



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

SEPTEMBER 2020 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
<p>Pamila had weekly calls with Inflight Leaders in regards to creating a Black Lives Matter (BLM) lapel pin for our Employees. Pamila gave final approval for the Black Lives Matter apparel for the Members. Pamila worked with a graphics artist to design a BLM lapel pin proof to present to the Executive Board. Pamila attended meetings with Co-Chairpersons Latonia Paul-Benoit and Heather Kelly-Gray via phone. Pamila approved two publications from the Civil and Human Rights Committee Team Members Gisela Alvarez and Janelle Torres for Hispanic Heritage Month. Pamila attended calls with TWU International Civil and Human Rights Director Terry Daniels August 26 and TWU International Air Division Director Mike Mayes. Pamila continues to have conversations with Management in regards to mandatory Diversity and Inclusion Training and support for the Black Lives Matter Movement.</p>	

Report From:	CISM
Submitted Report:	
<p>The CISM Team handled a total of 88 calls into our hotline and spoke to 147 Flight Attendants</p> <ul style="list-style-type: none"> Assault on FA 1 Calls Related to Death of FA 1 COVID-19 1 Crew Member Illness 1 Death on Board 1 Debriefing - Team Member 5 Decompression / Pressurization 1 Diversion 1 FADAP Team Referral 1 FA Death 4 FA Death of Family Member 10 FA Illness 2 FA Injury 1 Fear of Flying 1 Incident on RON 2 Mask - non-compliance 8 Mechanical 3 Natural Disaster 3 Other* 5 Passenger Misconduct 5 Passenger Medical 11 Personal Issue 15 Pet Onboard Events 1 Professional Standard Referral 1 Slide Deployment - Inadvertent 1 Suicide Attempt / Intervention 1 Turbulence 1 <p>Total Incidents 88 FA's Assisted 147</p>	

Report From:	Communications
Submitted Report:	
<p>The Fall Unity Magazine is in the works and is slated to be released on October 1st. Thank you all for sending in your articles on time. I really appreciate it. This edition will be in the digital format only.</p>	

Report From:	COPE
Submitted Report:	
<p>COPE Report</p> <p>There has been no movement on the FAA ReAuthorization Bill, therefore the 10 hr Rest Rule has not been implemented. There is not a date on the implementation as of yet.</p> <p>The Cares Act will end on October 1, 2020.</p> <p>Get Out To Vote, COPE Newsletter 2020 was sent to Membership with all election information for each state.</p> <p>Call To Action went out to the members to contact their Congressman to support the extension of the Payroll Support Program through March 2021.</p> <p>National Voter's Registration is September 22, 2020. Information is being sent out to the membership on the importance of this day.</p> <p>I would like to thank Damion West, BWI Domicile Executive Board Member, for his help and support with the COPE Committee.</p>	

Report From:	Education
Submitted Report:	
<p>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 8,188 Members. The reduction of Members is due to those who took the Voluntary Separation Package being removed from the Group. The Education Committee created, edited and published the following Facebook posts in August: 2021 Round Two and Round 3 Vacation Bidding.</p> <p>Amanda created one Facebook Live to educate on recent topics affecting the Membership, as well as those requested by the Grievance Team. Minimum Crew, Update to Face Coverings, August Reschedules, Vacation Bidding, #LegacyofLUV has 2,100 views. Questions via e-mail, Facebook Live, Facebook Messenger, and phone calls were answered throughout the month.</p>	

Report From:	FADAP
Submitted Report:	
<p>TWU 556 President Lyn Montgomery submitted a video for the 10th annual FADAP conference along with Natalie Salser, Tom Spillers, Eileen Rodriguez, and Tom Crabtree.</p> <p>Aug 17th FADAP Team had a virtual Happy Hour with Inflight Managers and Leaders to kick off the 10th annual FADAP conference.</p> <p>The FADAP Team attended the 10th annual FADAP conference virtually Aug 18-19th.</p> <p>Tom Spillers, Natalie Salser and Tom Crabtree attended the FADAP Advisory Board Meeting Aug 20th.</p> <p>Tom Spillers and Natalie Salser attended the TWU 556 Union Membership Meeting virtually on Aug 28th.</p> <p>The FADAP Team continues to have weekly online meetings.</p> <p>Tom Spillers and Natalie Salser continue to participate in daily meetings with Tom Crabtree, CISM and Professional Standards.</p>	

