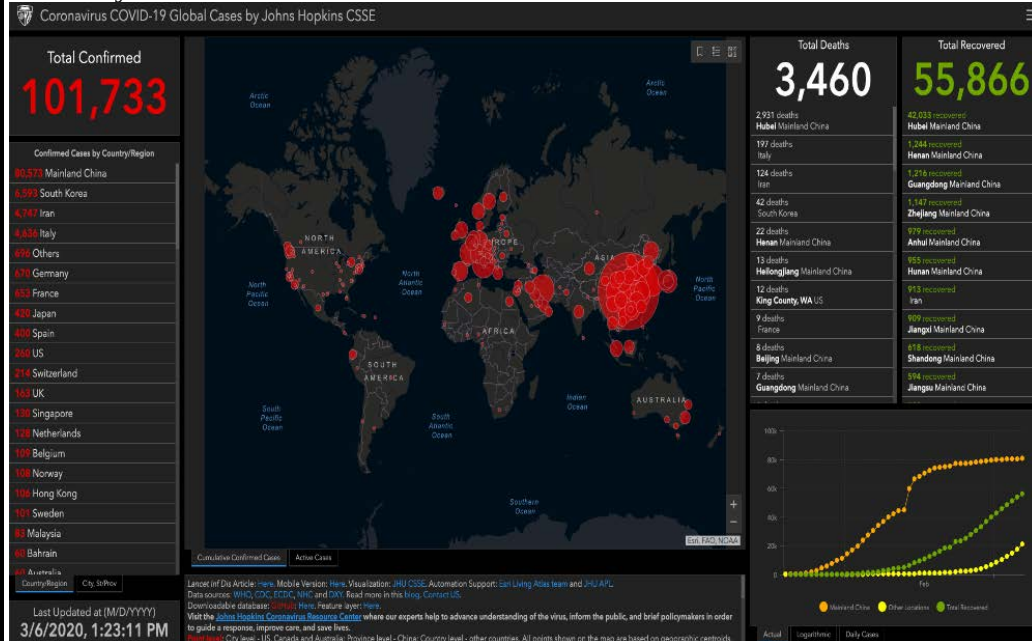
Southwest

Open Discussion Items:

Coronavirus Update:

Current COVID-19 Stats Worldwide as of 06MAR20:

Mortality Rate: 3.401



AFL-CIO, CDC, FAA, NIOSH and OSHA Conference Call

March 6, 2020 0800hrs CST

RE: COVID-19

Rebecca/Margaret Kidd Host of Conference Call – Federal partner introduction. Fluid situation, here to talk about guidance and hear from you about the realities on the ground.

Participants:

Rebecca (AFL-CIO)

(AFA)

(CWA)

Michele, Michael, Thom, Jannah, Sean (TWU)

(AFCE)

(ALPA)

(Unite Here)

(SCIU)

(AFL-CIO)

(Machinist Union)

(Teamsters)

(FAA Flight Standards Air Carrier Operations)

(FAA Aircraft Certification)

(AFA)

(Chief Counsel Office)

(FAA)

Rebecca - Many different people on this call, everyone is scrambling. We hope to continue this direct line of communication. We want to understand what is happening on the ground. In conversations with transportation workers we hear main themes are inconsistency in guidance, inconsistency in policies across airlines which make it difficult for the unions to advocate, quarantine issues that come under policy level, issues with flow of information, issues with contract workers obtaining information, employer responsibility, focus on employer providing right level of protection or change in procedures for risk assessment.

Margaret – Turn to Jill for information.

Jill – Here with NIOSH working on COVID-19, rapidly evolving situation we have changed from containment to community mitigation. Potential changes from CDC because a lot happening. Notified at NIOSH that they had an interest in notifying airline workers. Interim guidance on cleaning of aircraft, types of cleaning recommendations after an aircraft has landed either with suspected COVID-19 or not. We have worked with infection control on aircraft expertise to improve language if there were symptomatic passengers and to protect the workers. This is interim guidance not comprehensive. Hopefully this will be doable, it is fluid, as we learn more it could change. On the cleaning side we put in the cleaning section of the interim guidance we have added basic recommendations for no symptomatic passengers, if there are symptomatic passengers, we have recommendations for cleaning, we acknowledge lavatories should be cleaned, there are items that cannot be properly disinfected like placards, pillows. We recommend disposable gloves, gowns, eye protection if splashing possible. Recommend cleaning crew does not clean until all passengers have disembarked. OSHA bloodborne pathogen recommendations reminders. We added items related to what the cleaning staff should do if they have a breach in cleaning procedures. This is a quick overview.

