

Executive Board Meeting
Minutes
December 15-16, 2020
Virtual Meeting

Tuesday; December 15th

1003 Call to Order- Lyn Montgomery, President

We appear to have a quorum.

The Executive Board agreed by consensus to excuse Pamila Forte from the Tuesday AM session of the December 2020 Executive Board Meeting due to personal reasons.

AM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibscheidel, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Charla Miller, Gayle Ross Middleton, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Pamila Forte was excused from the Meeting.

TWU International Pledge- Chad Kleibscheidel

Pledge of Allegiance- Executive Board Members

Correspondences-

TWU International Civil & Human Rights Committee
TWU International Memo Change of Address
TWU International MLK Civil & Human Rights Conference

Minutes

KeyAnder Early presented the **November 2020 Executive Board Meeting Minutes** for review. The minutes were approved as amended by consensus. The **December 2, 2020 Executive Board Special Meeting Minutes** were presented for review. The minutes were approved as amended by consensus.

Attendance Report

KeyAnder Early presented the **November 2020 Executive Board Meeting Attendance Report** for review. The report was approved as presented by consensus. The **December 2, 2020 Executive Board Special Meeting Attendance Report** was presented for review. The report was approved as amended by consensus.

Voting Record

KeyAnder Early presented the **November 2020 Executive Board Meeting Voting Record and Tally** for review. The voting record and tally was approved as presented by consensus. The **December 2, 2020 Executive Board Special Meeting Voting Record and Tally** were presented for review. The voting record and tally was approved as presented by consensus.

The **Grievance Review Committee Report** was presented by Gayle Ross Middleton. Grievance Team Members Brandon Hillhouse, Barbara Fitzhugh and Marcy Vinyard were also present. The Executive Board reviewed the consent calendar and accepted it as presented by consensus.

Gayle Ross Middleton submitted the **Grievance Report** for review, and it is attached.

Termination Grievances

(Grievance Team Members Brandon Hillhouse, Barbara Fitzhugh and Marcy Vinyard were present.)

Josh Rosenberg made a **motion (1)** to not proceed on a grievance case. Jimmy West **seconded** the motion. The motion **carries**.

*The Executive Board took a break at 1101-1106
Lyn Montgomery called the Meeting to order at 1107*

Chad Kleibschedel made a **motion (2)** to not proceed on a grievance cases. John Parrott **seconded** the motion. The motion **carries**.

*The Executive Board went to lunch at 1147-1300
Lyn Montgomery called the Meeting to order at 1302*

PM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Renda Marsh, Charla Miller, Gayle Ross Middleton, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Jimmy West, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting.

John DiPippa made a **motion (3)** to not proceed on the grievance cases. Jimmy West **seconded** the motion. The motion **carries**.

Trish Damstra made a **motion (4)** to not proceed on a grievance case. Jimmy West **seconded** the motion. The motion **carries**.

*The Executive Board took a break at 1512-1545
Lyn Montgomery called the Meeting to order at 1546*

New Business

Officer Vacancy

Charla Miller made a **motion (5)** to adopt the voting process as written and submitted. Sean Cooley seconded the motion. The Executive Board held a discussion regarding the motion.

Josh Rosenberg made an **amendment (6)** to postpone the motion until the executive board has discussed the voting process. Rachel Brownfield seconded the motion. The Executive Board voted by hand. The motion fails.

The Executive Board continued to discuss **motion (5)** to adopt the voting process as written and submitted. The Executive Board voted by hand regarding the motion. The motion carries.

*The Executive Board took a break at 1722
Lyn Montgomery called the Meeting to order at 1730*

New Business

Officer Vacancy

Thirty-two Members submitted a letter of interest to the Executive Board to fill the open Board Member at Large position. The Executive Board Members made nominations for the position of Board Member at Large. LaTonia Paul Benoit nominated Renda Marsh
Kristie Scarbrough nominated Michael Massoni

Jimmy West nominated Corliss King
Jessica Parker nominated Alison Head
Damion West nominated Genesis DaVoy
John DiPippa nominated Rob Riddell
John Parrott nominated Satin Fye
Josh Rosenberg nominated Matt Hettich
Pamila Forte nominated Jamaul Peacock
KeyAnder Early nominated O'sha Stegall
Rachel Brownfield nominated Shelly Lefebvre

The Executive Board entered Executive Session 1712-1747

The Executive Board appointed Renda Marsh as Board Member at Large by unanimous consent.

Lyn Montgomery recessed the Meeting at 1751

Wednesday; December 16th

1002 Call to Order- Lyn Montgomery, President

The Executive Board agreed by consensus to excuse Jimmy West from the Wednesday session of the December 2020 Executive Board Meeting due to personal reasons.