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Report From:	Grievance
Submitted Report:	
<p><i>September 2020 Grievance Report</i></p> <p><u>TOTAL NUMBER OF GRIEVANCES:</u> 235 total grievances:</p> <p><i>34 terminations</i> <i>32 group grievances</i> <i>42 non-term disciplinary</i> <i>64 Attendance</i> <i>63 individual contract</i></p> <p><i>Total Contract Grievances on file: 95</i> <i>Total Discipline Grievances on file: 140</i></p> <p><u>Settled and Withdrawn Report:</u> Twenty-five grievances were settled; of those three were settled at the Step 2 level, five while preparing for Executive Board review, six at the SWA Preliminary decision stage, and eleven at a grievance meeting. Thirteen grievances were withdrawn without prejudice. One grievance expired.</p> <p>Of the sixty-four Attendance grievances, thirty-five are No-Shows, four Unable to Contact, thirteen Failure to Report, six Sick Leave 1, one SLA, and five No-Show Training.</p> <p>The forty-two non-term disciplinary grievances consist of: twenty-four written warnings, four final written warnings, ten thirty-day suspensions, one fifteen-day suspension, and three three-day suspensions.</p> <p><u>Fact-Finding Meetings:</u> Thirty-six fact-finding meetings were held in the bases, in August 2020.</p> <p><u>Chat Apps</u> 989 chat app messages received the month of August.</p> <p><u>Board of Adjustments:</u> Two scheduled each day on October 27, 2020 and October 29, 2020. <i>Cases being determined.</i></p> <p><u>Arbitration Schedule:</u> FA-Day one held 11.12.19. Day two held 2.14.20. Day three 7.21.20. <i>Submitting briefs.</i> FA-February 27, 2020 day one was held. Day two was June 25, 2020. <i>Brief submitted.</i> FA-June 23, 2020 arbitration was held. <i>Company Award.</i></p>	

FA-July 28, 2020 arbitration. Arbitration held. *Submitting briefs.*

FA-September 9, 2020 arbitration. *Settled.*

FA-September 18, 2020 arbitration.

Group Grievance- September 29-30, 2020 arbitration.

FA-October 23, 2020 arbitration.

FA-November 5, 2020 arbitration.

FA-December 9, 2020-arbitration.

FA-Date to be determined-arbitration.

FA-December 22, 2020 arbitration.

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 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: Pos. Alcohol/Drug Test. *Arbitration Cancelled. Waiting for Company update.*

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 a video-conference call scheduled September 23, 2020.

