



TWU Local 556 Second Membership Meeting Minutes

August 25, 2020

This Meeting was held via Zoom

TWU Local 556 President Lyn Montgomery called the first session of the Meeting to order at 1113 central. Lyn Montgomery served as the Chairperson. KeyAnder Early served as the Recording Secretary.

The **TWU Membership Pledge** was read by Chad Kleibscheidel.

Lyn Montgomery acknowledged all Executive Board Members and Committee Chairs present.

Lyn Montgomery welcomed everyone to the TWU Local 556 Second Membership Meeting of 2020. Due to the COVID-19 restrictions in place by federal, state, and local governments, this Meeting is being held virtually. The Department of Labor issued a statement through the Office of Labor Management Standards, recommending that Membership Meetings be held virtually. Robert's Rules of Order has a process for conducting virtual meetings. These Meetings are considered private and should not be photographed, videotaped, or otherwise recorded. Documents were made available via the registration link and in the Members Only section of the website. Your membership status has been verified to attend this Meeting. Lyn went on to explain how the Meeting would be conducted.

Lyn Montgomery discussed motion 1 from the Third Membership Meeting of 2019. We were unable to complete the First Membership Meeting sessions due to COVID-19 and this prohibited the completion of voting. The motion was regarding adding Members to the Bylaws committee. The Executive Board agreed to honor the spirit of the motion and appointed four Members to the Bylaws committee. The appointed Members are Lucy White-Lehman, Renda Marsh and David Kirtley. We are still awaiting confirmation from the remaining Member. Motion 2 from the First Membership Meeting of 2020 has been ruled out of order. This motion was regarding the Executive Board utilizing a parliamentarian. The Executive Board is however committed to learning parliamentary procedures.

Minutes

The **Third Membership Meeting of 2019 Minutes** were presented for approval. The minutes were entered as presented. The **First Membership Meeting of 2020 Minutes** were presented for approval. The minutes were entered as presented.

Financial Report

John Parrott presented the **TWU Local 556 Financial Report** for review and answered questions.

General Union Business:

Presidents Report

- The TWU Local 556 COVID-19 Task Force (CTF) was created to assist with issues regarding COVID- 19. The Task Force communicates constantly and has responded to thousands of emails.
- Lyn issued an all call to all committees to be prepared and ready to serve due to the impact of COVID-19.
- The Union negotiated and established a Letter of Agreement concerning COVID-19 pulls, pay and other protections for the exposures and infections related to work.
- The Executive Board made demands to Management including but not limited to:
 - Ensuring Personal Protective equipment is available
 - Aircraft cleaning between all flights
 - Minimize cabin movement
 - Social distancing guidelines onboard and in employee workplaces
 - Temperature screenings
- TWU Local 556 partnered with other Unions to successfully pass the CARES ACT which provides payroll support to Southwest Airlines preventing furloughs through October 1, 2020. The Union continues to fight for an extension of the payroll support program.
- Lyn stressed the importance of being United during this troubled time. She hopes all Members realize and see the importance of focusing on the issues that matter to us most, our jobs, our livelihood, and our safety.

Negotiating Committee Report

- The Negotiating Committee stopped concessionary asks and forced focus in reducing headcount through voluntary leaves and early outs.
- The Union managed to secure many agreements and improvements related to the pandemic and operational changes including but not limited to:
 - Ensuring Personal Protective Equipment was available
 - Time Away Program
 - Bidding timeline extension
 - PIN Extension
 - Childcare options
 - Pay on top of cancelled pairings to assist with April staffing
 - Unlock agreement for LODOs
 - RIG values retained for modified pairings
 - Line pay protections
 - Reschedule pay guarantees

- o Hotels for commuters with later release times due to the April flight reductions
- o Options for reschedules that fell outside of the original trip footprint
- o COVID-19 pay protections
- o Satellite Base Test Program extension with improvements

Grievance Committee Report

- The Chat App normally receives around 600-800 chats per month. In the months of March - July, the numbers doubled.
- Since May 2018 to the first week of August 2020, there has been 610 grievances awarded. This includes settlements, arbitration awards, accepted grievances and Board of Adjustment awards.
- The Company did not agree to a 24-hour delay in bidding for an August rebid. Many issues have been grieved regarding the August reschedules.
- All arbitrations have been held virtually and we will begin the process of re-starting Board of Adjustments in October, virtually.
- There has been an increase in the number of No Show's, SL1's and Social Media Violations system wide.
- There are currently thirty-two open Group Grievances.

COVID-19 Task Force Report

- An update was provided by the committee regarding things that have been done to date and what they are currently working on.

Health and Safety Committee Report

- Health and Safety Team Weekly COVID-19 Meetings with IFOPS Safety and Regulatory
- 737 Max Return to Service update
- Safety Reporting
- Jumpseat Concerns
- Mask Compliance
- Top Five ASAP Issues
 - o IEFB
 - o OWWE
 - o F/A Duties and Responsibilities
 - o Min Crew Violations
 - o Door/Slide Events

COPE Report

- An update was provided by the committee regarding things that have been done to date and what they are currently working on.
- Members were encouraged to register to vote.

Base Reports

ATL

Fact Finding Meetings were discussed and the parking changes effective September 1st.

BWI

Fact Finding Meetings were down for the last six months. The trending areas for Fact Finding Meetings: Delay of Flight, Late to the Gate, Social Media, and COVID-19 related issues. The A terminal extension is almost completed but there is not a perspective opening date yet. Plans for moving Recurrent Training is still in progress. All other planned construction is currently on hold until further notice. In September, Baltimore will operate approximately 134 daily departures, this is down from 165-170 daily departures in June/July. In comparison August of 2019 Baltimore operated approximately 208 daily departures. 2007 is the last time Baltimore had an approximate average of 134 daily departures.

