



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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NOVEMBER 2020 OFFICERS REPORTS

Report From:	President
Submitted Report:	
<p>November 2020 Executive Board Meeting President's Report</p> <ul style="list-style-type: none"> • At the beginning of October, President Montgomery and Gayle Middleton attended a meeting with Southwest Management regarding Social Media issues and concerns. The Union discussed unjust discipline problems and worries with harassment. • On October 13 – 15, Lyn chaired the October Executive Board Meeting. • On October 13, Lyn composed and signed a letter with the Executive Board and Negotiating Committee to the Senior Director of Labor Relations which stated in part, <i>Let us be clear, the TWU Local 556 Executive Board stands firmly behind our Negotiating Committee and will not allow you to circumvent collective bargaining or our internal processes as related to contract negotiations. With that understood, we urge you and Southwest Airlines to negotiate in good faith with our duly elected and appointed Negotiating Committee. It is only through bargaining with our Negotiating Committee and thereafter following our internal processes will any proposal be considered by the Executive Board.</i> The letter was emailed to the Membership and posted on the TWU Local 556 webpage. Lyn thanks the Executive Board members and the Negotiating Team for their show of Unity. • On October 16, Lyn led strategy sessions with the TWU Local 556 Negotiating Committee. • On Saturday, October 17, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins. On October 19, Lyn participated in a meeting with the Negotiating Team, conferred with BMAL and Grievance Chairperson Gayle Middleton concerning grievance cases. The Negotiating Team discussed strategy with TWU President John Samuelson. President Samuelson gave his full support in the fight against concessions and furloughs. <p>On October 20, Lyn participated in a Negotiating Team session with Management.</p> <ul style="list-style-type: none"> • The Negotiating Committee published Update #32. The Union formally rejected the concessions and proposed other methods to avoid both furloughs and concessions. • On October 21, the Negotiating Team session with Management continued, a Labor/Grievance meeting occurred, and Lyn also worked with Covid-19 Task Force team BMAL Chantil Huskey and Safety Co-Chairperson Jannah Dalak. • On October 22, Lyn participated in a Negotiating Team debrief and preparations meeting. Lyn collaborated with the Negotiating Committee, 	

and the team published Negotiations Committee Update #33 to inform the Membership of current happenings. The groups discussed many voluntary leave programs that would assist in avoiding concessions and furloughs, including

- Job sharing
- Increasing MRT lines in all bases
- 90-day personal leaves
- Time Away Program
- Emergency Time Off (ETO)
- A second round of VSP
- Long-term leaves without pay but with benefits

For more information, see Negotiating Committee Update # 33 on the TWU Local 556 website.

- On October 22, Lyn attended the Union Earnings debrief with other labor leaders and Southwest Airlines. Shortly after that, she participated in the Max-8 meeting with Southwest Airlines and other labor leaders.

On October 23, Lyn participated in a meeting with Grievance Chair Gayle Middleton.

- Later that day, Lyn and Gayle met with Management to discuss Covid-19 Southwest Airlines policies.
- October 23 and November 5, Lyn invited Southwest Airlines Local Union Leaders to a ZOOM conference call, where the group discussed current labor relations. SWAPA, IAM, IBT, and TWU participated in the coalition. The meetings have been productive and unifying.

Common issues exist amongst all Unions, including the following.

- Labor Relations has, for a number of reasons, not come to the respective bargaining tables in a manner that would foster open and honest dialogue.
- Labor Relations has been unable to answer basic questions regarding the number of our members it intends, as part of the threat, to furlough. In many instances, Union representatives have asked their respective Company negotiators multiple times for this information to no avail.
- Labor Relations has refused to consider additional voluntary leave options that would assist the Company in its self-proclaimed headcount issue.
- Labor Relations has been unable to answer questions about whether the Company has valued the cost of any potential furloughs.
- Labor Relations has failed to credit the savings generated by our members' willingness to save the Company large sums of money by participating in ETO, ExTO and VSP programs.
- Labor Relations have come to the table unprepared to productively discuss anything other than the original demand for a ten percent reduction to our compensation structure.
- Labor Relations has proffered shifting rationales as to why the Company decided not to take the CARES Act loan money.