Report From:	Health
Submitted Report:	
<p data-bbox="311 359 1273 396">Health and Safety Report September Executive Board Meeting</p> <hr data-bbox="311 436 1325 441"/> <hr data-bbox="311 478 516 483"/> <p data-bbox="311 522 383 552"><u>ASAP</u></p> <p data-bbox="311 600 1317 783">We have reviewed 11,917 ASAP reports for the life of the program, with 974 reports to date for 2020. In 2020 we accepted 869 reports and excluded 86. The reports that were excluded mainly had to do with issues that were not Safety of Flight or they were outside of the Letter of Understanding (LOU) timeframes.</p> <p data-bbox="311 835 1333 1056">It is extremely important that our Flight Attendants submit their ASAP reports for events that Management has knowledge of within 24 hours of the Flight Attendant being notified of the Safety infraction. If the report is submitted outside of the 24 hours, per the LOU it will be excluded. The LOU guidelines have to be upheld because it is the same guidelines that prevent Management from issuing discipline should an ASAP report be accepted.</p> <p data-bbox="311 1104 1260 1173">We continue to have meetings going over an ASAP Continuity guide and recently had a meeting the FAA in regard to the new AC.</p> <p data-bbox="311 1222 613 1251"><u>Health/Safety Updates</u></p> <ul data-bbox="378 1262 1325 1948" style="list-style-type: none"> <li data-bbox="378 1262 1260 1367">• We continue to bring all the Health and Safety concerns of our Members to Inflight Management via our HASC meeting and our Safety and weekly Regulatory/COVID-19 Teleconference <ul style="list-style-type: none"> <li data-bbox="469 1377 1305 1598">○ We continue to discuss when medical grade gloves may be available. There continues to be supply chain shortage so Management is working on a plan to have a different glove available in various sized until the medical gloves can be obtained. The details of this plan have not been shared with TWU Health and Safety at this point. <li data-bbox="469 1608 1325 1677">○ We continue to discuss the inconsistencies of the “Turn Clean” process <li data-bbox="469 1688 1273 1717">○ New products are being looked to use for aircraft cleaning <li data-bbox="469 1728 1110 1757">○ Mask compliance and the Southwest Promise. <li data-bbox="469 1768 1325 1948">○ Injury data – OSHA recordable and Non-OSHA recordable data is discussed. <ul style="list-style-type: none"> <li data-bbox="570 1843 1305 1948">▪ Injury rate and severity has decreased; we contribute this to the fact that Flight Attendants are not moving about the cabin as often. 	

- COVID is not showing in the injury data at this time, most likely due to how the injuries are being coded
 - OSHA reports will continue to be distributed to the DEBMS as they are received.
 - Mandatory temperature checks and cleaning processes in RT.
 - Delta's partnership with CVS to offer testing for employees – we requested that Southwest enact a similar test option.
 - Temperature Screenings at airports – DAL is currently in a test phase. The hope is that Southwest will be able to convince the TSA to enact this at all airports.
- Hot Aircraft Reporting – 8/24-8/30
 - There were 8 Inflight Hot Aircraft forms submitted
- We continue to receive and act on Event Notification System (ENS) messages.
 - Events 8/7/2020 – 9/12/2020 = 446 Emergencies Declared = 7
 - 2020 YTD – 2197
 - 2019 4261
 - 2018 2462
 - 2017 2371
 - 2016 2887
 - 2015 2843
 - 2014 2119
 - 2013 1138*
 - 2011 1609
 - 2010 1413
 - *ENS tracking and trending was suspended May 2012 – June 2013

Covid-19

- The COVID taskforce continue to get emails and phone calls from our Members and responds to each Flight Attendant.
- Management is continually changing their process in how and when to pull and pay for exposures.
- We continue to monitor the CDC, the WHO, and the FAA websites as well as the various news channels for the latest news regarding COVID. 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:

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(conference calls)

ASAP: Quarterly Meeting – (conference call)

HASC - monthly meeting

**Health and Safety Round-Up – Weekly conference calls with Steve Murtoff,
Tom Raffalski and Dominick Rivera**

**ASAP Round-up of all Southwest ASAP groups regarding the Southwest
Continuity guide led by Randy McDonald with the FAA**

Health and Safety Update and Max RTS discussion with TWU Local 556 EB

Report From:	LODO
Submitted Report:	
<p>September 11, 2020 LODO Sub Committee Report</p> <p>Please see attached SWA LODO Seniority List and Bid Awards for applicable bases for September and October.</p> <p>September schedules and beyond</p> <ul style="list-style-type: none"> • SWA has reported that SJO and FLL-HAV will not resume until November 1 at the earliest. The November and December schedules contain TPA-HAV and 7-11 SJU departures per day. Currently, November is slightly lower than the current level of SJU flying and December is higher at 11 departures per day. <p>September LODO Open Time trading</p> <ul style="list-style-type: none"> • LODO Open Time trading began Tuesday, 8/18 at 1200 Central Time. There were 5 total open trips for September and as of right now none for August. SWA reminded the LODOs to keep an eye on LODO Open Time and run the CWA Show LODO Trips report to see open trips if they were interested in picking up or trading for LODO trips. <p>A reminder for when trading for a trip in a different base or on a different day, or dropping a Reserve block, LODOs must call Crew Scheduling to process the trade. LODOs may have a buddy call on their behalf, as long as they are on buddy list.</p> <p>HAV in September</p> <ul style="list-style-type: none"> • Due to governmental restrictions related to COVID-19, SWA is now planning to resume HAV service October 8 instead of September 13. The flights have already been canceled and pairings have already been repaired on schedules. LODOs will not have any TT/GA or Open Time trading restrictions if the HAV cancellations cause their trip to no longer be a LODO trip. October schedules and beyond • SWA is still waiting on final schedules to begin building the October pairings. SWA does know that SJO will not resume until January 2021 at the earliest. The November and December schedules contain TPA-HAV and 7-11 SJU departures per day. Currently November is slightly lower than the current level of SJU flying and December is higher at 11 departures per day. 	