AM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Renda Marsh, Charla Miller, Gayle Ross Middleton, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson, Rachel Brownfield, Trish Damstra, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Jimmy West was excused from the Meeting.

Negotiations Committee Report: The Executive Board entered executive session with guest Denny Sebesta, LaShaye Hutchinson, Joe Skotnik and Liz Howayeck.

Officer Reports *(All written reports that were submitted are attached.)*

President Report – Lyn Montgomery submitted a report for review.

Office Manager Report- John Parrott submitted a report for review. The Executive Board went into executive session with legal counsel.

*Executive Session
1106-1150*

1st Vice-President Report – Chad Kleibschedel submitted a report for review. The Executive Board agreed by general consent to schedule TWU Local 556 2021 VIP Voluntary Benefits Open Enrollment to begin June 2021. The Executive Board agreed by general consent to provide the names of the 1500 flight attendants to the insurance company to provide them with additional insurance options.

*The Executive Board went to lunch at 1215-1300
Chad Kleibschedel called the Meeting to order at 1300*

PM Roll Call: TWU Local 556 Executive Board Members Lyn Montgomery, Chad Kleibschedel, LaTonia Paul Benoit, John Parrott, KeyAnder Early, Sean Cooley, Kay Hogan, Chantil Huskey, Renda Marsh, Charla Miller, Gayle Ross Middleton, Pamila Forte, Damion West, Kristie Scarbrough, Jessica Parker, David Jackson,

Rachel Brownfield, Trish Damstra, Donna Keith, Josh Rosenberg, and John DiPippa were present at the Meeting. Jimmy West was excused from the Meeting.

Guest: Health and Safety Committees– Michele Moore, Michael Massoni, and Jannah Dalak briefed the Executive Board regarding the COVID-19 vaccines. The Locals official position on COVID-19 Vaccine are as follows:

- TWU Local 556 will continue to proactively monitor the COVID-19 vaccine.
- TWU Local 556 will advocate for the basic right to individual freedoms concerning medical choice and control of one's own body.
- TWU Local 556 will encourage and mandate that Southwest Airlines keep safe protective practices in the workplace until COVID-19 is no longer a mass threat to TWU Local 556 workers.
- TWU Local 556 will lobby government agencies and officials demanding aviation frontline aviation workers are prioritized for allocation of the vaccine.

Guest: TWU International Administrative Vice-President Mike Mayes attended the Meeting to swear in the newly appointed Board Member at Large Renda Marsh.

Guest: TWU Local 556 Office Staff- Debbie Huntsman, Madeline Howard, Juanita Stangler, and Lisa Le. The Executive Board presented the office staff with a holiday bonus for all their hard work and dedication.

2nd Vice-President Report - LaTonia Paul Benoit submitted a report for review.

Recording Secretary Report- KeyAnder Early presented a report for review.

Lyn Montgomery chaired the Meeting

Financial Report

John Parrott presented the **November 2020 Financial Report** for review.

Board Members at Large Reports *(All written reports that were submitted are attached.)*

Sean Cooley- submitted a report for review.

Kay Hogan- submitted a report for review.

Chantil Huskey- submitted a report for review.

Charla Miller- submitted a report for review.

Gayle Ross Middleton- submitted a report for review.

Domicile Executive Board Member Reports *(All written reports that were submitted are attached.)*

Atlanta – Pamila Forte submitted a report.

Baltimore – Damion West submitted a report for review.

Chicago – Donna Keith submitted a report for review.

Dallas – Kristie Scarbrough submitted a report for review.

Denver – Jessica Parker submitted a report for review.

Houston – David Jackson submitted a report for review.

Las Vegas – Rachel Brownfield submitted a report for review.

Los Angeles- Trish Damstra submitted a report for review.

Orlando- Jimmy West submitted a report for review.

Oakland – Josh Rosenberg submitted a report for review.

Phoenix – John DiPippa submitted a report for review.

Standing Committee Reports *(All written reports that were submitted are attached.)*

CISM- Eileen Rodriguez submitted a report for review.

COPE- Lyn Montgomery and LaTonia Paul Benoit submitted a report for review.

Health Committee- Michele Moore submitted a report for review.

Safety Committee- Michael Massoni and Jannah Dalak submitted a report for review.

Education Committee- Amanda Gauger submitted a report for review.

Professional Standards- Kurtis Beggs submitted a report for review.

Uniform Committee – Lisa Happer submitted a report for review.

Civil and Human Rights Committee (CHRC)- Pamila Forte, LaTonia Paul Benoit and Heather Kelly-Gray submitted a report for review.

