

Executive Board Meeting
Minutes
July 14-15, 2020
Virtual Meeting
Due to COVID-19 restrictions

Tuesday; July 14th

1100 Call to Order- Lyn Montgomery, President

We appear to have a quorum

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, Charla Miller, Gayle Ross Middleton, Eric Weis, 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.

Moment of Silence in Honor of John Bland, Past TWU International Administrative Vice President and
Director of the Human and Civil Rights Department

Correspondences

TWU International: 2020 Quill Scholarship Awards
TWU International: Reorganization/Restructuring Memo
TWU International: Civil and Human Rights Committee
TWU International: Passing of Mr. John Bland

Minutes

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

Attendance Report

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

Second Quarter Flying Report

NAME	DATE	PAIRING
Lyn Montgomery	June 30, 2020	DS1O
Chad Kleibscheidel	Excused per motion 3 (May 4 th EB CC)	
LaTonia Benoit	Excused per motion 3 (May 4 th EB CC)	
John Parrott	May 16, 2020	XA2F

KeyAnder Early	June 19, 2020	AS1O
Sean Cooley	June 6, 2020	CS2X
Kay Hogan	Excused per motion 3 (May 4 th EB CC)	
Chantil Huskey	Excused per motion 3 (May 4 th EB CC)	
Charla Miller	Excused per motion 3 (May 4 th EB CC)	
Gayle Ross Middleton	Excused per motion 3 (May 4 th EB CC)	
Eric Weis	June 19, 2020	MS56
Pamila Forte	April 4, 2020	AS4C
Damion West	Excused per motion 3 (May 4 th EB CC)	
Kristie Scarbrough	Excused per motion 3 (May 4 th EB CC)	
Jessica Parker	May 27, 2020	CA47
David Jackson	May 18, 2020	HA4D
Rachel Brownfield	Excused per motion 3 (May 4 th EB CC)	
Trish Damstra	Excused per motion 3 (May 4 th EB CC)	
Jimmy West	June 2, 2020	FA1Q
Donna Keith	Excused per motion 3 (May 4 th EB CC)	
Josh Rosenberg	Excused per motion 3 (May 4 th EB CC)	
John DiPippa	June 11, 2020	PS1H

Gayle Ross Middleton submitted the **Grievance Report** for review, and it is attached. The Executive Board agreed by unanimous consent to not move forward with the “Exception to the Time Away Program and Monthly Release Time (MRT) Letter of Agreement”.

The Executive Board went into Executive Session 1213-1222.

The Executive Board agreed by unanimous consent to revisit a grievance case.

John Parrott made a **motion (1)** to not proceed with a grievance case. Jimmy West **seconded** the motion. The motion **carries**.

Trish Damstra made a **motion (2)** to accept the settlement offer for a grievance case. Gayle Ross Middleton **seconded** the motion. The motion **carries**.

John Parrott made a **motion (3)** to proceed with a grievance case. Donna Keith **seconded** the motion. The motion **carries**.

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

*The Executive Board went to lunch at 1325-1355
Lyn Montgomery called the Meeting to order at 1355*

PM 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, Charla Miller, Gayle Ross Middleton, Eric Weis, 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.

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

President Report – Lyn Montgomery submitted a report for review.

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

The Executive Board was in Executive Session from 1414-1418.

2nd Vice-President Report - LaTonia Paul Benoit presented a report.

Recording Secretary Report- KeyAnder Early submitted a report for review.

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

Sean Cooley- submitted a report for review.

Kay Hogan- submitted a report for review.

Chantil Huskey- submitted a report for review.

Charla Miller- submitted a report for review.

Gayle Ross Middleton- submitted a report for review.

Eric Weis- 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.

Las Vegas – Rachel Brownfield submitted a report for review.

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.)*

COPE- Lyn Montgomery and LaTonia Paul Benoit presented the report.

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.

Professional Standards- Kurtis Beggs submitted a report for review.

Uniform Committee – Lisa Happer submitted a report for review.

Communications Committee – KeyAnder Early and Charla Miller submitted a report for review.

Civil and Human Rights Committee (CHRC)- Pamila Forte, LaTonia Paul Benoit and Heather Kelly-Gray submitted a report for review.

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

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

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.

Scholarship Committee- Jessica Parker submitted a report for review.

Technical Services- Drew Kennedy submitted a report for review.

Veteran's 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.

Lyn Montgomery recessed the Meeting at 1551

Wednesday; July 15th

1102 Call to Order- Lyn Montgomery, President

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, Charla Miller, Gayle Ross Middleton, Eric Weis, 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.

The Executive Board went into Executive Session from 1105-1304.

The Executive Board went to lunch at 1304

Lyn Montgomery called the Meeting to order at 1348

PM 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, Charla Miller, Gayle Ross Middleton, Eric Weis, 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.

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

John Parrott presented the **June 2020 Financial Reports** for review and presented a breakdown of the locals meeting expenses pre and during COVID-19.

Trish Damstra made a **motion (5)** to renew the apartment lease for 12 months for the Negotiating Committee. Chad Kleibscheidel **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

John Parrott made a **motion (6)** the TWU Local 556 monthly Executive Board Meetings be conducted via an online electronic platform unless otherwise directed by the Executive Board. Eric Weis **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

The motion **carries**.

Unfinished Business

- **Max 8 Update/Return to Service**

Chad Kleibscheidel will invite Mark Richard to the August Executive Board Meeting to further discuss this matter.

- **Policy and Guidelines**

LaTonia Paul Benoit will present the needed changes to the P&G during the August Executive Board Meeting.

- **Racial Equality Resolution**

The Executive Board scheduled a conference call for Thursday; August 6th at 1100 central to discuss racial equality and create a plan of action.

*The Executive Board took a break at 1535
Lyn Montgomery called the Meeting to order at 1550*

New Business

Executive Session 1553-1640

- Board of Election Changes

The Executive Board recognized Lori Lochelt leadership and dedication over the years. She has elected to retire from Southwest Airlines. Eric Schwenk will serve as the new chairperson along with Mel Powe-Tuzun and Tiffanie Morris. The Membership will be notified of the changes.

- EXTO

The Executive Board discussed EXTO and the impact on the Local.

Josh Rosenberg made a **motion (7)** to rescind motion 3 made on the April 3, 2020 Executive Board Conference Call. Rachel Brownfield **seconded** the motion. The Executive Board voted by roll call:

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

The motion **carries**.

Chad Kleibscheidel made a **motion (8)** to allow TWU Local 556 Members to receive union compensation for Union work performed when awarded Company paid ETO or EXTO. Jessica Parker **seconded** the motion. The Executive Board voted by roll call on the motion on the floor:

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

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

Eric Weis made a **motion (9)** to adjourn the meeting. Jimmy West **seconded** the motion. The Executive Board voted by hand. The motion **carries**.