Report From:	Negotiating Committee (NT)
Submitted Report:	
<p><u>SEPTEMBER 2020</u></p> <p>Scheduled and Updated Negotiation Meetings to Date</p> <ul style="list-style-type: none"> • Scheduled meeting held September 10 - Company Host • Union presented Letter of Agreement proposal for Early Return from ExTO • Next scheduled meeting w/Company September 22 – Union Host <p>Other Negotiating Committee Business</p> <ul style="list-style-type: none"> • Conference Meetings w/ Negotiating Committee & Advisors • Conference Meetings w/PR Firm on next steps • NT participates in Weekly Round I Grievance Team Call • Negotiations Update #29 – published September 11 <p><u>AUGUST 2020</u></p> <p>Scheduled and Updated Negotiations Meetings</p> <ul style="list-style-type: none"> • Scheduled meeting held August 17 • Agenda included follow-up on Company’s ExTO return and recall processes <p>Other Negotiating Committee Business</p> <ul style="list-style-type: none"> • Conference Meetings w/PR Firm, Mob Org, Communications • Developed a co-sponsor celebration for VSP Flight Attendants • Legacy of LUV Celebration scheduled Zoomcast – August 31 at 1500 CST • All Members of NT participated in the event • Virtual Membership Meetings - NT present and participated in meetings August 25, 27, & 28 • NT participates in Weekly Round I Grievance Team Call • Negotiations Update #28– published August 4 	

Report From:	Other
Submitted Report:	
<p>COVID-19 Task Force (CTF) CTF is composed of Safety Chairpersons Michael Massoni and Jannah Dalak, Health Chairperson Michele Moore, CISIM Chairperson Eileen Rodriguez, DEBM Kristie Scarbrough, Secretary KeyAnder Early, BMAL and Grievance Chairperson Gayle Ross-Middleton, Board Member at Large Chantil Huskey, and President Lyn Montgomery.</p> <p>The COVID-19 Task Force has continued to answer emails regarding Flight Attendants concerns, incorrect pay regarding their pulls due to COVID -19 exposures, and pulls regarding being tested. We as a team attended the recent membership meetings held August 25th, 27th, and 28th. We were able to answer questions regarding COVID-19 related work issues. The Membership asked if we knew anything about future vaccines for COVID-19 and if the company will require us to take the vaccine, if the company had intentions to lift the quarantine regarding traveling Internationally and quarantining upon arrival back to the USA, and the request of the company not allowing you to return back to work prior receiving their test results back.</p> <p>We have continued to meet with management regarding issues regarding COVID-19 pulls, testing, and travel restrictions. The company said they would be communicating the lift on the restrictions with traveling and quarantine, however the company has delayed this communication.</p> <p>We on average speak with management daily with about 5-15 pay or pull corrections. We will continue to push for changes regarding travel, ensuring our Flight Attendants have proper PPE on the aircraft, and the ability to test and come back to work.</p> <ul style="list-style-type: none"> • Once we informed the Membership of the newly formed COVID-19 Task Force and created our email address ctf@twu556.org we began to receive emails immediately. To date we have answered over 8,000 emails. We have assisted the Office Team, Grievance Team, and Executive Board Leadership in guiding our Members through the rapid changes regarding COVID-19 pulls and pay. • We have kept the Membership up to date with the latest information on policy changes with COVID-19 and are currently on publication #37. • We created an Excel data spreadsheet where a Member may submit their personal exposure information if they choose to do so. • We created a survey back in May 21st, 2020 to collect information regarding COVID-19 related issues. Six thousand and eighteen Members completed the survey. This survey was to collect information on how COVID -19 has affected our Membership. 	

