



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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

JUNE 2020 OFFICERS REPORTS

Report From:	President
Submitted Report:	
June 2020 Executive Board Meeting President's Report - On May 5, Lyn, TWU Local 556 Negotiating Committee, Legal Advisor Lucas Middlebrook, International Vice President Thom McDaniel and Aviation Economist Dan Akins met virtually with the Southwest Airlines Negotiating Committee led by Senior Director of Labor Relations Brendan Conlon. The topic was voluntary leave programs and early out offers. Lyn and the Negotiating Committee met with two public relations firm. The Negotiating Committee spent time reviewing the Company meeting. Lyn held a conference call with legal counsel Grievance Chairperson Gayle Middleton and Grievance Leader Barbara Ftizhugh to discuss the draft Letter of Agreement for LODO Vacancies, Vacation Open Time and July and August ETO. - On May 8, Lyn alongside the Negotiating Team participated in a presentation given by another public relations firm candidate. Lyn also participated in a conference call to review questions and answers for the grievance committee. - May 9, Lyn participated in the TWU Tele-Conference Call with Economist Dan Akins, Local 557 President Jerry Bradley, Local 555 President Charles Cerf and Local 550 President Larry Merchant. The four TWU Presidents are meeting consistently every Saturday morning. - May 12, Lyn chaired day one of the May Executive Board Meeting. Day one of Boards consisted of Grievances. Lyn also met with the Negotiating Team regarding the voluntary leave/ Early out survey. Lyn was excused from the afternoon session of the May Executive Board meeting to attend the Gary Asks meeting with Management and the TWU Local 556 Negotiating Committee. - On Wednesday May 13, Lyn chaired day two of the May Executive Board. Lyn participated in a COVID-19 conference call. Lyn attended a Union Briefing regarding COVID-19 impacts with Southwest Airlines Management. The information shared at this meeting was subject to a non-disclosure agreement. - On Thursday May 14, Lyn participated in a meeting with TWU 556, AFA and APFA to discuss joint ventures during the national COivd-19 crisis. A preparation meeting with the Negotiating Team was held prior to reviewing the TWU Survey Data with Labor Relations leaders Gregg Thorsen and Russell McCrady. - On Monday May 18, Lyn participated in a Negotiating Team Group Meeting. - On Tuesday May 19, Lyn participated in a Virtual Meeting regarding logistics. Lyn also discussed and assisted in creating a communication for LODO-Satellite Bases, Vacation Open Time and Reserves with Senior Manager Crew Ops Research and Analysis Claire Taitte and TWU Local 556 BMAL Chantil Huskey. Additionally, Lyn the Negotiating Team wrote and published a letter to CEO Gary Kelly the disappointments with Company decisions. The letter was copied to the entire Membership. President Montgomery recommends	

every Member take time to read the letter.