Lyn Montgomery adjourned the Meeting at 1826

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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JULY 2020 OFFICERS REPORTS

Report From:	President
Submitted Report:	
• June 2-4 Lyn and the Negotiating Committee hosted the first ever TWU Local 556 Live Webcast. All Members of the TWU Local 556 Negotiating Committee were present along with advisors, Attorney Lucas Middlebrook, Economist Dan Akins and Peter Manikowski, and TWU International President Thom McDaniel. The team delivered a presentation about the state of the industry. This was a great opportunity to be able to speak directly to Flight Attendants; whether he or she may be in hotels, airports or at home. Participation was higher than face to face meetings and a rebroadcast was emailed to the Membership and made available on the web. • Lyn chaired the June 2020 Executive Board meeting. Due to social distancing guidelines across the nation, the Executive Board has been performing meetings via a virtual platform since restrictions include requirement for spacing and distancing. The platform has worked well, the Executive Board has been able to accomplish all needed business in an efficient manner. Holding virtual meetings has lowered the cost of Executive Board meetings, eliminating the need for hotel rooms and rental cars/transportation. The President commends the board for reducing a day of Executive Boards saving important Member dues money. The local will need to determine if the cost of travel and lodging is needed when business can be accomplished at a better cost. Additionally, cases have spiked in both Texas and Arizona as well as other states. Virtual meetings provide a higher level of safety, especially considering that we as a group of Flight Attendants may come into contact with many individuals, the Union needs to do its part and ensure we are doing all we can to stop the spread and limit liability to Local 556 and its Members. • On June 22, Lyn attended the “Holding the Line for Flight Attendants” zoom call at the invitation of AFA International President Sara Nelson. Leaders from many Flight Attendant Unions joined for a discussion of the state of the airline industry and connected together on how we hold the line to defend our contracts. The zoom conference featured leading experts on questions of wage standards in the airline industry and beyond, the economic necessity of maintaining contract standards in difficult times, and how to hold the line against concessions. TWU International President Thom McDaniel was present along with Lyn, AFA leaders and APFA President Julie Hedrick. Expert Guest Speakers: Dan Akins Dan is a leading union side airline industry economist who has decades of experience assisting flight attendant negotiations. Dan is uniquely qualified to provide an analysis of the state of the airline industry and how to navigate the coming period.	

Jane Slaughter

Jane is a founder of Labor Notes and author of Concessions and How to Beat Them. Jane has firsthand knowledge of the history of management's attempts at concessions in the 1980s and beyond, and why many union members fought them.

Tom Juravich

Tom is a Professor of Labor Studies at University of Massachusetts Amherst the director of the University of Massachusetts Amherst Labor Relations and Research Center. Tom is an expert in corporate research for labor unions and can provide valuable insight into the importance of maintaining standards.

- On June 24, 2020 Lyn prepared to testify in an arbitration with the Union's legal counsel and arbitration team for a termination.
- On June 25, 2020, Lyn attended the arbitration at the Embassy Suites Love Field in Dallas. She worked with the team in preparing for the case and was prepared to testify.
- On June 25, Lyn met with BMAL Gayle Middleton, Treasurer and Office Manager John Parrot and the Grievance Team to discuss handling Step 2 hearings during the pandemic. Cases in Texas have surged at the same time a re-opening has started. Gayle, John and Lyn are working to take appropriate precautions to ensure the grievance team, grievants and outside witnesses are protected from being exposed to the virus.
- Lyn led meetings with the Negotiating Committee where public relations strategies were discussed.
- On Saturday, June 27, Lyn attended the weekly conference call with the TWU Presidents and economist Dan Akins.
- June 29, Lyn discussed holding arbitrations during the pandemic. Logistics of holding virtual arbitrations, exposure issues for both presenters and witnesses were discussed with legal counsel. Potential and actual problems are witnesses being unable to attend due to mandated or self quarantine, state travel restrictions, uptick in cases and social distancing during preparation and hearing.
- On June 30- July 1, Lyn flew pairing DS10.
- On Monday July 6, Lyn worked with the Negotiating Team.
- On Tuesday July 7, the powerpoint review continued. Later that day Lyn chaired an Executive Board Special Meeting.
- On Wednesday July 8 Lyn attended the regularly scheduled Officer catch up meeting.. Lyn also attended the Operations Update meeting and a meeting with the Negotiating Committee and The Gentry Agency.
- On Saturday July 11, Lyn prepared for a disability case regarding a Member. Lyn also attended the TWU Tele-conference with Dan Akins, Jerry Bradley, Larry Merchant and Arlicia Rickman.

Report From:	Vice President - 1
Submitted Report:	
First Vice President, Chad Kleibscheidel, has had briefing meetings or telephone calls with the President to remain updated on critical items that could affect our Membership. He has also been kept informed and aware of the day to day proceedings of Union matters and has given opinion, direction, and counsel to the president when solicited. At the direction of the president as her designee, he has assisted in telephone calls, responding to emails, and other correspondence to other Departments and the Membership. Chad also monitors and reacts accordingly to TWU 556 NOC events and multiple daily Inflight Scheduling Shift briefings. Monitored our operation and remained in contact with Management and the Membership during COVID-19. Answered to Members phone calls, issues, emails, and other concerns. Responded to emails for the Executive Board. Attended Executive Board Meetings during the month of June and all special meetings. Has been working with Flight Attendants on unemployment issues, social media harassment, VIP insurance issues, uniform liaison, and continues to monitor the Boeing MAX grounding and has begun to investigate the use of Cargo flights and its impact on our Members.	

Report From:	Recording Secretary
Submitted Report:	
• Notice regarding the Second Membership Meetings have been sent to the Membership. The meetings will be held August 25, 27 & 28th via Zoom. • Working closely with Tech Services to finalize the registration and attendance process. I am excited and I look forward to our Locals first virtual Membership Meeting. • Working with the Civil and Human Rights Committee and the Executive Board with planning a town hall regarding diversity and inclusion matters. • June Executive Board Meeting- Closing out the meeting with all reports, sanitizing of the minutes, completing assigned task and follow ups. • July Executive Board Meeting- Preparing all minutes, scheduling guest, preparing the agenda and the Executive Board Meeting packet,etc. • Flew eight days during the month of June and fulfilled the quarterly flying requirement. • Attended a virtual CBT Townhall regarding African American Labor Leaders. • Worked on an outline for the next Unity Magazine Edition. • Attended a Special Meeting via Zoom on July 7th.	