Airlines rely heavily on CDC Guidelines. Some have gone above but some have not, that's why it's important for us to change the CDC language.

John Cox – We represent clean cabins. There has been a longstanding pattern of violations of bloodborne pathogen procedures. Our concerns are if cleaning crews have enough time for cleaning the actual surfaces and if the cleaning agent that is used on the surface even spends enough of the required amount of time on the surface to disinfect the surface. Cleaning Crews are given very little advance knowledge of the cleaning situation. Example: they show up to the airplane and are not aware of the situation they are approaching.

AFA Taylor our biggest concern is if sick passengers are onboard, we need thermometers, the type is not consistent onboard, they are faulty. We need information on single use thermometers. Availability of hand sanitizer easily accessible at a variety of locations needed.

Mickey – Concerns with the 6-foot limit which is not a barrier for airborne transmission, it is not the only risk. We are in enclosed areas.

There is a research paper on SARS and what you can see is that a cluster of infections occurred nearby the infected passenger and scattered throughout the aircraft. Also, no cleaning procedures exist for wheelchair use in between clients.

Mickey- We represent Passenger Service Agents, there are no protections being provided for these agents. Airlines have provided information on COVID-19 but no sanitizers or gloves or respiratory protection. Agents cannot wear the respirator masks in view of customers.

Unite Here – We represent airline catering truck drivers that enter the airplane to load carts. We want to see them included as a group. We also represent airport food concession workers.

Looking back at Ebola and OSHA there were fact sheets that are still on the website, these could be helpful. OSHA worker protections is a complex and comprehensive workforce within transportation. Many occupation concerns that the groups are looped together, PPE is important but not the only thing that's important. Clear guidance out of OSHA is very helpful.

Mechanics are often not mentioned and feel they have concerns about being provided with the tools needed, for example when they service the lavatories.

Machinists – Baggage handlers are often not mentioned and that is a concern that needs to be addressed. They touch the passenger bags.

There is this assumption that there are dedicated cabin crews for cleaning at the airlines; sometimes the flight attendants do not employ cabin cleaning crews and the flight attendants clean in between flights. This is a concern.

Rebecca - That is a major concern. There is no tracking of situations on the plane when a passenger gets sick. So many moving parts that people don't understand.

Margaret – We have been keeping notes and we will regroup with our federal partners and go over these specific concerns. Does anyone have anything to add?

OSHA – We appreciate the opportunity to participate today.

FAA – Nothing from the group here.

CDC – No response.

NIASH – We have a point of clarification on the PPE kits, the supply many are not plentiful, we want to know how they are being used, if they have thermometers.

AFA – We hear that online, we have some supply chain issues, we don't have hand sanitizer adequate supplies.

TWU – It is not consistent across the industry that thermometers are made available, it would be helpful to have consistent guidelines that the airlines would consistently follow.

Margaret – Thank you for joining us today.

Rebecca – Thank you.

Call concludes 0855hrs CST.

SWA Enhanced Cleaning Procedures

Aircraft Cleaning: As of March 4, 2020, SWA enhanced overnight cleaning procedures. Typically, they use an EPA approved, hospital-grade Sani-cide disinfectant in the lavatories and an interior cleaner in the cabin. Now, they are expanding the use of the hospital-grade Sani-cide disinfectant in the cabin, on elements in the flight deck, and in the lavatory. This goes beyond the standard CDC guidelines. As a reminder, aircraft are also tidied up between flights during the day, and SWA equips all aircraft with a HEPA (High Efficiency Particulate Air) filter, which filters out recirculated air onboard each plane to remove airborne particles (HEPA filters are also used in hospitals to provide patients with clean air). SWA Tech Ops Team is working on a video that will demonstrate these enhanced cleaning procedures, with information surrounding when and where that will be published forthcoming.