- On Wednesday May 20, Lyn participated in the Officer Weekly catch-up call. Lyn participated in a LOU draft letter regarding DRT. Lyn participated in a conference call regarding future mobilization topics. Lyn held meetings with Round 1 and Round 2 Grievance Team Members. Further that day Lyn and the Negotiating Team met with Southwest Airlines Management regarding the EO and the EETO programs to be announced soon. NDA(Non-disclosure agreements) were signed by all parties participating in the conference call.
- On Tuesday May 26, the weekly TWU Tele-Conference Call was held with other TWU Leaders Jerry Bradley, Larry Merchant, and Dan Akins, Economist.
- On Wednesday May 27, Lyn participated in the Officer Weekly Catch up call. Lyn assisted the grievance committee with several items. Lyn participated in a Negotiating Team meeting for Program Analysis, discussions with the Negotiating Team continued regarding a Public Relations Plan. Lyn also attended meetings with round one and round two grievance team members. Lyn worked in conjunction with Grievance Leaders Brandon Hillhouse, Marcy Vineyard, TWU Local 556 Negotiator Denny Sebesta, TWU Local 556 BMAL Chantil Huskey and BMAL/Grievance Chairperson Gayle Middleton on a LOA draft for DRT Pairings and Reserve blocks. Later that afternoon Lyn participated in a COVID-19 Task Force Conference Call.
- On Thursday May 28 LOA drafts were completed and reviewed. Discussions were held with Southwest Airlines regarding adding additional flights from Network Planning. Lyn met with the Communications Committee members who process the digital communications call occurred later that day.
- On Friday May 29, a meeting was held to discuss a Letter of Agreement to offer an enhanced DRT program to alleviate overstaffing. In attendance at the meeting was Senior Director Wayne Shaw, Claire Taitte, Director of Inflight Labor Relations Tammy Shaffer, Senior Director of Labor Relations Brendan Conlon and Director of Inflight Research and Analysis with TWU Members Denny Sebesta, Brandon Hillhouse, Gayle Middleton. Later that day, Lyn began working on a presentation for the first ever TWU Local 556 Webcast Meeting hosted by the TWU Local 556 Negotiating Committee.
- On Saturday May 30, the weekly TWU Tele-Conference Call was held with Jerry Bradley, Larry Merchant, Lyn Montgomery and Economist, Dan Akins.
- On June 1 Lyn and the Negotiating Team performed a technical run for the LWbcast. Lyn want to thank Recording Secretary KeyAnder early fo her assistance in running the ZOOM platform.
- June 2-4 Lyn hosted the TWU Local 556 Negotiating Committee Live Webcast. A rebroadcast is available on the TWU website and the TWU Local 556 Official Facebook Group. A total of four sessions were held with the entire TWU Local 556 Negotiating Committee and subject matter experts Dan Akins, Economist Peter Manikowski and Legal Advisor Lucas Middlebrook.
- June 3 Lyn participated in the Top Five Weekly Catch-up. Lyn participated in the round one and round two grievance team meetings. Later that day an Operations Update conference call meeting concluded the day.
- June 4 Debrief meetings were held regarding the PowerPoint presentation.
- June 5 Lyn held a meeting with Gayle Ross Middleton to discuss the session

strategy.

- June 6 Lyn participated in a TWU Tele-Conference Call was held with Jerry Bradley, Larry Merchant, Arlicia Rickman and Economist, Dan Akins.
- June 9 The Negotiating Committee met to discuss the ExTO and VSP.
- June 10 ,the Officer Weekly Catch-up call occurred. Lyn participated in a COVID-19 Conference Call, a round one and round two meeting with the grievance team, a discussion was held to discuss future choice in a PR Firm, the day closed with the Ops update from Southwest Airlines.
- June 11 Lyn participated NT Session #27, where the Union brought forth Lyn reviewed the Union impact of programs. The presentation to the Company, relayed Member questions, and shared concerns while continuing to ask for input into the programs.
- June 12 Lyn discussed a SWA/TWU556 mobilization campaign with International MOB/ORG Nick Bedell. Lyn reviewed the June 2020 GRC/EB Cases.

Report From:	Vice President - 1
Submitted Report:	
First Vice President, Chad Kleibscheidel, has had briefing meetings or telephone calls with the President to remain updated on critical items that could affect our Membership. He has 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. Monitored our operation and remained in contact with Management and the Membership during Tropical Storm Cristobal. Answered to Members phone calls, issues, emails, and other concerns directly forwarded to him and assisted with Executive Board reply. Attended Executive Board Meetings during the month of May. Continues to support and assist communications with documents, and web updates pertaining to COVID-19 and uniform committee as needed.	