Report From:	BMAL
Submitted Report:	
Boar Member at Large Chantil Huskey Executive Board July 2020 COVID-19 Task Force held multiple conference calls. Health Chair Michelle Moore, Safety Chair Jannah Dalak and myself continue to brief on a call every morning and debrief every evening over various COVID-19 related pulls and the ever changing rules/policies with the COVID-19 pulls. Within the last month we have seen changes to the reasons they strand Flight Attendants when exposed, the way they allow a Flight Attendant to return home after being stranded, how they deal with those exposed to a family member, how they pull them when waiting on a test result, the changes in leisure travel to Level 3 domestic States, the travel to International destinations unless you are a verified commuter, the return to work when exposed by a family member. Jannah, Michelle, and I have begun to take more phone calls as these changes continue. We continue to see emails coming in daily and we continue to do wellness checks on those that are confirmed positive when they notify us as well as those that are stranded. We have begun to see more pulls due to exposure from family members and from crew members within the last four weeks. We have get to get a direct number of those that have informed Southwest of testing positive. President Lyn Montgomery has addressed this with legal and we are hoping to hear something next week. As Grievance Chair and BMAL Gayle Ross Middleton was on vacation from the end of June until July I was directed as COVID-19 Task Force Chair to approach Rachel Loudermilk when needed regarding COVID-19 issues. I began to send an email every morning with anything that needed to be addressed from the evening before that may have been after hours, followed up with a daily call to discuss concerns, and then sent an email with anything new that needed to be addressed before close of day. I have continued to clear all COVID-19 Task Force Ecases in Salesforce daily and assist the Office Staff when needed on COVID-19 issues and anything else that might be able to be addressed. I also volunteered to work the phones for the Office Staff on July 4th, 2020. I have attended the last Southwest Operations conference call with President Lyn Montgomery and Grievance Chair/BMAL Gayle Ross Middleton. On this call we discussed the concerns of Management with the high rate of sick calls, COVID-19 exposure pulls, the commuter issues, and the effect all of these have on the daily operational needs. As BMAL I attended the two day Executive Board Zoom Meeting as well as the special meeting held. BMAL Sean Cooley has begun assisting me in the research of cases and assisting me with getting all COVID-19 cases logged into	

Salesforce.

Report From:	BMAL
Submitted Report:	
Kay Hogan In the month of June I continued to research Group Grievance information and assemble Group Grievance packets. I participated in conference calls assisting Grievance Chair Gayle Middleton. I attended GRC on June 15th and the Executive Board Meeting on June 16 & 17. I attended Arbitration Prep on June 24th and Arbitration on June 25th. I participated on a conference call on June 26 with President Montgomery and Chad Kleibscheidel to discuss emails from Members about Unemployment Insurance.	

Report From:	BMAL
Submitted Report:	
Officer Report for July 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. • Communications with other unions and locals, externally and on property; continuing to strengthen relations and coalitions with Local 556. • 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:	
Sean Cooley-Board Member at Large --Sean Attended Executive Board Meetings via Zoom June 16-17, 2020 --Flew DEN Pairing CS49 June 28, 2020 through July 1, 2020 --Prepped and met with Channel 2 WKRN News Reporter to talk about BNA Tripling the cost of parking for Commuters out of BNA. --Attended Executive Board Special Meeting July 7, 2020 --Worked with the Covid-19 Task Force responding to calls and emails, counseling Flight Attendants, and Investigating cases. --Continue to respond to Flight Attendants questions about VSP, ETO, EXTO, and the possibility of furlough. The wearing of masks on the aircraft.	

Report From:	BMAL
Submitted Report:	
<u>Officer Report July 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 June 1st Special Meeting on ExTO and VSP · June 15th Grievance Review Committee met · Attended Executive Boards June 16 & 17, 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 · Several meetings with President Lyn Montgomery · Weekly meetings with Grievance Leaders and Grievance Team	

Report From:	BMAL
Submitted Report:	
Eric Weis * attended boards via zoom June 14-15 * continues to field calls, emails, and messages in relation to Covid 19, ETO, EXTO,VSP, Bna Parking, unemployment, and 4th Jump-seat.	

Report From:	DEBM - ATL
Submitted Report:	
Pamila attended the Executive Board Meeting June 16 and 17 and the Special Executive Board Meeting July 7 via Zoom. Pamila posted the Second Membership Meeting notice in the glass case. Pamila continues to attend weekly conference calls with Atlanta Inflight Base Leaders. Pamila answered questions in regards to the Voluntary Separation Program, Extended Time Off, and COVID 19. Pamila has been in contact with the Atlanta Shop Stewards throughout the month of June. Pamila continues to answer calls, emails and text messages from Members.	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report</u> June 2020 Executive Board • Attended Executive Board Meeting – 6/16 & 17 (Virtual via Zoom) • Executive Board Conference Calls - 6/1 • Chair of the TWU District of Columbia Maryland Virginia State Conference - o DMV State Conference Meeting 6/25 - o Chair Report - o Follow up meeting with DMV attendees • Solution meeting on Diversity and Inclusion (Follow up meeting) - o Possible Townhall proposal for the EB ▪ Set possible date ▪ Working with focus group on possible topics Domicile Executive Board Member • Met with BWI Management (Topics Discussed) - - o Topics that BWI Members have brought to my concern - o FF/Step #2 Mtgs - o Maryland Unemployment (Headquarter Contact Person) - o F/As mask requirement, Inflight and Ground Ops having conflicting rules - o Inflight cloth mask scheduled to arrival and distribution - o How the Electrostatic spray cleaning is going • E-Connection – Current Events, Things to Know Fact Finding/Step #2 Meetings Fact Finding - 4 Step #2 - 4	

Report From:	DEBM - DAL
Submitted Report:	
Kristie participated in the early release of Open Time conference call to discuss remedies for FAs . She attended the Covid Task Force conference call. Kristie also joined the zoom meeting Q&A the Negotiating Team provided for the membership. She attended Board meetings June 16 and 17. She did a few fact finding meetings. The glass case was updated and she included the new virtual meeting notice. Base manager Tammi Feuling and Kristie had a one on one call to discuss base and parking issues. She updated Dallas Union Connection FB group daily with all union related news.	

Report From:	DEBM - DEN
Submitted Report:	
Jessica attended the Executive Board Meeting via Zoom June 16-17. On June 25, Jessica represented a Member in a Fact-Finding Meeting and met with the Denver Base Manager for an update on issues specific to the Denver Base. Jessica posted the Membership Meeting notice in the glass case in the Denver Inflight Lounge on July 6. Jessica attended a Special Meeting of the Executive Board via Zoom on July 7. Jessica participated in a webinar hosted by the RDR Group on July 8 titled Practicing Virtual Inclusion and Staying Connected. Jessica answered Members' emails, calls, and texts. Jessica submitted budgets for the 2020-2021 fiscal year for the Scholarship Committee and the Women's Issues, Service, and Education (WISE) Committee. Jessica assisted Members who have been quarantined per the Company's request, those who have self-quarantined due to exposure not related to Southwest Airlines, and Members who have tested positive for COVID-19.	

