



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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OCTOBER 2020 OFFICERS REPORTS

Report From:	President
Submitted Report:	
<p>October 2020 Executive Board Meeting President's Report</p> <ul style="list-style-type: none"> • On Saturday, September 12, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins. • On Tuesday, September 15, Lyn chaired day 1 of the September 2020 Executive Board Session. • Wednesday, September 16, Lyn chaired day 2 of the September Executive Board Session. • Thursday, September 17, Lyn chaired day 3 of the September Executive Board Session. • Friday, September 18, Lyn attended a meeting called by CEO Gary Kelly and worked on a joint letter with all Southwest Airlines Union Presidents. The letter written to our elected officials urged them to pass a second round of the payroll support program. • Saturday, September 19, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins. • Monday, September 21, Lyn worked on the upcoming arbitration concerning the Company's refusal to accept discipline grievances filed for point infractions. • Tuesday, September 22, Lyn led the negotiating committee in session with Management. • On Wednesday, September 23, Lyn attended the TWU Local 556 Board Members diversity strategy meeting. The meeting was highly productive, and TWU Local 556 is a formidable force in ending the battle against racism. • Friday, September 25, Lyn prepared for arbitration. Lyn had a meeting with Steve Murtoff to discuss the issue commuters are currently facing. Mr. Murtoff is aware of the issues, but the solutions offered are not acceptable to Management. There are concerns that seat 1F will become a non-revenue seat. • Saturday, September 26, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins. • Sunday, September 27, Lyn flew two-day pairing DS19. • Monday, September 28, Lyn flew day two of pairing DS19. Lyn also prepared for arbitration. • September 29- 30, Lyn second chaired the Article19.1 versus Article 19.2 arbitration. Lyn wants to thank grievance team members for their work on this matter and legal counsel Lucas Middlebrook. • Thursday, October 1, Lyn and Gayle participated in a meeting with Vice President of Inflight Sonya Lacore to discuss Social Media concerns. Lyn also attended a meeting regarding Satellite Bases, a discussion with 	

Management regarding Social Media, a meeting with the Covid Task Force Leaders, and the Negotiating Team.

- Saturday, October 3, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins.
- Monday, October 5, Lyn attended a Negotiating Team preparation meeting.
- Tuesday, October 6, Lyn requested the Union Presidents from all of the Southwest Unions meet to collaborate on current events. In attendance were representatives from SWAPA, IAM, IBT, and TWU. The coalition agreed to meet again regularly.
- Wednesday, September 7, Lyn led a Negotiating Team in a preparation meeting, round one and two Grievance Team meetings, the Top 5 Officers weekly catch up, and the weekly Operations Update meeting.
- On October 8, Lyn facilitated an Executive Board conference call, attended a meeting with the Negotiating Team to discuss a Membership communication.
- Friday, October 9, Lyn facilitated a Negotiating Team Webinar regarding SWA Furloughs and Concessions and a final Negotiating Team review.
- Saturday, October 10, Lyn Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins.

Lyn continues to advise and consults with the Covid-19 Task Force, the Grievance Team, Executive Board Members, and other committees daily.

Report From:	Vice President - 1
Submitted Report:	
<p>Vice President Chad Kleibschedel has had briefing meetings or telephone calls with the president to remain updated on critical items that affect our Membership. He has also been kept informed and aware of the proceedings of Union matters and has given opinion, direction, and counsel to the president when solicited. At the direction of the President as her designee, he has assisted in telephone calls, responding to emails, and other correspondence to other Departments and the Membership. Chad also monitors and reacts accordingly to TWU 556 NOC events and multiple daily Inflight Scheduling Shift briefings. He was present and attended Executive Boards in September and all other special meetings. He continues to monitor the RTS of the 800 MAX and assists the Grievance staff as needed. He continues to help resolve unemployment issues for our Members with the support of BMAL Kay Hogan and thanks to her again for her hard work. Chad has secured meetings with the top officials of Texas, Illinois, and Florida unemployment agencies. He attended and helped promote an informational picket with AFA in support of the PSP urging Congress to act on its clean extension. The event received media attention and was recognized by Sen.Sherrod (D-OH). Chad continues to work with communications as needed and the Uniform Committee as EB liaison on several projects. Chad participated in an intra-union meeting organized by Lyn last week. All TWU unions on the property were present including IAM, and Capt. Jon Weeks representing SWAPA. Chad wants to thank the Members for continued positive feedback, constructive criticism and becoming more and more informed. Stay engaged and remember "you" are the union.</p>	

