



TWU Local 556 Third Membership Meeting Minutes

November 17, 2020
This Meeting was held via Zoom

TWU Local 556 President Lyn Montgomery called the first session of the Meeting to order at 1204 central. Lyn Montgomery served as the Chairperson. KeyAnder Early served as the Recording Secretary.

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

The **Pledge of Allegiance** by all Members.

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

Lyn Montgomery welcomed everyone to the TWU Local 556 Third Membership Meeting of 2020. Due to the COVID-19 restrictions in place by federal, state, and local governments, this Meeting is being 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 Second Membership Meeting of 2020. Although this motion was well intended, it conflicts with our constitution and bylaws and references the AFL-CIO, therefore it is ruled out of order. Both TWU International and TWU Local 556 have policies in place regarding this matter.

Minutes

The **Second 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

These past few months the work has been centered around avoiding concessions and furloughs for the Membership. Lyn works daily with the Covid-19 Task Force and the Grievance Committee. She has facilitated and participated daily in management/ union discussions to remedy operational issues, contractual violations, safety concerns, social media issues, scheduling issues, and other relevant matters. She served as second chair in an arbitration over the Company's unilateral change to how we file our grievances, which is a Company attempt to weaken the Union's capabilities to remove unjust discipline.

She announced that the Company will begin making different sized gloves available in more accessible locations for Flight Attendants to obtain them. This was fought for by the NT, along with our Health and Safety Committee. Management will release an RBF this week due to the NT's pressure regarding the matter. She thanked Chantil Huskey, Gayle Middleton, and Jannah Dalak for their extreme dedication to the Members suffering from COVID-19 related issues.

She has been working frequently with the Communications Committee and thanks Communications Committee Co-Chairperson Charla Miller and Committee Member Drew Shy for always being available for last-minute Negotiating Updates and other publications.

On October 23rd and November 5th, Lyn invited Southwest Airlines Local Union Leaders to a zoom conference call, where the group discussed current labor relations. SWAPA, IAM, IBT, and TWU were in attendance. The meetings have been productive and unifying. Common issues exist amongst all Unions, including the following:

- Labor Relations has, for several 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.

The Coalition will meet again on November 20, 2020.

President Montgomery thanks the Members for the hundreds of emails expressing their thoughts and concerns about furloughs and concessions. She has spoken to many Members and will continue to listen to Member's concerns. The concerns of the Members are her priority. She is also thankful for the Members uplifting and supportive words they have expressed to her. She will continue to fight against the three main threats faced by Flight Attendants concerning 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 she will fight for all Members from the most junior to the most senior.

Negotiating Committee Report

- The Negotiating Committee provided an update regarding discussions with the Company and answered Members questions.

Grievance Committee Report

- As of November 1st, there were 228 active grievances.
- There was an increase of No-Show infractions and Delay of Flight and Late to Gate discipline.
- Social Media violations continue to be receiving a minimum of 30-day suspensions. The grievance team have been involved in several meetings regarding Social Media violations and have stated the fact that they feel the Company is over-reaching. They will continue to meet with the Company regarding this policy and discuss how overreaching it is.
- The Holiday Pay Reference guide was emailed to the Membership last week. Many Members thanked the team for this resource. If you are not receiving emails, please log in to the TWU website and add your email address.

Gayle Ross Middleton thanked the TWU Local 556 Grievance Team for their tireless work for the Membership.

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
- Top Five ASAP Issues
 - o IEFB
 - o OWE
 - o F/A Duties and Responsibilities
 - o Min Crew Violations
 - o Door/Slide Events

Base Reports

HOU

Fact Finding Meetings and the check in phone were discussed.

LAS

Construction is underway in the C gates area. Daily departures for LAS will be averaging around 123 which is down significantly from 165 for November last year. Considering the load factors are still far below what they were this time last year, it is important to continue to push for the PSP. Please call, text, email your representatives to let them know that we are depending on the PSP for relief now.

Fact Finding Meetings in Las Vegas are mostly for allegations of being late to the gate or delaying the flight. Additionally, we are still seeing a lot of people calling in sick under two hours prior to check-in. Sick calls are 2.5 points and cannot be removed with a PIN or a Dr note. Please call in sick at least two hours prior to check-in.

Rachel reminded everyone of the resources available at Southwest Airlines. Mental health is very important and hopes everyone is focusing on taking care of themselves physically and mentally. Also, there is CISM, Clearskies, and FADAP available to help.