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended the Executive Board Meeting via Zoom on June 16 and 17 and a special meeting on July 8. He reports that he does not prefer Executive Board Meetings to be conducted via Zoom or conference calls as the technology is still lacking. Technical difficulties inhibit the meeting and he believes it puts the Board's representation of the Membership at a deficit. He hopes the Board will be able to meet again in person soon. David was at Hobby airport several times in June and July for meetings with Houston Inflight Management on various topics. David assisted several Members with COVID-19 issues and requested an outline of how Members are pulled for various COVID related issues from the Corona Task Force (CTF). David was informed the information regarding pulls is ever changing and the CTF was working on something with Southwest. David reports there were very few Fact-Finding Meetings scheduled over the last thirty days. David remained in constant contact with the Executive Board and Inflight Management.	

Report From:	DEBM - LAS
Submitted Report:	
Rachel attended the June 2020 Executive Board Meeting as well as the Special Meeting on July 7. Rachel assisted Members via phone calls, emails, and texts. Rachel reports that the McCartan parking office in Las Vegas has decided to return Pilots and Flight Attendants to the Economy Lot rather than keep all Crews in the Zero Level Parking Lot. This has been a confusing and frustrating issue and Rachel continues to work with the Base to assist Members with all Parking issues.	

Report From:	DEBM - LAX
Submitted Report:	
Trish attended two zoom conference calls in June. Trish was extremely pleased with the NT interactive zoom meeting that was held with the membership. Trish attended the July Executive Board zoom meeting, conducted two fact finding meetings, and spent time in the base. Trish also received base updates from management, and is pleased that progress on the new lounge is on track to open early 2021. Trish answered many inquiries regarding ETO,EXTO, and state benefits. Trish wishes to thank the NT for their hard work on the zoom meeting presentation, and Paige Spence for her assistance in the base. Trish continues to receive many member inquiries, and is pleased to provide support to the base.	

Report From:	DEBM - MCO
Submitted Report:	
Jimmy reported that since the last Executive Board Meeting, there has been a huge spike in Fact-Finding Meetings compared to the last few months. The meetings range from various topics that include, but are not limited too, social media violations, late to gate, delay of flight and UM Procedures. Jimmy participated in a conference call with the EB and Negotiating Team on June 7, 2020. Jimmy reported he has been in contact with Professional Standards Chairperson Kurtis Beggs regarding Professional Standards issues. Jimmy reported he has met with Orlando Base Management to discuss issues in the base. Jimmy has answered several calls regarding the VSP and ExTO programs. Jimmy continues to be available to all Flight Attendant's via email, phone and text. Jimmy updated the next Membership Meeting notice in the Union Glass Case on July 7, 2020.	

Report From:	DEBM - MDW
Submitted Report:	
Donna reports during the month of June there were many questions regarding the Time Off program and the Voluntary Separation Program (VSP) offered by Southwest Airlines to employees. 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 has represented Members in Fact-Finding Meetings and Step 2 Meetings throughout the month for various reasons. 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 participated in the Executive Board Zoom Meeting on June 15 -16. Donna attended the Executive Board Special Zoom Meeting on July 7 to discuss the Negotiating Teams request to hire a PR firm. Donna was Emergency Officer on Call the week of Jun 15. Donna has also been out flying the line this month and had first hand experience of the frustrations and anxieties of Members. Donna has been available and in communication with the Chicago Members via phone, email, and text. Donna Keith	

Report From:	DEBM - OAK
Submitted Report:	
Josh attended the June Zoom session of Executive Boards as well as the July 7th Zoom Special Meeting. While Josh feels that it is productive to have Zoom meetings of the Executive Board in between regular Board Meetings, he will be thankful when the Board can hold regular meetings in person once again. Josh feels that it is important to still hold in person meetings and discuss issues without technological hang-ups. Josh was Emergency Officer on Call for the week July 6-12. Josh represented a Member in a fact finding meeting and continues to be available to Members via phone, email, and text for all issues.	

Report From:	DEBM - PHX
Submitted Report:	
• Attended 6/16-6/17 EB Meeting via Zoom • 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 July 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 on her behalf • Placed the Membership Meeting notice in the glass case on 7/7 • Has spoken with the CTF and the Assistant Base Mangers about COVID-19 concerns regarding PHX Flight Attendants • Sat Emergency Officer on Call from 6/22-7/6 and wants to thank LAS DEBM Rachel Brownfield for taking calls for John while he was in transit to DAL for Union Business • 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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www.twu556.org

JULY 2020 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
The Civil and Human Rights Committee would like to send our condolences on the passing of retired TWU International Administrative Vice President, and International Civil and Human Rights Director John Bland. John Bland fought for racial justice and equality in his community and for all of our members. Our thoughts are with his family. Mr.Bland will truly be missed. CHRC made a post for the 51st Anniversary of the Stonewall Riots June 28. Pamila approved the cast and samples of the new Union Pins. Pamila presented a Resolution in support of Black Lives Matter during the Executive Board Meeting June 17 and 18. The Resolution is as follows: TWU Local 556 Civil and Human Rights Committee Resolution in support of Black Lives Matter <u>Subject:</u> <i>Resolution of Support for The Black Lives Matter Movement, Protests, and Changes to Policing.</i> <u>Proposed Resolution:</u> <i>WHEREAS, Mr. George Floyd, an unarmed African American citizen was detained by four Minneapolis law enforcement officers on the afternoon of May 25, 2020, and</i> <i>WHEREAS shortly after his detainment Mr. Floyd died of injuries sustained during his arrest, and</i> <i>WHEREAS, the four law enforcement officers involved in Mr. Floyd’s detainment were arrested and charged with criminal actions leading directly to Mr. Floyd’s death, and</i> <i>WHEREAS, the number of unarmed persons of color dying or receiving severe injuries while being detained by, in the custody of, or having interaction with law enforcement officers has always been alarmingly disproportionate to the demographic makeup of this country, and</i> <i>WHEREAS, video evidence supporting claims of inappropriate actions by law enforcement officers, or other citizens acting as alleged vigilantes, has been steadily increasing, and</i>	

WHEREAS, millions of citizens at the local, national, and global levels have engaged in protests to demonstrate their frustration and anger at these senseless deaths and injuries, and

WHEREAS, repeated attempts by citizens and law makers to bring justice to these victims and their families through convictions of perpetrators and/or new legislation have failed, and

WHEREAS, the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery, Botham Jean, Michael Brown, Eric Garner, Treyvon Martin, and countless others are unacceptable, and

WHEREAS, the TWU Local 556 Civil and Human Rights Committee was formed to promote diversity and equality, as well as protection of all members of our workgroup, company, and communities, regardless of sex, age, race, color, religion, sexual orientation, creed, gender identity, national origin, disability, or veteran status;

THEREFORE, BE IT RESOLVED, that the TWU Local 556 Civil and Human Rights Committee, with the full support of the TWU Local 556 Executive Board, pledge their support and resources to the assistance of all those affected by these heinous crimes, and

BE IT FURTHER RESOLVED, that the Committee and Executive Board support and recognize the importance of the Black Lives Matter Movement and the protesters and demonstrations engaged in such, and

BE IT FINALLY RESOLVED, that the Committee and Executive Board support the passage of legislation to reexamine, reorganize, and make deep and lasting changes to policing in this country to end such acts.