The Sani-cide disinfectant they are now using in these enhanced overnight procedures is safe for Crews since it is already in use on the aircraft today. They have simply extending the use of it to the cabin and elements in the flight deck. Because they have to use a Food and Drug Administration (FDA) approved cleaner in the galley area, galley cleaning procedures remain the same.

Facilities Cleaning: SWA is working with their Facilities janitorial vendors to increase the overnight detailed cleaning of all exclusive and common use work spaces for which they have oversight. In cities and/or airports that are responsible for their own janitorial services, they're working directly with those locations to understand their plans of action.

SWA has acknowledged increased awareness of medical incidents (spills, cuts, bodily fluids); saying that Flight Ops, Inflight, and Ground Ops Leadership supports Crew Members taking the appropriate time to ensure affected areas are cleaned properly, knowing that this may sometimes cause a delay.

Current CDC Guidance for Airlines Updated 04MAR20

Updated Interim Guidance for Airlines and Airline Crew: Coronavirus Disease 2019 (COVID-19)

Updated March 04, 2020

Summary of Recent Changes

This document was updated March 04, 2020, as follows:

1. Added a section on cleaning of aircraft
2. Updated situation summary
3. Updated section on ill travelers identified during flight including:
 1. Section applies to ill travelers from any country
 2. Updated recommendations for hand hygiene
 3. Recommendation to ensure adequate supplies of personal protective equipment during flight

Purpose

This document provides interim recommendations for the commercial airline industry about the Coronavirus Disease 2019 (COVID-19) first identified in Wuhan, China. CDC reminds air carriers of the requirement under Title 42 Code of Federal Regulations (CFR) section 71.21 to report to CDC ill travelers who have certain signs and symptoms during flight, and all deaths onboard, before arrival in the United States. This document also contains recommendations for managing ill travelers onboard if COVID-19 infection is suspected.

Please also see Safety Alert for Operators 20001: 2019 Novel Coronavirus: Interim Health Guidance for Air Carrier and Crews pdf icon[PDF – 4 pages]external icon

Situation summary

An outbreak of respiratory illness caused by COVID-19 first detected in Wuhan, Hubei Province, China is ongoing. Cases also have been identified in travelers from Wuhan to other parts of China, and cases have been identified in many other countries, including the United States. Early on, many of the patients in Wuhan reportedly had some link to a large seafood and animal market, suggesting animal-to-person spread. At this time, sustained (ongoing) person-to-person spread is occurring in several countries and many other countries have reported individual cases or limited community spread. Some viruses are highly contagious while other viruses are less so. The virus that causes COVID-19 seems to be spreading easily and sustainably in the community in some affected geographic areas.

Symptoms include fever, cough, and difficulty breathing. These symptoms also can occur with many other common respiratory infections, such as flu.

Investigations are ongoing and these recommendations will be updated as more information becomes available.

Ill Travelers Identified during Flight

Report travelers with specific symptoms to CDC.

- Report travelers with

- o fever (person feels warm to the touch, gives a history of feeling feverish, or has an actual measured temperature of 100.4°F [38° C] or higher) that has persisted for more than 48 hours
 - OR
- - o fever AND one of the following:
 - persistent cough
 - difficulty breathing
 - appears obviously unwell
- Report, as soon as possible before arrival, by one of the methods described in the Guidance for Air Travel Industry Reporting of Onboard Death or Illnesses to CDC.

Airlines and cabin crew should review CDC's Infection Control Guidelines for Cabin Crew

- CDC recommends that companies review and update, as needed, their personal protection policies and communicate and train employees on how to manage sick travelers.

CDC recommends the following measures for cabin crew to protect themselves and others, manage a sick traveler, clean contaminated areas, and take actions after a flight.