Report From:	Recording Secretary
Submitted Report:	
Due to COVID-19 the need for organizations to utilize virtual meeting tools is becoming the new normal and some organizations have cancelled meetings all together. The uncertainty makes it rather difficult to plan ahead. Due to this uncertainty, we understand there is a need to be flexible. TWU International has cancelled all if their in person meetings until August 2020. They have also reminded Locals of Article XIV Section 6 of the TWU International Constitution which provides language for the Local Executive Board to determine if it is "reasonably possible" to hold Membership Meetings. We need to review all of our options, concerns that need to be addressed and make a decision. Virtual Meeting Research: I had the opportunity to work with the NT with their live webcast earlier this month. The webcast span over three days with four viewing opportunities. The viewing time frames provided an am and pm option. The registration process was easy and most importantly, the link could not be used by anyone unregistered. All attendees went through a verification process just as if it were a Membership Meeting. The registration process allows the Local to capture who was in attendance and it allows for virtual voting if needed. The NT webcast was highly viewed and it allowed access to members in a secure format. I was able to identify some best practices tips that may be used during a virtual meeting. The online meeting platform would create a cost savings for the Local. Less spent on loss time, travel, and meeting room expenses. Meetings also would not have to be spread out over months. 2020 First Membership Meeting: COVID-19 has made planning for this meetings difficult. This meeting is still in pending status. A few of the concerns are regarding social distancing, shelter in place orders in different cities and incurring fees if a change or cancellation takes place with the hotels. Preparing a 45 day notice at this date would put us into August. Typically, we would be holding our second membership meeting during that time frame. 2020 Second Membership Meeting: The planning for this meeting is at a standstill. The same concerns exist as the First Membership Meeting. The Executive Board will need to strongly consider hosting this meeting virtually in order to get us some what back on track. After working on the Zoom platform with the NT, I think it is possible for us to use this platform. This will mitigate the concerns that were raised. Electronic Board Meeting Standing Rules: Each Board Member was provided with a copy of 13 proposed standing rules for our electronic meetings. Electronic Board Meeting P&G Update: Each Board Member was provided with proposed language to add to the P&G regrading electronic board	

Report From:	BMAL
Submitted Report:	
Eric Weis * participated in special meeting held 4 May 2020 * attended Boards Via Zoom Meeting 12-13 May 2020	

Report From:	BMAL
Submitted Report:	
BMAL Chantil Huskey attended the following: * COVID-19 Task Force Conference call on April 30th. * EB Special Conference Call May 4th. * Executive Board Meeting held by Zoom May 12th and 13th. * Conference call on May 14th dealing with Reserves. * Conference call with Lyn, Denny, Brandon, and Gayle May 20th. * Conference call with COVID-19 Task Force May 20th. * EEOC May 4th - 10th. * Worked Chatapp May 25th. * Conference call with COVID-19 Task Force and Drafting LOA language for RSV DRT conference call May 27th. * Conference call with Lyn, Denny, Brandon, and Gayle May 28th. * Conference call with SWA, Lyn, Denny, Brandon, and Gayle. * Fact Finding Meeting Prep and Meeting May 31st and June 1st. I continued to brief and debrief with my COVID-19 Task Force Team regarding emails, survey that was being put out, results of the questionnaire, communications, and continued to answer Members regarding COVID-19 issues.	

Report From:	BMAL
Submitted Report:	
Officer Report for June 2020 — Charla Miller Board Member at Large • As Communications Committee Chairperson, coordinated and participated in our team's work on the daily projects, publications, and videos from TWU Local 556, the COVID-19 Task Force, other Committees, and Executive Board Members. Managed TWU Local 556 social media outlets. Monitored news and events regarding Southwest Airlines and other industry news, unions, and locals. • Assisted the Flight Attendant Drug and Alcohol Program (FADAP) Committee Chairs with their needs as Executive Board Liaison. • Assisted TWU Local 556 President with projects/tasks as requested including daily media briefs. • Attended weekly conference calls hosted by AFL-CIO Communications, attending with other union and locals' communicators for labor updates, current campaigns, issues, and hot topics. • Attended all Executive Board virtual meetings and conference calls. • Continued to attend AFL-CIO digital training courses via webcasts and Zoom on government outreach and advocacy, and their union communicators series of classes for organizing, communications, and training. • Continued ongoing opportunities to assist our Members via phone calls, texts, emails, messages, video chats, and projects. • Thank you to the Membership for the privilege of serving you. It truly is an honor.	

Report From:	BMAL
Submitted Report:	
Kay Hogan During the month of May I attended Executive Board Conference Calls. I attended the Executive Board Meeting May 12 & 13. I assisted with Group Grievance research. I assisted Grievance Chair Gayle Ross Middleton with research in order to answer Members questions regarding Employee Verification issues and also returning phone calls.	