Resolution adopted by the TWU Local 556 Executive Board, June 19, 2020

Report From:	Communications
Submitted Report:	
Communications Committee Report — July 2020 • Worked on projects and publications involving multiple committees, bases, and general Union communications (routine and urgent); in specific distribution groups and in systemwide communications (e.g. CTF Updates, E-Connections, President, Civil and Human Rights Committee, Safety, Grievance Team, Shop Steward Committee, VIP Insurance, Negotiating Committee, etc. • Continued video production with the Negotiating Committee. • Continued weekly AFL-CIO union communicator conference calls with the AFL-CIO Communications Department regarding the most current labor issues and campaigns featuring various union leaders and topics, along with utilizing digital media tool kits. • Attended multiple classes via webcasts and Zoom, hosted by AFL-CIO Communications, utilizing new tools, access and use of multiple platforms for unions, and other subjects for union communicators such as Zoom and utilizing podcasts, in their series of classes for skills for online organizing, communications, and training. • Answered Membership Communications and Union emails, routing them to the appropriate Committee or taking direct action as applicable. • Managed TWU Local 556 social media outlets. • Monitored news and events regarding Southwest Airlines, other industry news, unions, and locals, providing updates and reports to President Montgomery. Please submit your article ideas and photos to communications@twu556.org.	

Report From:	FADAP
Submitted Report:	
For the month of June the FADAP Co-chairs continued their daily phone calls with the other peer assist teams ON June 3rd we watched the TWU Local 556 negotiations committee live webcast regarding EXTO On June 7th we had a call with Raquel Daniels director of diversity and inclusion regarding diversity and issues going beyond peer assistance On June 7th Natalie and Jodi attended a Zoom meeting about grief in the age of Covid 19 by Dr. Tian Dayton On June 17th we attended the Town Hall zoom meeting FADAP Team members Eric Mettner and Steve Dotson continued the weekly Team meetings on Zoom FADAP Team members Erik Waterman, Elizabeth Alexander and McArthur Stidom shared their life stories in a three part Zoom series titled "My Personal Experience with the R word"	

Report From:	Grievance
Submitted Report:	
<i>July 2020 Grievance Report</i> <u>TOTAL NUMBER OF GRIEVANCES:</u> 213 total grievances: <i>34 terminations</i> <i>25 group grievances</i> <i>39 non-term disciplinary</i> <i>52 Attendance</i> <i>63 individual contract</i> <i>Total Contract Grievances on file: 88</i> <i>Total Discipline Grievances on file: 125</i> <u>Settled and Withdrawn Report:</u> Seventeen grievances were settled; of those five were settled at the Step 2 level, nine while preparing for Executive Board review, two at the SWA Preliminary Decision level, one at a grievance meeting. Two grievances were accepted and made whole. Twenty grievances were withdrawn without prejudice. One Member released the Union to proceed on her own. Two grievances expired. Of the fifty-two Attendance grievances, thirty are No-Shows, four Unable to Contact, eleven Failure to Report, three Sick Leave 1, one SLA, and three No-Show Training. The thirty-nine non-term disciplinary grievances consist of: twenty-two written warnings, five final written warnings, eight thirty-day suspensions, and four three-day suspensions. <u>Fact-Finding Meetings:</u> Thirty-three fact-finding meetings were held in the bases, in June 2020. <u>Chat Apps</u> 900 chat app messages received the month of June. <u>Board of Adjustments:</u> None scheduled due to COVID-19 <u>Arbitration Schedule:</u> FA-Day one held 11.12.19. Day two held 2.14.20. Day three 7.21.20. FA-February 27, 2020 day one was held. Day two was June 25, 2020. <i>Submitting briefs</i> FA-June 23, 2020 arbitration was held. <i>Submitting briefs.</i> <i>FA-Being rescheduled, also in settlement talks.</i> FA-July 28, 2020 arbitration. FA-August 21, 2020 arbitration. FA-August 28, 2020 arbitration.	

FA-September 9, 2020 arbitration.

FA-Proposed settlement 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. *Settled.*

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

Flight Attendant released TWU Local 556 and is proceeding on her own to arbitration for Termination: Dishonesty. *Settled.*

Flight Attendant released TWU Local 556 and is proceeding on her own to arbitration for Termination: Pos. Alcohol/Drug Test. *Slated August 11, 2020.*

Flight Attendant released TWU Local 556 and is proceeding on her own to a BOA for Termination: Dishonesty.

Upcoming Grievance Meeting: The Union and Management have been doing a bi-weekly conference call during the COVID-19 pandemic.

Report From:	Health
Submitted Report:	
Health and Safety Report July Executive Board Meeting <u>ASAP</u> We recently reviewed quarterly data for the second quarter of 2020. While the numbers are down due to the reduced flight schedule, the percentage of reports per flight was still promising. Week over week the number of reports are increasing. When discipline is pending on the outcome of an ASAP report, it is important to know that the base can hold a fact finding while the report is pending – some bases choose to wait until after the disposition of the report while some hold the fact findings immediately and just do not render discipline until the report has been accepted or excluded. It is extremely important for Flight Attendants to complete the report within 24 hours of being notified by the company of the event per the Letter of Understanding (LOU) we have with Management. A report that is filed outside of the timeframe will be excluded. <u>Health/Safety Issues</u> • We continue to bring all the Health and Safety concerns of our Members to Inflight Management. • We continue to receive and act on Event Notification System (ENS) emails. Year to date there have been 1,542 ENS messages received. • The working groups that were in place prior to COVID have started meeting again. The groups include Final Descent, Turbulence and Hot Aircraft group. • At the insistence of the TWU Local 556 Health and Safety Team, our monthly HASC (Health and Safety Committee) meetings have started meeting again via web-ex. At the latest meeting, we discussed the working groups, injury and turbulence data as well as a possible resurgence of COVID in the fall and the need to be prepared. Please see the Safety report for graphical overviews	