Shop Steward Committee- Lucy White-Lehman and Damion West submitted a report for review.

Special Committee Reports *(All written reports that were submitted are attached.)*

CTF- Chantil Huskey and Michelle Moore submitted a report for review.

Flight Attendant Drug and Alcohol Program (FADAP) – Natalie Salser and Tom Spillers submitted a report for review.

LODO- Lyn Montgomery submitted a report for review.

Satellite Bases- Lyn Montgomery submitted a report for review.

Scholarship Committee- Jessica Parker submitted a report for review.

Survey Committee- VeAnne Reeder submitted a report for review.

Technical Services- Drew Kennedy submitted a report for review.

Veterans Committee- Chris Sullivan and Wayne Tipton submitted a report for review.

Women's Issues, Service, and Education Committee (WISE)- Jessica Parker submitted a report for review.

*The Executive Board took a break 1525-1555
Lyn Montgomery called the Meeting to order at 1557*

Unfinished Business

- California Sick Leave

The Executive Board entered executive session from 1558-1559 to discuss this matter.

- Policy and Guidelines

LaTonia Paul Benoit reported that the sexual harassment portion has been sent to the attorney for review.

- Unemployment Insurance

Chad Kleibschedel and Kay Hogan reported that some Flight Attendants have had success during the appeals process.

New Business

- Member Compliant

LaTonia Paul Benoit brought forward a compliant from a Member. The Executive Board entered executive session from 1606-1622 to discuss this matter.

Lyn Montgomery adjourned the Meeting at 1624

To the best of my knowledge, these Minutes are an accurate account of these proceedings. All Officer and Committee reports submitted are attached.

A handwritten signature in cursive script, reading "KeyAnder B. Early".

KeyAnder Early
TWU Local 556 Recording Secretary



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TWU LOCAL 556

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DECEMBER 2020 OFFICERS REPORTS

Report From:	President
Submitted Report:	
<ul style="list-style-type: none"> • November 10-11, Lyn chaired the November 2020 Executive Board Meeting. • Lyn is pleased to announce that the Company will begin making different sized gloves available in more accessible locations for Flight Attendants to obtain them. This was fought by the NT at the table, and Management refused to ensure properly fitting gloves would be made available and resisted simple proposed language. It was also brought up to Management at the onset of the pandemic. Due to our pressure, Management announced, <i>Effective November 24, we will be adding one box of large size gloves onboard the aircraft. This is in addition to the two boxes of medium size gloves that are already stocked onboard.</i> • <i>Additionally, Provisioning will begin carrying small and extra-large gloves on their trucks. Flight Attendants will be able to request a handful amount of these gloves if needed. Provisioning won't be able to provide the entire box of small or extra-large due to weight and balance limitations. Due to supply limitations, there may be times that small or extra-large gloves are not available from Provisioning.</i> • <i>All sizes of gloves will still remain available at each Inflight Base in an RBF on November 17, 2020.</i> The Company will most likely not credit the Union with this initiative, but make no mistake. This wasn't something it was willing to do before our request. Instead of understanding that the Union is the knowledgeable representative for the Flight Attendants, the Company took months to evaluate our request utilizing the FAST team. Lyn wants to thank the Negotiating Committee and the Health and Safety Committee for their advocacy on this matter. • November 12, 2020, Lyn led negotiations with Southwest Airlines. Lyn requested that the Executive Board convene via ZOOM to discuss Management's proposal and position during the day's Negotiating Session. • November 16, 2020, Lyn hosted a ZOOMCAST with the members of the Negotiating Committee and its Subject Matter Experts to inform the Members about the current state of negotiations titled Concessions and Furloughs. Lyn is fully committed to keeping the Membership informed and educated about what is happening at the negotiating table. • On Saturday, November 14, 2020, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins. • On November 17, Lyn chaired the Third TWU Local 556 Membership Meetings via ZOOM. Below summarizes her verbal report. <p><i>President's Report for the Third Quarter Membership Meeting</i></p>	

The bulk of my work these past few months has centered around avoiding concessions and furloughs for our Members, more on that during the NT report.

I work daily with the Covid-19 Task Force and Grievance Committee.

I facilitate and participate daily in management/ union discussions to remedy operational issues, contractual violations, safety concerns, social media issues, scheduling issues, and other relevant matters. I second chaired 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.