Report From:	BMAL
Submitted Report:	
<u>Officer Report June 2020 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> •Gayle continued her work as Grievance Chairperson for TWU Local 556 •Attended May 4th Executive Board Special Meeting •Attended a LODO meeting May 6th •May 11th Grievance Review Committee met •Attended Executive Boards May 12 & 13, 2020 •Daily COVID-19 work & monthly Conference Calls with Members of the COVID-19 Task Force •Weekly Operational calls with Scheduling, Planning, & SWA Management •Daily calls or emails with Inflight Base Operations •Assisted with language on several LOA's •Several meetings with President Lyn Montgomery •Weekly meetings with Grievance Leaders and Grievance Team	

Report From:	DEBM - ATL
Submitted Report:	
Pamila attended the Executive Board Meeting via Zoom May 11-12. Pamila attended the conference call with Southwest Management and the Executive Board to discuss the Voluntary Separation Package and Extended Time Away Program on June 1. Pamila continues to have conference calls with the Atlanta Inflight Leaders every Monday and Thursday. Pamila published an E-connection June 9. Pamila continues to answer calls from Members in regards to COVID-19 exposure. Pamila reports there were no Fact-Finding Meetings for the month of May. Pamila attended several calls with Professional Standards Chairperson Kurt Beggs, Flight Attendant Drug and Alcohol Program (FADAP) Chairperson Natalie Salser and Critical Incident Stress Management (CISM) Chairperson Eileen Rodriguez. Pamila would like to thank CISM Team Member Randy Peacock for attending the Peer support Lounge Mobilization in Atlanta June 8. Pamila assisted with a statement in regards to the murder of George Floyd in Georgia. Pamila continues to assist Members via text, email, and calls.	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report</u> May 2020 Executive Board • Attended Executive Board Meeting - 5/12 & 13 (Virtual via Zoom) • Executive Board Conference Calls - 5/4 & 6/1 • Emergency Officer on Call ○ 5/11 – 5/17 ○ 5/18 – 5/24 ○ 6/8 – 6/14 • Chair of the TWU District of Columbia Maryland Virginia State Conference ○ Working on scheduling online meeting for mid-June ○ Sent out announcement 6/11 ▪ Date set for June 25 – 1:00p EST ▪ Invited participants ▪ Agenda • Solution meeting on diversity and inclusion 6/11 Domicile Executive Board Member • Met with BWI Management (Topics Discussed) - 5/18 & 6/1 ○ Topics that BWI Members have brought to my concern ○ FF/Step #2 Mtgs ○ Baltimore Employee Parking Grievance (Denied Union does not Agree) ▪ Video Surveillance ▪ MAA Police Patrol ▪ When problems arise Base will reach out to MAA ○ Office hour changes will remain in effect at least until August ○ Gloves and Mask Distribution PPE Kits ○ Inflight asking Base Leadership to work with DEBMs to solve local issues ○ Maryland Unemployment (Base does their part sends back) ○ F/As mask requirement, Inflight and Ground Ops having conflicting rules ○ Inflight cloth mask scheduled to arrive 6/22 ○ Electrostatic spray cleaning of the lounge beginning in June • Distributed mask donated by TWU International - 6/1 • E-Connection – Current Events, Things to Know Fact Finding/Step #2 Meetings Fact Finding - 6 Step #2 - 0	

Report From:	DEBM - DAL
Submitted Report:	
Kristie attended an Executive Board special conference call on May 4th and the Covid 19 task force conference call on May 27th. She attended the Executive Board teleconference board meeting May 12-13. Kristie had calls with base management over parking and proxy card issues. She also had a dialogue with base management on CV-19 case reporting issues and returning to work after recovery protocols. Kristie handled numerous texts and calls over the early release of Open Time on May 20th. She continues to inform the base with daily updates on Union Connection.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended the Executive Board Meeting May 12 -13 via Zoom. Jessica assisted Baltimore Domicile Executive Board Member (DEBM) Damion West and Civil and Human Rights Committee (CHRC) Chairperson Pamila Forte and Co-Chairperson Heather Kelly-Gray in composing a statement to be published to the Membership regarding the murder of George Floyd and the pain the Membership is experiencing. It is Jessica's hope that Local 556 will discuss and come up with a plan to be a more inclusive Local and be an anti-racist organization. Jessica joined the Zoom Webcast hosted by the Negotiating Committee on June 4. Jessica would like to thank Critical Incident Stress Management (CISM) Team Members Luke Shanks, Ross Slyter, and Chris Hristov for being in the Denver Inflight Lounge on June 5 providing peer support and resources to Flight Attendants. Jessica submitted an E-Connection to the Communications Committee on June 6 which was published to Denver Flight Attendants on June 10. Jessica has remained in touch with Denver Inflight Leadership regarding base specific issues and has answered Members' emails, calls, and texts.	