Report From:	Recording Secretary
Submitted Report:	
<ul style="list-style-type: none"> • Fulfilled the quarterly flying requirement on September 5-6, 2020. • Worked on the Fall 2020 Unity Magazine Edition. It has been completed and distributed via electronic means to the Membership. • Prepared and submitted the 2020-2021 Recording Secretary and Publications Committee Budget. • Attended the weekly Officers' briefing calls. • Attended the Executive Board diversity strategy Meeting via Zoom on September 23rd. • Attended a virtual CBT Townhall regarding voting. • Worked with Tech Services to close out the Second Membership Meeting registration and attendance reports. Overall, we received great feedback from the Membership. • Worked with the NT and Mob Org to close out the Legacy of Luv virtual retirement party attendance report. • Worked with the Civil and Human Rights Committee and the Executive Board on creating a strategic plan regarding diversity and inclusion matters. • Attended the September 2020 Executive Board Meeting. • September Executive Board Meeting- Closing out the meeting with all reports, sanitizing of the minutes, completing the assigned tasks, follow-ups, etc. • October Executive Board Meeting Preparations- Preparing all minutes, scheduling guests, preparing the agenda and the Executive Board Meeting packet, etc. • Prepared the notice regarding the Third Membership Meeting. The meeting will be held on November 17th and November 18th via Zoom. 	

Report From:	BMAL
Submitted Report:	
<p>BMAL Chantil Huskey attended the following meetings:</p> <p>Executive Board Meeting for September</p> <p>Grievance Review Committee Meeting</p> <p>Diversity Strategy Meeting</p> <p>Met with CHRC Chairperson Pamila Forte-Oak in regards to our Diversity Strategy Meeting</p> <p>Operations update with Southwest Airlines</p> <p>ZOOM Webinar with the Negotiation Team for our Membership</p> <p>Flew trip BS3A September 25th</p>	

Report From:	BMAL
Submitted Report:	
<p>Eric Weis</p> <p>* attended Executive Boards 15-17 Sept 2020 Via Zoom</p> <p>* attended Diversity Strategy Meeting 23 Sept 2020</p> <p>* fielded calls on Covid related issues, jump seat, Exto, Time Away.</p>	

Report From:	BMAL
Submitted Report:	
<p>Sean Cooley- Board Member at Large</p> <ul style="list-style-type: none"> -Attended Executive Board Meetings via Zoom September 15-17, 2020 -Flew Denver Pairing CS1R September 21-24,2020 -Flew Denver Pairing CABO September 30-October 2, 2020 -Flew Denver Pairing CS1I October 3-4, 2020 -Attended Executive Board Conference Call via Zoom October 8, 2020 -Attended Negotiating Committee Zoom Webcast on Concessions and Furloughs. October 9, 2020 -Engaged with membership via Text, Messenger, Telephone, and E-mail, reassuring them that their Union will continue to fight the possibility of furloughs or concessions. Assisted the CTF when needed. 	