- **Safety and Health Committee Chairs have continued to meet with management regarding health and safety issues concerning COVID-19 and those Committee Chairpersons will speak further regarding that.**
- **We have continually kept up with other air carriers Union Leadership on how they are dealing with their COVID-19 related practices.**
- **We worked with AFA and APFA to push legislation on the CARES Act.**
- **Unemployment concerning the CARES Act Vice President Chad Kleibscheidel will be able to speak further about this as he has been dealing with Southwest regarding the denials of unemployment.**
- **We began to have a Flight Attendant file for Workers Comp if their quarantine exceeded the 14 days due to complications. Up until two weeks ago all claims had been denied. To date we only have one claim that is currently being processed.**

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Report From:	Professional Standards
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Submitted Report:

Professional Standards Activity Report For August 2020

Company Policy	4
Employee Relations	1
I.R. Filed	2
Internal Peer Support	6
Not Taken	4
Pilot Issue	5
Unprofessional Behavior	2
 In Progress	 1
 Total	 25

Positive Resolution	16
Unresolved	08
In Progress	01
 Total Team Member Hours	
Case Work	38.5

***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	3
BWI	1
DAL	1
DEN	4
HOU	5
LAS	2
LAX	1
MDW	4
OAK	1
PHX	1

Report From:	Safety
Submitted Report:	
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Report From:	Satellite Base
Submitted Report:	
<p>Executive Board Satellite Base Test Report - September 2020 Update:</p> <ul style="list-style-type: none">• The satellite base team has requested updated success metrics from the Company. • The team has not been notified yet of who our Company contacts will be for Satellite Bases once Claire Taitte and Wayne Shaw leave Southwest as part of the Voluntary Separation Package. • Our request for a meeting remains outstanding. Our hope is that we can have a meeting with the current team as well as the new team before that transition takes place. • The satellite base team has some concerns about satellite base statistics not being included in overall scheduling statistics. The Union's Scheduling Committee Chairperson has been monitoring line purity statistics regarding hard bases and satellite bases and has been reporting those statistics to the rest of the team.	

Report From:	Scheduling
Submitted Report:	
<p><i>August Scheduling Committee report</i></p> <p><i>The number of line positions that a Flight Attendant could be awarded for the month of October decreased by 259 line positions from 6,489 in September to 6,230 positions in October. The Scheduling Committee left 2 positions in open time for the month of October, in comparison 93 was left in September.</i></p> <p><i>The Committee for the month of October wrote an average of 78.52% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an increase in purity from September by 7.93%. 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 92.1 TFP average work days were 13.57. The contractual numbers above do not include the two satellite bases of FLL and AUS.</i></p> <p><i>The AUS Satellite base had an average of 67.24% pure lines, 25.86% weekend off and 5.17% lines containing 3-on/off or 48-hour breaks. The average lines paid 87.11 tfps.</i></p> <p><i>The FLL Satellite base had an average of 61.02% pure lines, 37.29% weekend off and 8.47% lines containing 3-on/off or 48-hour breaks. The average line paid 89.95 tfps.</i></p> <p><i>The Line Writers for October Primaries were: Shelley Taylor, Doreen Argypoulos and Xander Ricker.</i></p> <p><i>The Line Writers for October Secondary Lines were: Doreen Argyropoulos, Sheri Tyler, Shelley Taylor, Lisa Trafton and Xander Ricker.</i></p>	