LAX

- New Base Manager update
- A and B supervisor shifts were discussed
- Fact Finding Meeting stats
- LAX Base Food Drive
- COVID-19 pull issues
- California shutdowns and stay at home orders issued

OAK

- Oakland Sick Leave Update
- California Kin Care Update

PHX

John DiPippa reminded everyone about the canned food drive.

Announcements

- The next session of this Meeting will be held tomorrow.

Lyn Montgomery **recessed** the Meeting at 1424 central.

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o Door/Slide Events

Base Reports

ATL

Fact Finding Meetings have decreased in the past few months. However, social media violations have increased.

September

Fact Finding - (3)

Step 2 - (2)

October

Fact Finding - (3)

Step 2 - (1)

November

Fact Finding - (3)

The recent changes regarding employee parking were discussed. Pamila took a moment to acknowledge the recent loss felt within the Atlanta Inflight family and shared her deepest sympathy. She reminded everyone to take some time to reflect on the good times and happy memories we have shared together and please continue to take care of one another and to stay safe.

BWI

Fact Finding meetings for 2020 were down but there has been a recent uptick in the last 2 months.

Trending areas:

- Delay of Flight
- Late to Gate
- Social Media
- COVID-19 Related

Construction Update:

The A terminal extension is open and operational. The Recurrent Training location will be moving and BWI Inflight/Training will be communicating the details.

Operational Note:

Baltimore is operating approximate average of 120 daily departures, which fluctuates depending on the day. This is down from 165-170 daily departures in June/July of 2020, in comparison to November and December of 2019. Baltimore operated 208 daily departures. 2007 is the last time Baltimore had an approximate average of 134 daily departures.

MDW

- An update was provided regarding the airport construction that is still ongoing.

- Fact-Finding and Step 2 Meetings are occurring for allegations of being late to the gate, delaying the flight, No Shows, and FTRs. There have been quite a few FTRs issued as people are forgetting to check-in and receiving a No-Show.
- Flight Attendants are calling in sick under two hours prior to check-in. Remember to call in sick at least two hours prior to check-in. Sick calls are 2.5 points and cannot be removed with a PIN or a Dr note.
- Social Media allegations - please be aware that anything you post is your responsibility.

Donna reminded everyone that there are resources available to all of us, all we must do is reach out and ask for help. The holiday season is quickly approaching, and we all know that it can be very difficult at times. Please remember that CISM, Clearskies, and FADAP are available to help and are confidential. Please continue to take care of yourselves and each other.

DAL

Kristie reminded everyone to familiarize themselves with the self-declaration and the infectious disease policy regarding. She also discussed the increase in exposures. Members were reminded to refer all questions regarding exposure or potential exposure to CTF@twu556.org.

DEN

- An update was provided regarding airport construction.
- There are 16 gates under construction, there will be a total of 40 gates by 2022. DEN Inflight lounge will move by 4th quarter of 2021 or 1st quarter of 2022.
- Fact-Finding meeting stats were provided.
- The base size to date is 1,926 Flight Attendants. This makes Denver the largest base. This number does include Flight Attendants on ExTO and Time Away.

MCO

- Social Media Policy violations continue to rise at an alarming rate. This is not limited to MCO and FLL, but this is also system wide. Please take the time to review the Southwest Airlines Social Media Policy and familiarize yourself with what is and what is not appropriate to post on any social media outlet, especially when you are identified as a Southwest Airlines Employee.
- This year has proven many challenges for each of us personally and professionally with the pandemic resulting in many disappointments. After several discussions with MCO Management, the difficult decision has been made to not participate in the annual Toys 4 Tots program. The discussions included, but were not limited to, traffic in the MCO Lounge continues to remain low and the MCO lounge is deep cleaned once a week. Regardless of the area you live in, if you would like to donate a monetary amount, you may do so at www.toysfortots.org/donate.

- Employee parking changes took effect November 9 in Orlando.
- FLL, there will not be a monthly visit from MCO In-flight Supervisor Jan Holloway this month. There were only 2 crew badges expiring and arrangements have already been made for both to be taken care of.

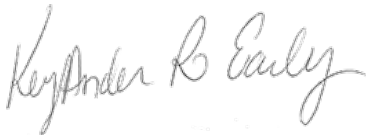
Jimmy is currently on medical leave until the end of January and could not attend today's meeting due to a follow up from surgery. He still remains available to each and every one. He wishes you all a safe, happy and healthy Thanksgiving season.

New Business

- Trial Transcripts

Lyn Montgomery adjourned the Meeting at 1427 central.

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

A handwritten signature in cursive script that reads "KeyAnder B Early". The signature is written in dark ink and is positioned above the printed name and title.

KeyAnder Early
TWU Local 556 Recording Secretary