- Labor Relations has attempted to deal directly with our members as opposed to focusing its efforts to identify cost savings at the bargaining table.

Lyn scheduled the next meeting for November 20.

- On Saturday, October 24, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins.
- On October 26, Lyn hosted the Negotiating Committee Zoomcast webinar called “Concessions & Furloughs: Part II,” Members could join one or both sessions on Monday, October 26, at 1000 CT and 1500 CT. Legal Advisor Lucas Middlebrook and Aviation Economist Dan Akins joined the Negotiating Committee. The sessions were recorded and compiled into one rebroadcast, which was emailed to all subscribed Members, posted on the TWU Local 556 sponsored mediums and TWU Local 556 webpage. This NT ZOOMCAST series contained reliable, understandable information to educate and aid TWU Local 556 Members. The ZOOMCASTS were of significant value to other Union workgroups as well and have been shared and viewed by pilots, ramp agents, mechanics, Flight Simulator Instructors, and others. Lyn wants to thank the Negotiating Committee for working on this project,
- On October 27, Lyn participated in a pre-negotiation meeting. Later that day, Lyn and the Negotiating Team met with Southwest Airlines for a negotiating session.
- On October 28, Lyn participated in a meeting with Southwest Airlines Labor Relations, worked with the Covid-19 Task Force, and continued work on contractual matters.
- On October 29, the NT published Negotiating Committee Update # 34, which read in part
 - *Standing firm that concessions to your hard-earned CBA are not the answer to the Company’s need for cost savings, your Union came prepared to discuss the multiple voluntary programs the Union outlined in the last meeting.*
 - *The Company made it clear that it was requiring “certainty” in knowing the numbers of Members who would elect to take voluntary programs, if offered again, before the Company could commit to a promise of no furloughs.*
 - *Meanwhile, the Company was unable to answer, with any level of certainty, questions about whether WARN Act notices would be sent to Members, when that might take place, or how many Flight Attendants would receive them, nor could the Company say what the cost of potential furloughs might be to Southwest Airlines. The Company did not provide a stand-alone proposal regarding its onboard sales program that the Union had requested previously.*
 - *The Company said that “just because we send out WARN Act notices doesn’t mean we are going to furlough.” Your Union said that doing so would be an “act of divisiveness.”*
 - *Your Negotiating Team believes that the Company will continue through the process of issuing notices of potential furloughs as*

required by the WARN Act, even if those notices are not followed by furloughs.

- *Your Union will continue to seek answers from the Company on what is needed to meet cost-savings targets through voluntary leave programs, and will continue to evaluate non-concessionary cost saving measures and propose those to the Company.*

- On Saturday, October 31, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins.
- On November 5, Lyn attended a meeting with the Negotiating Team. Later that same day, Lyn participated in the Union Coalition Meeting.

On November 6 and 9, Lyn led the Negotiating Committee session with the Company. The parties discussed alternatives to concessions and furloughs. The Committee reported in Update #35

- *Negotiations continue. Your Union feels strongly that there is a solution that will work, and are continuing discussions with the Company. The next meeting is planned for Thursday, November 12.*
- On Saturday , October 31, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins.

Lyn works daily with the Covid-19 Task Force and Grievance Committee. She facilitates and participates in management/ union discussions to remedy operational issues, contractual violations, safety concerns, social media issues, scheduling issues, and other relevant matters consistently.

Lyn also frequently works with the Communications Committee and sends a special thank you to the Communications Committee Co-Chairperson Charla Miller and Member Drew Shy for always being available for last-minute Negotiating Updates and other publications.