- Discussed a company wide safety initiative that would include the Health and Safety representatives from each Union group – this is still in the works
- Weekly phone calls with Inflight Safety to discuss the current initiatives as well as to discuss possible upcoming changes.
 - The need to be prepared for another outbreak of COVID and the need to be prepared with PPE supplies – this is discussed on every call we have
 - The Turn Clean initiative and inconsistencies

Covid-19

- COVID-19 – continuous monitoring of the CDC, the WHO, and the FAA websites as well as the various news channels. Additionally, converse with other airline Union Health and Safety personnel.
- Email responses to Flight Attendant concerns via email and phone.
- The taskforce has periodic calls so all members of the taskforce can stay apprised of the current issues.
- There continues to be industry wide calls with the CDC that TWU Health and Safety has been a part of. We are also on a distribution list to receive any updated guidance.
- Following 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>

Upcoming Meetings:

ASAP ERC: Weekly Meetings with a day of preparation and follow-up (conference calls)

ASAP: Quarterly Meeting – (conference call)

HASC - monthly meeting

Health and Safety Round-Up – twice a week conference calls with Steve Murtoff, Tom Raffalski and Dominick Rivera

ASAP Round-up of all Southwest ASAP groups regarding the Southwest Continuity guide

FAA call with a Flight Attendant regarding a disruptive passenger

Report From:	LODO
Submitted Report:	
July 8, 2020 LODO Sub Committee Report There is nothing to report from the LODO Committee. Attached you will find the June, July, and August LODO Seniority list and Bid awards.	

Report From:	Other
Submitted Report:	
Executive Board Satellite Base Test Report - July 2020 The satellite base team has requested a meeting with the Company but it has not yet been scheduled. Update: •The most recent success metrics provided to us by the Company are from May 2020 (see attached). • We have requested updated metrics. • We have received very little Satellite Base specific feedback from Members in the last few months.	

Report From:	Professional Standards
Submitted Report:	
Professional Standards Activity Report For June 2020	
Company Policy	3
CRM	4
F.A.R.	1
I.R. Filed	1
Internal Peer Support	3
Pilot Issue	3
Unprofessional Behavior	3
Withdrawn	2
In Progress	1
Total	21
Positive Resolution	13
Negative Resolution	01
Unresolved	06
In Progress	01
Source:	
Phone	21
*Unresolved includes case categories: I.R. Filed, Not Taken, Withdrawn and cases where all parties could not be reached or did not return the committee member's call.	

Base Information

ATL	2
AUS	1
BWI	3
DEN	5
HOU	2
LAS	4
LAX	2
MDW	1
OAK	1

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: July 12, 2020 Re: July 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 - 9 <table> <tr> <td>ASAP Reports received 2020 Year-to-Date:</td> <td>784</td> </tr> <tr> <td>Accepted Reports Year-to-Date:</td> <td>687</td> </tr> <tr> <td>Excluded Reports to date:</td> <td>70</td> </tr> <tr> <td>Open Reports:</td> <td>26</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>11,726</td> </tr> </table> Southwest Airlines Event Notification System (ENS) Fielded Events for Period: 6/15/20 through 7/12/20 = 225 Emergencies Declared for Period = 11 2020 Year-to-Date = 1542 All of 2019 = 4261 All of 2018 = 2462 All of 2017 = 2371 All of 2016 = 2887 All of 2015 = 2843 All of 2014 = 2119 All of 2013 = 1138* All of 2011 = 1609		ASAP Reports received 2020 Year-to-Date:	784	Accepted Reports Year-to-Date:	687	Excluded Reports to date:	70	Open Reports:	26	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	11,726
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Total Reports Received in 2017	947																
Total Reports Received over the Life of Program	11,726																

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 Received for Period: 6/15/20 through 7/12/20 = 2

Date of Call	Base	Recommendation	Base Recommendation	Base Final
06-25-2020	MDW	Non-Paid - Nonoperational Cause	Accepts	Non-Paid - Nonoperational Cause
06-20-2020	BWI	Non-Paid - No Crew Member Report	Accepts	Non-Paid - No Crew Member Report

Fatigue Reports received 2020 Year-to-Date:	22
Paid – Operational Causation Year-to-Date:	11
Non-Paid – Non-Operational Causation Year-to-Date:	6
Non-Paid – No Crew Member Report Year-to-Date:	2
No Decision Necessary - Informational Only Year-to-Date:	3

SWALife Hot Aircraft Event Reporting

06/15/20 through 07/12/20 = 0

2020 YTD = 7

2019/2020 Year-over-Year Comparative: -101 (**94% Decrease 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

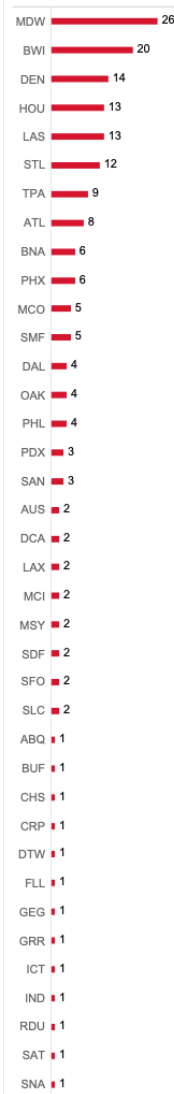
All of 2016: 535 = 32% Decrease Year-over-Year

All of 2015 (Benchmark High) = 788

Latest Hot Aircraft Reporting Overview (Normalized with all other Sources) 29JUN-05JUL20:

Hot Aircraft Overview 06.29.2020 - 07.05.2020

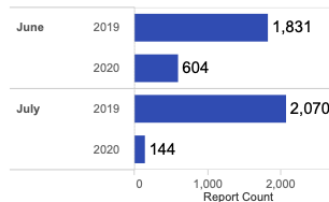
Hot AC Total by City



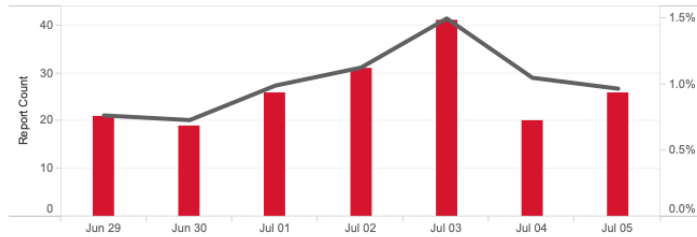
Reports by Type - 2 Week Lookback

Data Type	Hot AC Reports		% Difference
	6/22/2020	6/29/2020	
ACARS	202	179	-11.39%
IF SOPI	3		-100.00%
Inflight Form		5	
Grand Total	205	184	-10.24%