Report From:	BMAL
Submitted Report:	
<p>Kay Hogan</p> <p>During the month of September I continued to assist the Grievance Team with Group Grievance research. In addition I continued to answer Member calls and emails regarding their Unemployment Insurance claim denials as well as researching this issue. I attended GRC on September 14 and the Executive Board Meeting September 15 - 17. I participated in an Arbitration Hearing preparation as a witness for TWU Local 556. On September 29th I attended the Zoom Arbitration Hearing in order to testify on behalf of TWU Local 556.</p>	

Report From:	BMAL
Submitted Report:	
<p style="text-align: center;"><u>Officer Report October 2020 E.B.</u></p> <p style="text-align: center;"><u>Gayle Ross Middleton: Board Member at Large</u></p> <ul style="list-style-type: none"> • Gayle continued her work as Grievance Chairperson for TWU Local 556: including meetings with Shop Steward Committee, CTF, NT and Grievance Team meetings. • Numerous meetings regarding arbitrations and settlements in September. • Wrote Unity Article and submitted notes from Membership Meetings. • Meetings regarding DEN and OAK COVID-19 Acts and policies. • Participated in an Employee Resource call. • August 14th GRC meeting. Attended Executive Boards August 15-17, 2020. • Continued COVID-19 work & monthly Conference Calls with Members of the COVID-19 Task Force. Weekly calls with Chantil Huskey, CTF Chair. • BOA planning meetings. • September 23rd meetings with: Inflight Labor (Monthly meeting) and also with the Executive Board for Diversity & Inclusion. • September 24th met with Dan Kusek, Meggan Jones, Rachel Loudermilk, Marcy Vinyard, and LaTonia Paul-Benoit to discuss the upcoming election season and potential Social Media violations. • 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:	DEBM - ATL
Submitted Report:	
<p>Pamila attended the Executive Board Meeting September 15-17. Pamila attended the Executive Board Diversity Strategy Meeting September 23. Pamila attended the Georgia State Conference Meeting via Zoom September 23. Pamila attended a conference call with Board Member at Large Chantil Huskey September 27, to discuss the EB Diversity campaign. Pamila attended the EB Conference call October 8 and the NT update October 9 via Zoom. Pamila attended the “TWU 2020 Victory” and NAACP phone banking/text event, to get out the vote. Pamila continues to have weekly conference calls with Atlanta Inflight Leadership to discuss issues around the Atlanta base. Pamila shipped the Breast Cancer Awareness Pins to Women’s Issues, Service, and Education (WISE) Committee Chairperson Jessica Parker, September 19, to be distributed to the Domicile Executive Board Members. Pamila printed new information for the Union Red-Rack. Pamila printed the Breast Cancer Awareness Month Poster for the Union Glass Case. Pamila would like to thank Oakland Shop Steward Angie Kilbourne and Denver Domicile Executive Board Member Jessica Parker for designing the Breast Cancer Awareness Month poster. Pamila attended a meeting with the Atlanta elected Leaders of TWU Local 555 on October 12. In attendance; Atlanta station Representatives Michael Powell (Provisioning) Sharrod Hutchinson (Ramp and Cargo) and Ralph Vai (Ops). Pamila continues to answer calls, text messages, and emails from Members.</p>	

Report From:	DEBM - BWI
Submitted Report:	
<p><u>Baltimore Domicile Executive Board Member Report</u></p> <p>September 2020</p> <p>Executive Board</p> <ul style="list-style-type: none"> • Attended Executive Board Meeting (Virtual via Zoom) – 9/15 – 9/17 • Emergency Officer on Call Week (EOOC) – 9/14 – 9/20 • Executive Board D&I Meeting – 9/23 • CARES ACT II Briefing – 9/18 • Zoom Interview with WZJ -Baltimore 10/7 • COPE Committee Work <ul style="list-style-type: none"> ○ Unity Magazine Article ○ Call to Action (PSP) ○ PSP Extension Email • Chair of the TWU District of Columbia Maryland Virginia State Conference <ul style="list-style-type: none"> ○ Working on Voter Education <p>Domicile Executive Board Member</p> <ul style="list-style-type: none"> • Met with BWI Management (Topics Discussed) <ul style="list-style-type: none"> ○ Topics that BWI Members have brought to my concerns ○ COVID procedure changes ○ Monthly FF/Step #2 Mtgs • E-Connection <ul style="list-style-type: none"> ○ National Breast Cancer Month ○ Election Information ○ Third Membership Meeting Notice ○ Facebook DEBM Page Information <p>Fact Finding/Step #2 Meetings</p> <ul style="list-style-type: none"> • Fact Finding – 1 • Step #2 – 3 	