- Practice routine handwashing.
 - o Wash hands often with soap and water for at least 20 seconds, particularly after assisting sick travelers or touching potentially contaminated body fluids or surfaces; after coughing, sneezing, or blowing your nose; after using the restroom; and before preparing or serving food or beverages.
 - o Use alcohol-based hand sanitizer (containing at least 60% alcohol) if soap and water are not available.
 - Airlines should consider providing alcohol-based hand sanitizer to cabin and flight crews for their personal use.
- Identify sick travelers who meet the above description.
 - o Minimize contact between passengers and cabin crew and the sick person. If possible, separate the sick person from others (by a distance of 2 meters or 6 feet, ideally) and designate one crew member to serve the sick person.
 - o Offer a facemask, if available and if the sick person can tolerate it. If a facemask is not available or cannot be tolerated, ask the sick person to cover their mouth and nose with tissues when coughing or sneezing.
- Treat all body fluids (such as respiratory secretions, diarrhea, vomit, or blood) as infectious.
 - o Wear disposable medical gloves when tending to a sick traveler or touching body fluids or potentially contaminated surfaces. Remove gloves carefully pdf icon[PDF – 1 page] to avoid contaminating yourself, then wash hands.
 - o When tending to a sick traveler who has fever, persistent cough, or difficulty breathing, use additional personal protective equipment (PPE) in the Universal Precaution Kit pdf icon[PDF –

1 page]external icon: face mask, eye protection, and a gown to cover clothing. Ensure an adequate supply of recommended PPE is available during flight.

- o Properly dispose of gloves and other disposable items that came in contact with the sick person or body fluids in biohazard bag or a secured plastic bag labeled as “biohazard.”

- Clean and disinfect contaminated surfaces according to airline protocol.

After arrival, CDC Quarantine Station staff will conduct a health assessment of the sick traveler’s symptoms and possible exposures. If necessary, CDC staff will coordinate transport to a health care facility for medical evaluation and testing. CDC will update the airline about the results of the testing and any need for follow-up of exposed crew members or passengers.

Cleaning of Aircraft after Flight

- If no symptomatic passengers were identified during or immediately after the flight:
 - o Follow routine operating procedures for cleaning aircraft, managing solid waste, and wearing PPE.
- If symptomatic passenger(s) are identified during or immediately after the flight, routine cleaning procedures should be followed, and enhanced cleaning procedures should also be used as follows:
 - o Clean porous (soft) surfaces (e.g., cloth seats, cloth seat belts) at the seat of the symptomatic passenger(s) and within 6 feet (2 meters) of the symptomatic passenger(s) in all directions.
 - Clean porous (soft) surfaces (e.g. seat covers and carpet) by removing visible contamination if present and using appropriate cleaners that are compatible with aircraft surfaces and components in accordance with the manufacturer’s instructions. For items that can be laundered, use the warm setting and dry items completely on high heat.
 - o Clean non-porous (hard) surfaces (e.g., leather or vinyl seats) at the seat of the symptomatic passenger(s) and within 6 feet (2 meters) of the symptomatic passenger(s) in all directions, including: armrests, plastic and metal parts of the seats and seatbacks, tray tables, seat belt latches, light and air controls, cabin crew call button, overhead compartment handles, adjacent walls, bulkheads, windows and window shades, and individual video monitors.
 - Clean non-porous (hard) surfaces with disinfectant products with EPA-approved emerging viral pathogens claims that are expected to be effective against the virus that causes COVID-19 (SARS-CoV-2) and ensure these products are compatible with aircraft surfaces and components. All products should be used according to label instructions (e.g., concentration, application method and contact time, PPE).

- o Clean lavatories used by the symptomatic passenger(s), including: door handle, locking device, toilet seat, faucet, washbasin, adjacent walls, and counter.
- o Properly dispose of any items that cannot be cleaned (e.g., pillows, passenger safety placards, and other similar items as described below).

Recommended Personal Protective Equipment (PPE) during Enhanced Cleaning:

- Disposable gloves that are recommended by the manufacturer of the disinfectant should be worn.
- Disposable gowns should be worn while cleaning the cabin and lavatories.
- If splashing is possible, eye protection, such as a face shield or goggles and facemask may be required according to the manufacture's label.