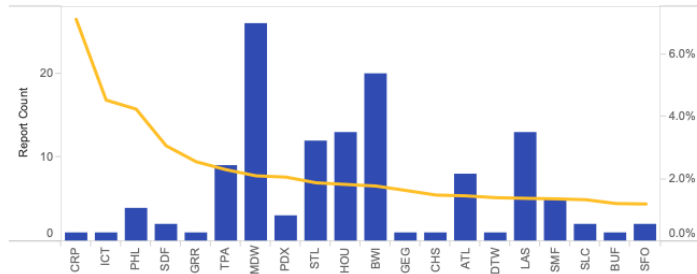
Year over Year Comparison



Daily Employee Report Submissions and % of Flights



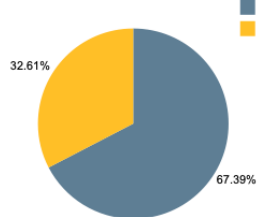
Stations - Top 20 Based on % of Flights



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	124	1.00%
800	60	1.06%

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

'Hot' Aircraft and Gates

Aircraft with four or more reports

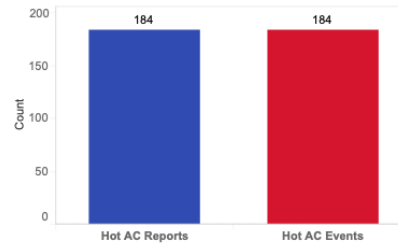
AC Number	
8567	4

Gates with three or more reports

Station	Gate	
HOU	4	3
LAS	C23	3

Reports versus Events

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

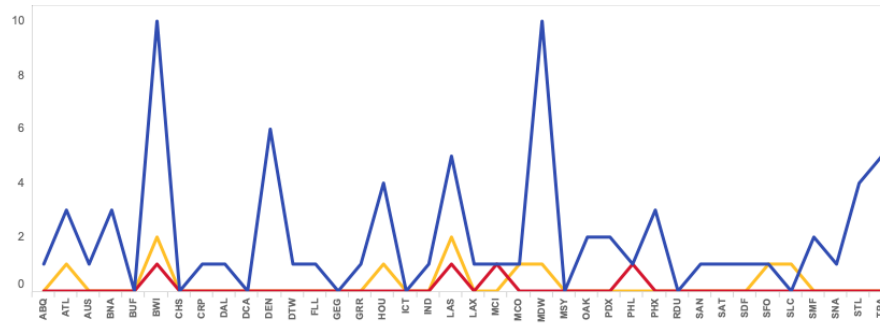


Ground Operations

As reported by the Pilot Group through ACARS messaging.

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

	6/22/2020	6/29/2020
% Air Not Connected	30.69%	42.46%
% Ops Agent Not Present	2.97%	2.23%
% Ramp Agent Not Available	5.45%	5.59%



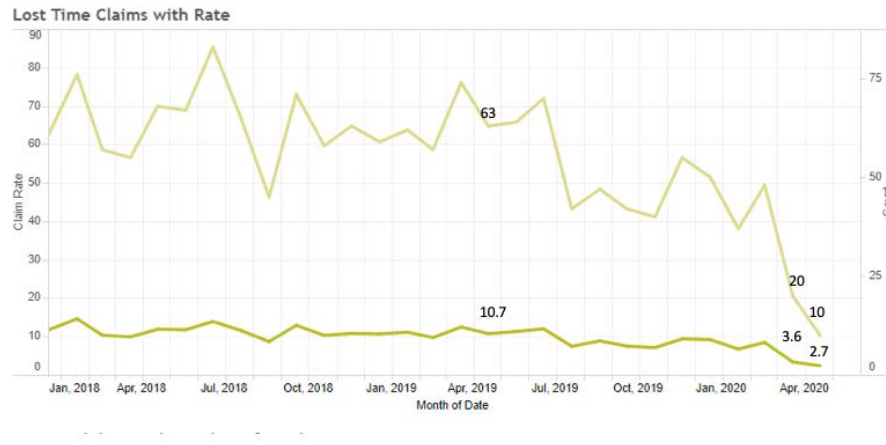
Good Job ACARS

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

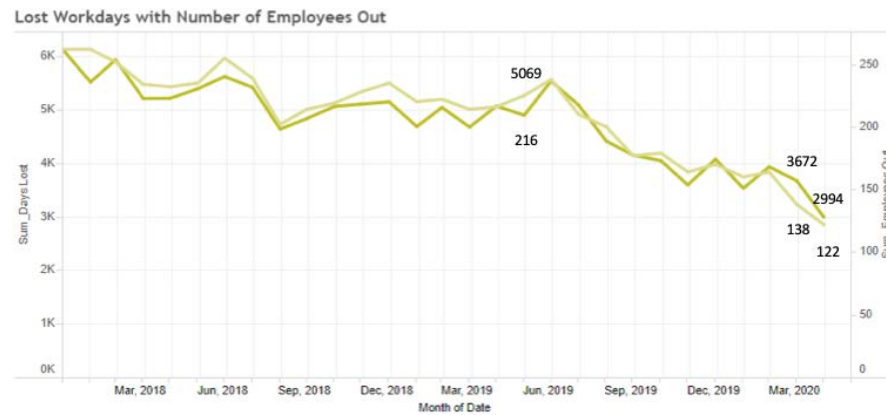
Page 2

Current Occupational Injury Data:

LTCR



Lost Workdays



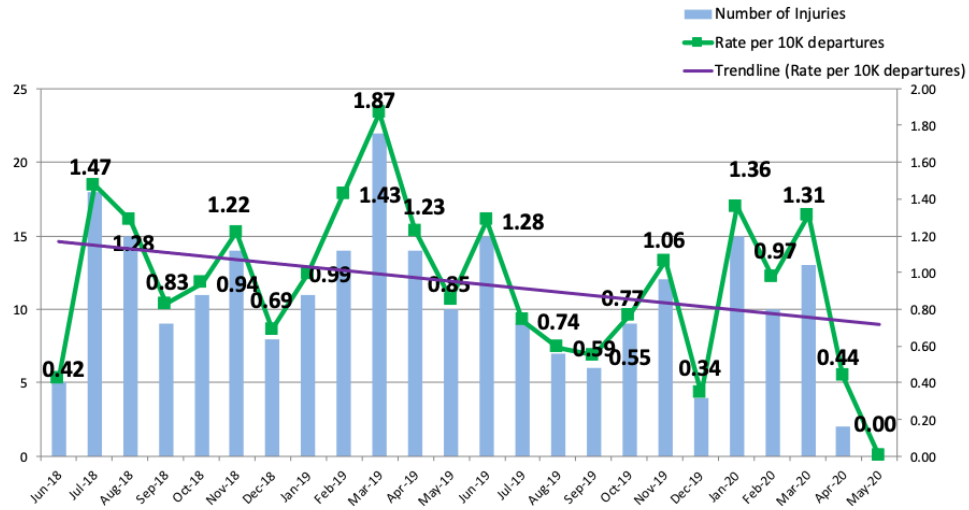
OSHA Recordable (Inflight)