Report From:	DEBM - HOU
Submitted Report:	
David attended the May 2020 Executive Board Meeting via Zoom on May 12 and 13. He reports the base has had very few mandatory meetings and only a few Step 2 Meetings. David distributed masks provided by the International last month and once that supply ran out he was able to obtain more masks to distribute to Flight Attendants. David remained in constant contact with Inflight Management and the Executive Board and published an E-Connection to the Houston and Austin-based Flight Attendants in June.	

Report From:	DEBM - LAS
Submitted Report:	
Rachel attended the May 2020 Executive Board Meeting. Rachel assisted Members through phone calls, texts, and emails. Rachel reviewed all grievances for the June 2020 Executive Board Meeting. Rachel participated in a conference call to discuss possible remedies for a group grievance. Rachel has been in communication with the Las Vegas Base Leadership regarding issues specific to Las Vegas.	

Report From:	DEBM - LAX
Submitted Report:	
Trish spent a lot of time in the base this month and talked to many members, Trish also handed out masks that were a gift from TWU International. Trish attended two conference calls, and May Executive Board zoom meeting. Trish also resumed E-Connection publication to the base. Trish spent a lot of time on the phone this month assisting members, answering questions, and giving support. Trish also facilitated two fact finding meetings. Trish updated the Welcome packet for the base, and answered many email inquiries. Trish wishes to thank TWU International for their generous gift of masks for the Flight Attendants. They were very well recieved and appreciated. Trish thanks Paige Spence for her assistance and hard work on the fact finding meetings this month. Trish also thanks the NT, President Lyn Montgomery, Gayle Ross, and the Covid Task Force, for their continuing work during this situation, and to dedication to the membership.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy attended the May Executive Board Meeting via Zoom May 12-13, 2020. Jimmy attended a Zoom Meeting with the Company and Executive Board on June 1, 2020, to discuss the Voluntary Separation Package and Extended Time Away program. Jimmy received several calls regarding the new programs once the details were released. Jimmy reported that Flight Attendants are not happy with the details of the new programs. Jimmy has met with Orlando Base Management to discuss various issues. Jimmy reported one major issue in Orlando is the required CDC forms passengers must fill out once arriving Orlando from Connecticut, New York and Louisiana. The contract agents were coming on board and requiring the forms to be filled out prior to deplaning the aircraft which was delaying the deplaning process and extending duty times for Crews. Crew Scheduling was not extending the duty times which in some cases were more than :30 minutes. Jimmy worked with Grievance Chairperson Gayle Ross to find a solution. Cetta Larabee reported that according to Governmental Affairs in HDQ, the forms are supposed to be distributed as passengers enter the terminal and filled out in the gate area where they arrived. This did stop momentarily but the forms are again being distributed on board prior to passengers deplaning. Orlando Management is having ongoing meetings with the Orlando station and as of this writing, there has been no clarification on the matter. The Union Glass Case is up to date.	

Report From:	DEBM - OAK
Submitted Report:	
Josh attended all May Executive Board Meetings. Josh continues to answer questions from Members via the phone, email, and text about unemployment, COVID-19 concerns, as well as questions about ETO and VSP. Josh reports that the amount of fact finding and step 2 meetings have been low. Josh would like to remind Members to continue to stay safe on the plane and overnights as the COVID-19 pandemic is not over, and we should remain vigilant in containing the spread.	

Report From:	DEBM - PHX
Submitted Report:	
• Attended 5/12-5/13 EB Meeting via Zoom • Reviewed minutes and vote tally from March, April, and May meetings sent by Recording Secretary • May Lounge Mob - o 5/18 • Did 1 Fact-Finding Meeting • Continues to update the COVID-19 internal document, which is a handy reference for Union Staff, EB, and the Education Committee • Reviewed Grievances and wrote a Base Report for the June Board Meeting • 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 her behalf • Continues to stay in touch with the Executive Board, Shop Stewards, and the Membership via phone, email, text, or social media	