Report From:	DEBM - DAL
Submitted Report:	
<p>Kristie attended the virtual Executive Board meeting. She met with base manager Tammi Feuling to discuss topics for Econnect and other base news. She attended a reinstatement meeting and a fact finding meeting. Fact finding meetings have declined in DAL. Kristie attended a zoom meeting with the EB on the topic of diversity and inclusion. She submitted a Unity article. She kept the membership informed through Union connection FB group for CWA outages, 9/11 memorial in Grapevine, Primary and Secondary bidding, Vacation bidding, elevator code changes, IIOTG and reminders to read RBFs and all Union related news. She updated the glass case with the virtual Membership Meeting upcoming dates. Kristie distributed hand sanitizer on days she was in the lounge.</p>	

Report From:	DEBM - DEN
Submitted Report:	
<p>Jessica attended the Executive Board (EB) Meeting held via Zoom September 15-17. Jessica attended the EB Diversity and Inclusion Meeting on September 23. Jessica spent time researching how the Healthy Families and Workplace Act (HFWA) will affect Denver-Based Flight Attendants and has had conference call meetings with Denver Shop Steward Jamie Simpson and Leave Specialist Ann Claire Crawford. I'd like to thank both Jamie and Ann Claire for their time and assistance with this issue. Jamie worked directly on this legislation and has been an invaluable resource and Ann Claire is a wealth of knowledge on leave issues. Their help is greatly appreciated. In addition to the paid leave HFWA will provide, HFWA also includes COVID-19 specific paid leave. The Union has filed a group grievance because the Company is not applying the COVID-19 paid leave correctly. Jessica has begun to work on an E-connection to send to Denver-Based Flight Attendants encouraging them to call the Union office to be added to the group grievance as well as file a wage complaint form with the Colorado Department of Labor and Employment (CDLE) if they believe they haven't been pulled and/or compensated correctly for qualifying items under HFWA. Jessica answered calls, texts, and emails about various items, but one specific item was the bidding issues experienced during the October bid period. Jessica added Member information of those affected by the bidding issues to the spread sheet created by Ann Claire. Thanks AC! Jessica has remained in touch with Inflight Leaders on issues specific to the Denver Base and posted the Membership Meeting notice in the glass case.</p>	

Report From:	DEBM - HOU
Submitted Report:	
<p>David attended the Executive Board Meeting September 15-17 and the Executive Board Diversity Strategy Meeting on September 23 and the Negotiating Team update on October 9 all via Zoom. David reports he conducted several Fact-Finding and Step 2 Meetings since his last report. He is happy to report that attendance related grievances resulting from Tropical Storm Beta were all resolved at the base level in favor of the Flight Attendants. David has been in discussions with base management regarding the check-in phone since it first started experiencing issues. Temporary fixes were implemented and attendance infractions related to the phone not working have been grieved with some resolutions to date. David asked base management to allow Flight Attendants to check in via cell phone until a permanent solution was reached. He also asked for CWA messages to be sent on multiple occasions regarding the status of the phone and for an out of order sign to be placed on the phone. David has been advised on multiple occasions that the phone will require a complete rewiring and relocation on a date yet to be determined. David remained in constant contact with Inflight Management and the Executive Board. David updated the red rack and glass case with information including Breast Cancer Awareness posters and distributed BCA pink lanyards in the lounge during the first week of October.</p>	

Report From:	DEBM - LAS
Submitted Report:	
<p>Rachel attendee the Executive Board Meeting in September. Rachel also participated in meetings to discuss the Diversity and Inclusion Resolution adopted by the Executive Board. Rachel was present for the zoom meetings October 8 and 9 with the Negotiating Team. Rachel has been tweeting, emailing, and calling her Representatives in Washington, D.C. to pass the PSP. Rachel has been in communication with the Las Vegas Inflight Leaders and Members.</p>	