MCO

Fact Finding Meetings were discussed.

General Membership Discussion Items

- Trial Transcript
- Board Member Censure

Announcements

- The next two sessions of this Meeting will be held on August 27th & 28th.
- The Legacy of Luv Celebration will be held on August 31st.

Lyn Montgomery **recessed** the Meeting at 1444 central.

August 27, 2020

TWU Local 556 President Lyn Montgomery called the second session of the Meeting to order at 1207 central. Lyn Montgomery served as the Chairperson. KeyAnder Early served as the Recording Secretary.

Lyn Montgomery welcomed everyone to the TWU Local 556 Second Membership Meeting of 2020. Due to the COVID-19 restrictions in place by federal, state, and local governments, this Meeting is being held virtually. The Department of Labor issued a statement through the Office of Labor Management Standards, recommending that Membership Meetings be held virtually. Robert's Rules of Order has a process for conducting virtual meetings. These Meetings are considered private and should not be photographed, videotaped, or otherwise recorded. Documents were made available via the registration link and in the Members Only section of the website. Your membership status has been verified to attend this Meeting. Lyn went on to explain how the Meeting would be conducted.

Lyn Montgomery acknowledged all Executive Board Members and Committee Chairs present.

The **TWU Membership Pledge** was read by LaTonia Paul Benoit.

Lyn Montgomery and KeyAnder Early read a statement regarding Labor and Equality.

Lyn Montgomery discussed motion 1 from the Third Membership Meeting of 2019. We were unable to complete the First Membership Meeting sessions due to COVID-19 and this prohibited the completion of voting. The motion was regarding adding Members to the Bylaws committee. The Executive Board agreed to honor the spirit of the motion and appointed four Members to the Bylaws committee. The appointed Members are Lucy White-Lehman, Renda Marsh and David Kirtley. We are still awaiting confirmation from the remaining Member. Motion 2 from the First Membership Meeting of 2020 has been ruled out of order. This motion was regarding the Executive Board utilizing a parliamentarian. The Executive Board is however committed to learning parliamentary procedures.

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Negotiating Committee Report

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Grievance Committee Report

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Health and Safety Committee Report

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- Mask Compliance
- Top Five ASAP Issues
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Base Reports

LAS

Concerns regarding parking, discipline trends and SL1 were discussed.

LAX

The new lounge is on track and scheduled to open early 2020. Please continue to observe social distancing in the lounge. Joe will be leaving in October. Something will be planned on behalf of the LAX base, thanking him for his service. There has not been an announcement on who the new Base manager will be. Currently, base management and supervisors are working alternate days of the week due to social distancing. Social Media violations lead in discipline trends. Overall, Fact Finding meetings are still extremely low.

OAK

Information regarding the Hawaii grievance was discussed. Members were also encouraged to vote in the up and coming elections. An update regarding the Oakland State Conference was provided.

PHX

The base is compiling an “unofficial list” of Flight Attendants who took the Voluntary Separation Packages. The list will be posted on the PHX on the Fly Facebook page and will be in the next E-Connection. The Base Manager Meggan accepted a position in Inflight Labor Relations as a Senior Manager effective August 24. Deb Edwards will be serving as the interim Base Manager.

General Membership Discussion Items

- EXTO and Pay regarding Officers and Shop Stewards
- WISE Convention
- June 2020 Executive Board Meeting Motion 11
- Board Member Censure

Announcements

- The next session of this Meeting will be held on August 28th.
- The Legacy of Luv Celebration will be held on August 31st.

Lyn Montgomery recessed the Meeting at 1939 central.

August 28, 2020

TWU Local 556 President Lyn Montgomery called the third session of the Meeting to order at 1207 central. Lyn Montgomery served as the Chairperson. KeyAnder Early served as the Recording Secretary.

The **TWU Membership Pledge** was read by Lyn Montgomery.

Lyn Montgomery and KeyAnder Early read a statement regarding Labor and Equality.

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Base Reports

DAL

Concerns regarding the check in phone, supervisor changes and TSA issues were discussed.

DEN

Information was provided regarding Fact Finding Meetings, Recurrent Training, COVID-19 testing, on-board mask compliance and the retirement of Hector Barrera.

HOU

PPE supplies are well stocked in both HOU and AUS. Concerns regarding the check-in phone and parking were discussed. Fact Finding Meetings were near zero for several months at the start of the pandemic but have continued to rise with Social Media Violations quickly taking the lead.

General Membership Discussion Items

- Trial Transcripts
- February 2020 Executive Board Meeting Motion 16
- Board Member Censure
- Agency Fee Objectors
- Legacy of Luv Celebration
- Emergency Response Tools
- Lawsuits
- Future Membership Meetings
- Member Involvement and Engagement
- John Bland Scholarship Honor

New Business

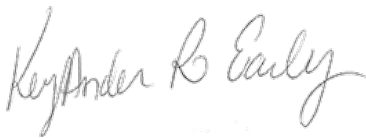
Jamie Simpson made a **Motion (1)** that TWU Local 556 adopt the anti-discrimination and anti-harassment policy of the AFL-CIO. Sam Wilkins seconded the motion.

Announcements

- The Legacy of Luv Celebration will be held on August 31st.

Lyn Montgomery adjourned the Meeting at 1811 central.

To the best of my knowledge, these Minutes are an accurate account of these proceedings.



KeyAnder Early
TWU Local 556 Recording Secretary