General Recommendations during the Enhanced Cleaning Process:

- Ground and cleaning crews should not board the plane until all travelers have disembarked.
- Ventilation systems should be kept running while cleaning crews are working aboard the airplane.
- If visible contamination (e.g., a body substance such as blood or body fluids) is present, routine airline cleaning procedures should be followed based on blood or body substance spill management according to , 29 CFR 1910.1030.OSHA's Bloodborne Pathogen Standard, 29 CFR 1910.1030external icon.
- Airlines should ensure workers are trained on the hazards of the cleaning chemicals used in the workplace in accordance with OSHA's Hazard Communication Standard, 29 CFR 1910.1200external icon.
- Airlines should train ground and cleaning crews on and require that crew members demonstrate an understanding of when to use PPE, what PPE is necessary, how to properly don (put on), use, and doff (take off) PPE.
- After doffing (taking off) PPE, cleaning staff should immediately clean hands with soap and water for at least 20 seconds. If soap and water not available and hands are not visibly dirty, an alcohol-based hand sanitizer that contains at least 60% alcohol may be used. However, if hands are visibly dirty, always wash hands with soap and water.
 - o Airlines should consider providing alcohol-based hand sanitizer to cleaning staff for their personal use.
- Cleaning staff should immediately report breaches in PPE (e.g., tear in gloves) or any potential exposures (e.g., contact with blood or body fluids without wearing appropriate PPE) to their supervisor.
- Cleaning staff should dispose of PPE and other disposable items used in cleaning following the airline's routine procedures. Note that all waste from international flights will also fall under jurisdiction of the U.S. Department of Agriculture/Animal and Plant Health Inspection Service (APHIS).
- Ground crews assigned to wastewater management operations should follow routine procedures.

- Employers should educate workers to recognize the symptoms of COVID-19 and provide instructions on what to do if they develop symptoms.
 - o Cleaning staff should immediately notify their supervisor if they develop symptoms of COVID-19.

OSHA 300 Log Email Distribution to DEBM's Completed

Scheduled and Standing Meetings:

March 06, 2020 – AFL-CIO, CDC, FAA, NIOSH and OSHA Conference Call (Coronavirus Update)

March 16 & 26, 2020 – Fatigue Risk Mitigation Program Committee Meetings

March 17, 2020 – Quarterly Catch-up with Steve Murtoff

March 25 & 26, 2020 – Arbitration Prep and Arbitration Testimony

March 25, 2020 – February Health and Safety Coordination (HASC) meeting

March 26, 2020 - 737 MAX RTS Update

March 30 & 31, 2020 – Coalition of Flight Attendants

Report From:	Scheduling
Submitted Report:	
<i>March Scheduling Committee report</i> <i>The number of line positions that a Flight Attendant could be awarded for the month of April decreased by 19-line positions from 10,944 in March to 10,925 positions in April. The Scheduling Committee left 1 position in open time for the month of April, in comparison 0 were left in March.</i> <i>The Committee for the month of April wrote an average of 86.12% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an increase in purity from March by 3.77%. 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 86.59 TFP average work days were 12.47. 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 56.72% pure lines, 30.60% weekend off and 20.15 lines containing 3-on/off or 48-hour breaks. The average lines paid 88.38 tfps.</i> <i>The FLL Satellite base had an average of 68.60% pure lines, 38.84% weekend off and 14.88% lines containing 3-on/off or 48-hour breaks. The average line paid 88.8 tfps.</i> <i>The Line Writers for April Primaries were: Lisa Trafton, Shelley Taylor, Rebekah Knox, Sheri Tyler and Xander Ricker.</i> <i>The Line Writers for April Secondary Lines were: Sheri Tyler, Shelley Taylor, Doreen Argyropoulos, Janet Lamy and Xander Ricker.</i>	