Lyn has received hundreds of emails from Members expressing their thoughts and concerns about furloughs and concessions. Lyn has also spoken to many Members and continues to listen to Member's concerns. The concerns of the Members is her priority. She wants to thank the Members for the uplifting and supportive words they have expressed to her. Lyn continues to fight against the three main threats faced by Flight Attendants of our jobs

1. Reduced Line Totals/ Lack of Available Flying
2. Concessions
3. Furloughs

The Local has been steadfast in providing solutions to Management, and Lyn continues to fight for all Members from the most junior to the most senior.

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 October attended special web meetings of the Board and participated in the TWU Ohio State Conference. Continues to monitor the RTS of the 800 and assisted Grievance staff and settled a BOA case. He still works to resolve unemployment issues some Members continue to face. He continues to work with communications and the uniform committee. He hopes the upcoming virtual membership Meetings prove to continue to be successful.</p>	

Report From:	Vice President - 2
Submitted Report:	
<p>2nd Vice President Report</p> <p>Oct 12-15 Traveled to Dallas / Attended Executive Board Meetings Oct 19-20 Started Release Staff for TWU International Oct 21-22 Went off release staff/ Worked from home Oct 27-28 Worked from home Oct 29 Attended EB and NT Conference Call Nov 3-5 Worked from home</p>	

Report From:	BMAL
Submitted Report:	
<p>Sean Cooley -Board Member at Large November, 2020</p> <p>-Attended Executive Board Meetings via Zoom OCTober 13-15,2020 -Flew DEN Pairing CS12 October 19-22, 2020 -Flew DEN Pairing CS33 October 26-29, 2020 -Attended EB and NT Conference call via Zoom October 29,2020 -Worked Answering Union Phones November 5,6, and 9, 2020 -Answered Members calls, messages, and text, and continued to support CTF when needed.</p>	

Report From:	BMAL
Submitted Report:	
<p>Kay Hogan</p> <p>During the month of October I continued to answer phone calls, emails and research to assist Members with their Unemployment Issues. I worked on information for the Unemployment Insurance Communication piece with Vice President Chad Kleibscheidel which was put out to the Membership. I attended GRC on October 12 and assisted Grievance Chair Gayle Middleton with not to proceed calls on October 16. I attended the Executive Board Meeting on October 13 - 15. I attended the AM and PM NT Zoom Webinar on October 26 as well as the InFlight Town Hall.</p>	

Report From:	BMAL
Submitted Report:	
<p style="text-align: center;"><u>Officer Report November 2020 E.B.</u> <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, and Grievance Team meetings. • Numerous meetings regarding arbitrations and settlements in October. • October 1st meeting with Lyn Montgomery and SWA Management regarding Social Media. • Meetings regarding DEN COVID-19 state and federal policies. • Participated in an Employee Resource call with Damion West on October 8th. • Attended an Executive Board Conference meeting on October 8th and 9th. • Met with SWA Labor leaders on October 9th regarding Social Media Violations. • October 12th attended GRC meeting. Attended Executive Boards October 13-15, 2020. • Continued COVID-19 work with Members of the COVID-19 Task Force. Weekly, sometimes daily, calls with Chantil Huskey, CTF Chair. • October 21, 2020 meeting with: Inflight Labor (Monthly meeting). • Attended the Negotiating Team webinars October 26th and part of the SWA Town Hall with Gary Kelly. • Attended Operational calls with Scheduling, Planning, & SWA Management. • Daily calls or emails with Inflight Base Operations. • Meetings with President Lyn Montgomery. • Weekly meetings with Grievance Leaders and Grievance Team. 	