Report From:	DEBM - LAX
Submitted Report:	
<p>Trish attended one Fact Finding meeting, and is pleased with the overall drop in the meetings. Trish thanks the LAX base for their diligence in reducing discipline infractions. Trish participated in the GRC review, and attended the September boards. Trish spent time in the base, updated the glass case, visited with the Flight Attendants and management. Trish began planning a zoom workshop, and started researching education materials needed to facilitate the workshop. Trish attended a conference call regarding the Ca. Protected Leave law suit. Trish spent time assisting members throughout the month with UI issues and questions, emails and inquiries. Trish enjoys spending time in the lounge, and interacting with the members. Trish flew a 2 day pairing and appreciates the members open communication. Trish is honored to represent the members of LAX.</p>	

Report From:	DEBM - MCO
Submitted Report:	
<p>Jimmy reported that although Fact-Finding Meetings are down, Jimmy was informed by the MCO Base that flight attendant's being late to the gate are increasing. Jimmy reported he has had numerous phone calls from flight attendant 's regarding the recent video published by C.E.O. Gary Kelley regarding potential concessions. Jimmy reported there were other issues raised with the concessionary potential and those who opted for the ExTO. Jimmy attended the September Executive Board Meeting via ZOOM on September 15-17, 2020. The fourth quarter Membership Meeting notice was placed in the Union Glass Case on October 1, 2020.</p>	

Report From:	DEBM - MDW
Submitted Report:	
<p>Donna reports during the month of September she has had conversations with and met with Management several times during the month to discuss issues and concerns of Flight Attendants. Donna reports that Fact-Finding and Step 2 Meetings continue in the Chicago Base. Donna has represented Flight Attendants in Fact-Finding and Step 2 Meetings throughout the month. Donna spent time in the Chicago Lounge speaking with Flight Attendants about current issues and answering questions. Donna advised Shop Stewards and Flight Attendants concerning various issues throughout the month and has been in communication with Shop Stewards, Grievance Staff, and Executive Board Members. Donna attended the TWU Local 556 Executive Board Meeting by Zoom September 15-17. Donna has also been out flying the line this month and has experienced the frustrations of our Members due to the Covid 19 Pandemic and the effort of our Flight Attendants to enforce the SWA Mask policy for Crew and Passengers health and safety. Donna has been in contact with Flight Attendants discussing Exto, Time Away, MRT, Covid 19 and other issues vital to our Flight Attendants well-being. Donna has been available and in communication with the Chicago Members via phone, email, and text. Donna would like to thank all the Flight Attendants who have been flying the line during this stressful time of pandemic and uncertainty. Your efforts are appreciated and have not gone unnoticed.</p> <p>Donna Keith</p>	

Report From:	DEBM - OAK
Submitted Report:	
<p>Josh attended the September Executive Board Meeting. Josh also attended the EB diversity strategy meeting. Josh spent time in the lounge communicating with members about current events. Josh would like to thank all Members that have reached out to their Representatives urging them to pass a Payroll Support Program to prevent further furloughs in the airline industry. Josh encourages Members to continue these efforts.</p>	

Report From:	DEBM - PHX
Submitted Report:	
<ul style="list-style-type: none"> • Attended 10/13-10/15 EB Meeting via Zoom • Reviewed minutes and vote tally from the September Executive Board meeting sent by Recording Secretary • Did 2 Fact-Finding Meetings • Wrote an E-Connection in September thanking all the Flight Attendants who took the Voluntary Separation Program • 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 October Board Meeting • Placed the latest Membership Meeting notice and Breast Cancer Awareness flyers in the glass case • Added a couple of names to the Google doc created to address October line bidding technical issues • Reviewed letter to be sent to Brendan Conlon about the IIOTG he sent out regarding concessions • Wants to thank Communications for quickly sending out the replay of the Zoom Conference Call regarding concessions • As liaison to the Education Committee, reached out to Amanda Gauger to see if there is anything that she would like me to present to the Board her behalf • Continues to stay in touch with the Executive Board, Shop Stewards, and the Membership via phone, email, text, or social media 	