	Date_of_Loss__c / OSHA Recordable					
	2018		2019		2020	
	Non-OSHA	OSHA	Non-OSHA	OSHA	Non-OSHA	OSHA
January	75	64	85	60	85	51
February	54	80	81	71	78	37
March	77	66	82	71	99	34
April	79	61	79	69	29	12
May	82	72	89	61	7	8
June	82	69	80	80		
July	95	92	83	68		
August	88	76	66	46		
September	61	54	74	50		
October	87	78	83	44		
November	81	57	73	47		
December	79	71	69	52		

Cause (Inflight-Top 10)

Cause General	2018	2019	2020
Struck by/Against	487	408	97
Slip/Trip/Fall	308	267	70
Other	246	301	95
Carrying/Lifting	193	162	36
Pushing/Pulling	125	104	20
Weather	59	64	12
Caught In/Between	46	46	10
Collision	39	47	14
Inhalation	31	48	15
Contact with object	39	42	11

Flight Attendant Turbulence Injuries



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

Southwest

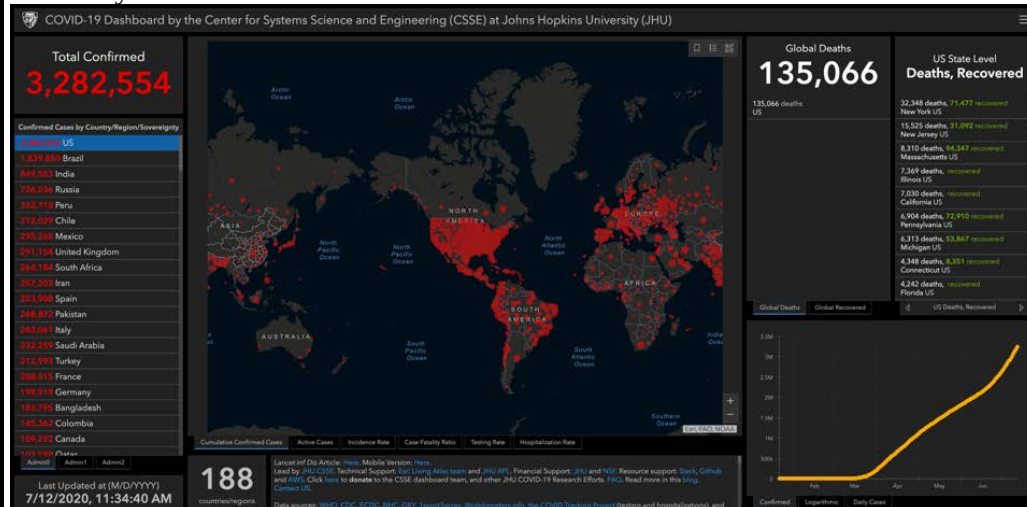
OSHA 300 Log Email Distribution to DEBM's Completed

Open Discussion Items:

Coronavirus Update:

Current COVID-19 U.S. Stats as of 12JUL20:

Mortality Rate: .0411



Scheduled and Standing Meetings:

July 16, 23, 30, 2020 – Safety and Regulatory/COVID-19 Teleconference with Steve Murtoff, Tom Raffalski and Dominick Renteria

July 22, 2020 – Health and Safety Coordination (HASC) Teleconference with Inflight Safety and Regulatory Compliance

July 9, 2020 – ASAP Continuity Discussions (via Telecon) with SWA ASAP Programs and FAA

Report From:	Scholarship
Submitted Report:	
Jessica submitted a budget for the 2020-2021 fiscal year for the Scholarship Committee. Scholarship winners for the Michael J. Quill Scholarships offered by TWU International have been announced. Russel Raunam, son of 556 Member Christopher Raunam, and Reece Toso, daughter of 556 Member Jennifer Sederholm-Toso were both recipients of the Quill Scholarship. June 30 was the deadline to accept applications for the scholarships offered by Local 556. Winners of the scholarships will be announce no later than August 20.	

Report From:	Shop Steward
Submitted Report:	
<u>Shop Steward Committee Report</u>	
June 2020	
Shop Steward Committee Budget	
• Met to discuss and prepare budget • Budget submitted on 6/29	
Shop Steward Newsletter (Sent out on 7/1)	
• Fact Finding Mtg Trends • Fact Finding Mtg Breakdown • Reminders • Message of Understanding	
Grievance Team Ask	
At the direction of Grievance Leaders the Committee anticipates working with the DEBMs after the July 15 deadline for VSP and ExETO to update the Shop Steward list.	

Report From:	Uniform
Submitted Report:	
Per Jamie Dotson, Masks by Halo will be available to Members this month. Members are "gifted" 3 masks each and must sign for them at the base when picked up. A Member may have another Member sign for their masks if discussed with the base beforehand. A more permanent solution and design are in the workings if the future requires it. Masks purchased through Cintas allotment are also being discussed and researched. *UPDATE Masks are in and available for pick up. Required Base Maternity pieces: 1st Quarter check was never provided. 2nd Quarter showed bases were short on contractual pieces. Lisa was assured by Jamie Dotson that the bases that were short had ordered the pieces to get them to their required number. The female 2 part winter coat that was wear-tested was approved and will be available this coming October. It is a "puffy type" inner coats with an outer waterproof layer. Both pieces are sold separately and can be worn together or alone. *UPDATE The female coat is now available for order on the Cintas website. Delivery by October. Lisa again requested the list of off the rack items available for those in the alternative program that was agreed to be given to this committee last year. However, Lisa has been informed by Jamie Dotson that ACT "owns" the list and it is not available to us. Lisa will be reaching out to ACT to see if there is some compromise since not only would it be productive to be on the same page when speaking to members, but it was agreed to be shared with us per Mike Sims 2019. Upcoming Issues: Lack of Alternative choices through Cintas.	

Report From:	Veterans
Submitted Report:	
Due to Covid 19 and the current restrictions the Veterans Committee has postponed current Veterans activities.	

Report From:	WISE
Submitted Report:	
Jessica submitted a budget for the 2020-2021 fiscal year for the Women's Issues, Service, and Education (WISE) Committee.	