Report From:	BMAL
Submitted Report:	
<p>Officer Report for October 2020 — Charla Miller Board Member at Large</p> <ul style="list-style-type: none"> • As Communications Committee Chairperson, coordinated and participated in our team's work on the daily projects, email publications, and videos from TWU Local 556. Managed TWU Local 556 social media outlets. Monitored news and events regarding Southwest Airlines and other industry news, unions, and locals. • Assisted the Flight Attendant Drug and Alcohol Program (FADAP) Committee Chairs with their needs as Executive Board Liaison. • Assisted TWU Local 556 President with projects/tasks as requested including daily media briefs. • Attended weekly/daily conference calls hosted by AFL-CIO Communications, attending with other union and locals' communicators for labor updates, current campaigns, issues, and hot topics. • 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:	DEBM - ATL
Submitted Report:	
<p>Pamila attended the Executive Board Meeting October 13-15 via Zoom. Pamila participated in weekly conference calls with the Atlanta Inflight Leaders to discuss issues around the base. Pamila attended the Negotiating Committee’s webinar update on concessions and furloughs October 26. Pamila attended the EB/NT meeting via Zoom October 29. Pamila passed out pink lanyards and pink Union pins for Breast Cancer Awareness Month. Pamila volunteered to text message and virtual phone bank to help Union Members “Get out the vote” with The NAACP, TWU International, The Coalition of Black Trade Unionists (CBTU), and the AFL-CIO. Pamila updated the glass case and the Union Red-Rack. Pamila has been in contact with the Grievance Team to discuss Fact-Finding and Step 2 Meetings. Pamila continues to receive calls, emails, and text messages from Members.</p>	

Report From:	DEBM - BWI
Submitted Report:	
<p><u>Baltimore Domicile Executive Board Member Report</u></p> <p>October 2020</p> <p>Executive Board</p> <ul style="list-style-type: none"> • Attended Executive Board Meeting (Virtual via Zoom) – 10/13 – 10/15 • Executive Board Special Meeting (Virtual via Zoom) – 10/29 • Emergency Officer on Call Week (EOOC) – 10/19 – 10/25 • TWU Phone Banking – 10/15 & 10/22 • COPE Committee Work <ul style="list-style-type: none"> ○ Met to plan a Day of Action • Chair of the TWU District of Columbia Maryland Virginia State Conference <ul style="list-style-type: none"> ○ Working on Voter Education ○ DMV State Conference Meeting <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 ○ Meeting with Rachel Loudermilk • E-Connection <ul style="list-style-type: none"> ○ Holiday Message ○ Things you need to know ○ Union Resources ○ Third Membership Meeting Notice ○ Facebook DEBM Page Information <p>Fact Finding/Step #2 Meetings</p> <ul style="list-style-type: none"> • Fact Finding – 6 • Step #2 – 4 	

Report From:	DEBM - DAL
Submitted Report:	
<p>Kristie attended Fact finding meetings. She also attended the Executive Board conference call on October 8th. Kristie attended the Membership Webinar on October 9th. She participated in the Executive board meetings October 13-15th. Kristie accompanied a FA for a Fit for duty meeting. She attended a Covid Task Force conference call. Kristie attended the Negotiating Team Webinar on October 26th and a Special Executive Board conference call on October 29th. Kristie continues to update the DAL base daily with all union and company news and information on Dallas Union Connection. She answers all calls and texts with a increase in concerns regarding concessions and furloughs.</p>	

Report From:	DEBM - DEN
Submitted Report:	
<p>Jessica was excused from the October Executive Board (EB) Meeting due to a personal illness. Jessica has reviewed the Healthy Family and Workplace Act (HFWA) and has focused specifically on the emergency portion of the bill covering Colorado Workers through December 31, 2020. On October 27, Jessica met with Grievance Committee Chairperson Gayle Middleton, Contract Coordinator Brandon Hillhouse, Grievance Team Member and Leave Specialist Ann Claire Crawford, and Board Member at Large Chantil Huskey regarding the immediate impact of the HFWA. Jessica is currently working on an E-connection regarding the HFWA to publish to Denver Flight Attendants. On October 28, Jessica met with Denver Inflight Leadership regarding issues specific to the Denver Base. Jessica watched both the October 9 and October 26 webinar regarding furloughs and concessions. Jessica participated in the EB and Negotiating Committee meeting held via Zoom on October 29 and she wishes to thank the Negotiating Committee for their work and dedication to the Membership. Jessica has remained available to Members and has answered Members' emails, calls, texts, and messages as well as stayed up to date on Executive Board emails and communications.</p>	