Report From:	Scholarship
Submitted Report:	
<p>On August 13, the Scholarship Selection Committee met to review applicants for the four scholarships offered by TWU Local 556. The Scholarship Selection Committee consisted of Scholarship Committee Chairperson Jessica Parker, 1st Vice President Chad Kleibscheidel, and Certified Special Education Teacher at Poudre High School in Fort Collins, Colorado Wendi Miller. Jessica would like to thank both Chad and Wendi for their valued input and assisting with scholarship selection this year. The selection process was difficult, but Jessica is extremely proud of those who were selected to receive scholarships. Adrienne Krozack, daughter of TWU Local Member Lorri Krozack, was selected to receive the Madeleine Howard Scholarship. TWU Local 556 Member Michael Applegate was selected to receive the Robert "Trebor" McDowell-Akins Scholarship. TWU Local 556 Member Shannon Grzych was selected to receive the Paul Gaynor Scholarship. Finally, Biannka Jones was selected to receive the Gwen York Scholarship. Jessica called those who were selected to receive scholarships to congratulate them as well as obtain school information for scholarship funding. Jessica also emailed those who were not selected and encouraged them to apply again in subsequent years. Jessica would like to congratulate all scholarship winners and wish them the very best of luck in their future endeavors. Jessica submitted a publication announcing scholarship winners to the Communications Committee which was published to the Membership on August 20.</p>	

Report From:	Shop Steward
Submitted Report:	
<p>September Shop Steward Committee Report 2020 <u>Newsletter</u> August Newsletter emailed on 8/31 Topics</p> <ul style="list-style-type: none"> • Fact-Finding/Step Two Meeting Best Practices • Clarification on Fact-Finding/Step Two Meeting pay over Cancelled pairings • Clarification on Union Work pay while on ETO/ExTO • Clarification on pay if exposed to COVID while representing a Flight Attendant in a Fact-Finding Meeting/Step Two Meeting. • Pay over CX days for Flight Attendants • Other misc. topics • COVID Updates / Employee Self Declaration <p><u>Handled various Shop Steward Issues</u></p> <ul style="list-style-type: none"> • Updated Shop Steward list, removing those who took the VSP • Addressed Shop Steward pay issues with Grievance Committee • Addressed Shop Steward meeting etiquette with Grievance Committee • Inquiry into Shop Steward position by Member 	

Report From:	Survey
Submitted Report:	
<p>VeAnne reports she submitted questions to the Executive Board to be considered for the 2020 Annual Membership Survey. Once approved, the survey will be sent to the membership.</p>	

Report From:	Uniform
Submitted Report:	
<p>Concerns regarding Masks have been brought to this Committee. Many Members have raised concerns with the designs some Members are wearing and possible consequences. I have reached out to Jamie Dotson asking for the Company to be specific regarding Appearance Standards for masks. We do not want to take away a Member's creativity however, we want Members to be protected from discipline if no specific guidelines are stated. The Company intends to release another more detailed ATW mask guideline.</p> <p>The Quarterly Maternity loaner check/report, per Jamie Dotson, has been in progress and almost complete. The Committee should be getting the report shortly.</p> <p>Top Topics from Members in August:</p> <ul style="list-style-type: none"> *The New 2 in 1 Coat. The 2 pieces are sold separately and can be alone or together. Shipping has begun on the coat. *The release of the updated grey dress in sizes. Members have been very vocal regarding the dress being held "hostage". It has been over a year since the updated material was produced and still only available in a few sizes. The Company remains unchanged in its decision. *Mask designs <p>No new allergic/reaction reports this month.</p> <p>The Committee has submitted an article for the Fall Unity Magazine</p>	

Report From:	Veterans
Submitted Report:	
<p>Given the current restrictions due to the COVID pandemic all activities of the Veterans Committee have been suspended. Committee business shall resume as soon as it is deemed safe to do so.</p>	

Report From:	WISE
Submitted Report:	
<p>Jessica submitted a graphic and short blurb to the Communications Committee celebrating Women's Equality Day. It was published to the TWU Local 556 Facebook Page and Website on Wednesday, August 26. Jessica would like to thank Oakland Shop Steward Angie Kilbourne for working with her on the graphic and for always coming through with beautiful work.</p>	