Report From:	Shop Steward
Submitted Report:	
<u>Shop Steward Committee Report February 2020</u> Shop Steward Committee Reports to the Executive Board that: • Received monthly email from Grievance Chair Gayle Ross Middleton (Chairs have decided to individually contact Shop Stewards along with adding concerns to the Shop Steward newsletter) • Working on Unity Magazine Article (What to expect in a Fact Finding meeting) • Shop Steward Newsletter (3/3/20) - o Trending Grievances ▪ Class 1.2 Dishonesty ▪ Class 3.6 Delay of Flight ▪ Class 3.17 Late to Gate - o Points/Disciplined Issued and Grieved in January • Shop Steward issues/complaints that came up throughout the month of February • Conference Call with Mob/Org and Safety Committee regarding Caronavirus response	

Report From:	Survey
Submitted Report:	
VeAnne reports she worked with the Negotiating Committee to prepare and send out a survey regarding reserve. The survey is scheduled to be sent out March 1st and run through March 10th.	

Report From:	Uniform
Submitted Report:	
The number of new contacts regarding the alternative options continues. The trend at this times show the majority of new cases are newer employees. Flight attendants that have been flying less then a year and as little as 6 mos. This would indicate more instant symptoms/reactions and not compounded ones as we see with employees in the uniform since its roll out. More and more new employees are having reactions only being in the uniform a short period of time. It will be interesting to see the trend in 6 months after the delay of classes due to the Max and Flu flight cancellations. Will we see a few months with no new cases? The choices of the alternate uniform is also an issue. At this time, the company is only giving members 1 shirt and 1 pant/short option (Gingham shirt and grey cotton pants/shorts). They have taken away the red polo option which was essential for summer shorts and tennis shoe wearing. Management needs to provide everyone (men and women) with a variety of options just like in the regular line. Our members should not be penalized just because they are in the alternative. Last year this committee made great strides with the company in this aspect. We met together with management and Cintas and looked at several cotton options and even wear tested a few. This included a dress, cardigan, and sweater. However, these options did not come to fruition. In fact, existing options have been deleted. This needs to be rectified. This committee is compiling its concerns, contractual demands, and a plan for adding additional pieces to be presented to the company this quarter.	

Report From:	Veterans
Submitted Report:	
Your TWU 556 Veterans Committee recently attended our 1st Quarter International Veterans Conference this past February in Miami Florida which was hosted by TWU 568. This was our first meeting with our newly elected Executive Board Members. With a newly elected Executive Board comes new vision and realignment with our sub-committees. We look forward to working with our new Executive Board and assist our current Military, Veterans and Veterans family members. • Wayne Tipton will continue to assist with Legislation Sub-Committee • Help Pass the Veterans Social Security Act • Support Long Beach Waterfront Warriors • Volunteer for the Skyball Foundation • Chris Sullivan will continue on the Benefits Sub-Committee • Eric Weis - Communications Sub-Committee	

Report From:	WISE
Submitted Report:	
Jessica and Atlanta Domicile Executive Board Member (DEBM) and Civil and Human Rights Committee (CHRC) Chairperson Pamila Forte have worked closely together for the last several months to plan for Diversity and Inclusion/Sexual Harassment and Assault Training which took place on February 26 and 27. Team Members from Professional Standards, Critical Incident Stress Management (CISM), Flight Attendant Drug and Alcohol Program (FADAP), and the Grievance Team were in attendance. Rich Brandt and Ralph Brandt of the RDR Group facilitated Diversity and Inclusion Training and Janet Hill, National Vice President for the Coalition of Labor Union Women (CLUW), facilitated Sexual Harassment and Assault Training. The feedback Jessica and Pamila have received from the training has been positive and it is clear from that feedback that those who were in attendance feel that this type of training is desperately needed by all employees. Jessica would like to thank Pamila for not giving up and making this training a priority and ultimately ensuring it took place. Without Pamila's tenacity this training would not have happened and Jessica is extremely grateful. Jessica would also like to thank Professional Standards Chairperson Kurtis Beggs, CISM Chairperson Eileen Rodriguez, and FADAP Chairperson Natalie Salser for their participation and assistance with the training. On March 2, Jessica submitted an article to the Communications Committee highlighting Women's History Month. The article was published to the Membership on March 5.	