Report From:	DEBM - HOU
Submitted Report:	
<p>David attended the Executive Board Meeting via Zoom on October 13-15. David reports he continued to have discussions with the Houston base regarding the check-in phone and to date we are still waiting on the phone to be relocated. David conducted fact-finding and step two meetings. David continued to distribute pink lanyards over several different days in October. He published an E-Connection, updated the red rack, glass case and distributed the Unity magazines. David remained in constant contact with the Executive Board and Houston Inflight Management.</p>	

Report From:	DEBM - LAS
Submitted Report:	
<p>Rachel reports that she was in attendance for the October 202 Executive Board Meeting as well as all Executive Board Conference Calls. Rachel continued to email, text, and tweet in support of the PSP relief. Rachel continues to stay in contact with Las Vegas Base Leaders for any issues relevant to the Base and Members based in Las Vegas.</p>	

Report From:	DEBM - LAX
Submitted Report:	
<p>Trish attended the October Executive board meeting, and 2 conference calls with the NT. Trish also attended two NT zoom casts. Trish answered numerous emails, texts, and phone calls from the members this month. Trish spent time in the lounge twice, and enjoyed answering members inquiries in person. Trish participated in GRC, and wishes to thank the entire Grievance Staff for their hard work, and excellent case resolutions. Trish wishes to thank the LAX base members for their dedication and heart during this challenging time. Trish wishes to congratulate the LAX base for the significant drop in Fact Finding Meetings. The month of October had Zero meetings!!</p>	

Report From:	DEBM - MCO
Submitted Report:	
<p>Jimmy reported that Fact-Finding Meetings remain at an all time low in Orlando. Jimmy reported that there have been two separate incidents reported since RBF 2020-087 was released, where Flight Attendant's had symptoms of Covid-19 while on trips, were tested after their trips and one tested negative while the second tested positive. The two separate cases were reported to the Orlando Base, but no Fact-Finding Meetings occurred and no further action was taken. Jimmy reported that after several discussions with Orlando Base Management, the difficult decision was made to not participate in the annual Toys For Tots Toy drive this year due to the Pandemic. The Unity Magazine arrived the weekend of October 31st and Jimmy would like to thank the Orlando Base for placing the magazines on the Union Red Rack. Jimmy continues to be available to the Membership while he is on medical leave.</p>	

Report From:	DEBM - MDW
Submitted Report:	
<p>Donna reports during the month of October 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 October 13-15. Donna has 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 Covid 19 exposures and pulls, in addition to discussion WARN notices, pay concessions, and possible furlough situations. Donna has been available to Flight Attendants to discuss 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 continue to fly 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 October Executive Board Meeting. Josh also attended the Executive Board zoom meeting on October 29th.</p> <p>On October 20, Josh participated in a demonstration outside Congresswoman Barbara Lee's Oakland office thanking her for her support of a relief bill to help all of those in the aviation industry. Josh was encouraged to see many Flight Attendants from many different airlines present. Josh would like to encourage Members to continue to write, call, and tweet their representatives to get a relief bill passed.</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 October Executive Board meeting sent by the Recording Secretary • Wrote an E-Connection in October discussing the canned food drive John is doing this year in lieu of Toys for Tots • Dropped off container for the canned food drive • Placed a poster in the glass case talking about the canned food drive • Wants to thank Angie Kilbourne for creating the canned food drive poster • Wants to thank Base Management for their assistance with the canned food drive • Was in the lounge several times in October distributing SWAG such as bag tags and hand sanitizer to Members • Continues to update the COVID-19 internal document, which is a handy reference for Union Staff, EB, and the Education Committee • Reviewed Grievances and Reports prior to the November Board Meeting • As liaison to the Education Committee, reached out to Amanda Gauger to see if there is anything that she would like me to present to the Board her behalf • Continues to stay in touch with the Executive Board, Shop Stewards, and the Membership via phone, email, text, or social media 	