I am pleased to announce that the Company will begin making different sized gloves available in more accessible locations for Flight Attendants to obtain them. Large gloves on board and small and x-large available from the Provo agent on the truck. This was fought by the NT at the table, along with our Health and Safety Committee and Management refused to ensure gloves would be made available and resisted simple proposed language. It was also brought up to Management at the onset of the pandemic. Due to the NT's pressure, Management has now decided to be announced in an RBF this week. The Company will most likely not credit the Union with this initiative, but make no mistake. This wasn't something it was willing to do prior to our request. Instead of understanding that the Union is the knowledgeable representative for the Flight Attendants, the Company took months to evaluate our request utilizing the FAST team. We hope that boxes will be placed on the aircraft, but this step is in the right direction.

A special thanks go to Chantil Huskey, Gayle Middleton, and Jannah Dalak for their extreme dedication to the Members suffering from COVID-19 related issues.

I frequently work with the Communications Committee and sends a special thank you to the 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 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.*

The Coalition meets again via ZOOM on November 20, 2020.

I want to thank Members for the hundreds of emails from Members expressing their thoughts and concerns about furloughs and concessions. I have spoken to many Members and continue to listen to Member's concerns.

The concerns of the Members are my priority. I thank the Members for the uplifting and supportive words they have expressed to her. I 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 I fight for all Members from the most junior to the most senior.

- *November 19, Lyn and the Negotiating Committee returned to the table. Highlights from that session included: (see TWU LOCAL 556 NEGOTIATING COMMITTEE UPDATE #38 for full details)*
- *Based on feedback from the Company in the last meeting, and to conduct good-faith bargaining, your Union presented a revised side letter containing suggestions for the offering of additional voluntary leave programs and the ability to offer an onboard sales program to include credit cards and beverages for 18 months to generate combined cost-savings and revenue of approximately \$110 million in 2021.*
- *The Company rejected the proposed letter after reviewing it for less than an hour, stating that it was "uncertain" how many Flight*

Attendants would take voluntary leaves. The Union presented the results of its recent survey, which showed more than 3,700 Flight Attendants would take additional voluntary leaves, if the programs were offered.

- The Company, in response to our questions, indicated it was considering sending WARN Act notices to approximately 1,500 Flight Attendants to meet the cost savings the Company stated it wants, but when asked what the projected cost savings of furloughing those 1,500 Flight Attendants would be, the Company responded it did not have those numbers.*
 - Your Union made passionate pleas for offering voluntary programs again, rather than furloughing a single Member. The cost savings from more than 3,700 Flight Attendants and the flexibility for onboard sales would, according to our estimates, provide more cost savings than the Company would get from furloughing 1,500 Flight Attendants.*
 - At the conclusion of the meeting, the Union played a video clip of Gary Kelly's town hall in which he stated about offering additional voluntary leave programs: "Of course we will do those things." Your Union will continue to fight for every job and has asked the Company to honor Gary's commitment and begin offering another round of voluntary programs.*
 - The next meeting with the Company is scheduled for December 3.*
- November 20, 2020, Lyn, TWU Local 556's Civil and Human Right Chairpersons 2nd Vice President [Latonia Benoit](#), and Atlanta DEBM Pam Forte attended a meeting with Southwest Director Steve Murtoff to be informed about the Company's Fearlessly Authentic Program. Lyn wants to thank Latonia and Pam for advocating that Southwest mandate a better diversity training program. TWU Local 556 will continue to fight against racism at Southwest Airlines. Lyn attended the Satellite Base Meeting with Management. See the December 2020 Satellite Base report for details.
 - November 20, 2020, Lyn hosted the Union Coalition Meeting with SWAPA, IAM, IBT and TWU leaders from Southwest Airlines Unions. The meeting continues to be highly productive as the leaders discuss negotiations, furloughs and COVID-19 issues. The Coalition met again on December 11 and is scheduled to reconvene December 22.
 - On Saturday, November 21, 2020, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins. Lyn flew pairing DS1T.
 - On November 24, Lyn, 1st Vice President Chad Kleibschiedel, Safety Chairpersons Michael Massoni, and Jannah Dalak attended the FAA's official update on the MAX 8 return to service.
 - On Monday, November 30, 2020, Lyn participated in a deposition on a legal matter on behalf of TWU Local 556.
 - On December 2, 2020, Lyn and the Negotiating Committee held a meeting with the Executive Board to update them on the current state of negotiations and the potential for WARN notices.

- On December 3, 2020, for the first time in the almost 50-year history of Southwest Airlines, the Company chose to send WARN Act notices to 1,500 TWU Local 556 Members. WARN Act notices are required by law if a company is planning a mass lay-off. These notices do not necessarily mean furloughs will occur but can indicate the Company's intent to furlough.
- Lyn responded to media inquiries concerning the WARN notice announcement. TWU Local 556 statements were reflected on over 424 publications nationwide, and several TV and radio stations, including CNBC, FOX affiliate, CBS affiliate, and CNN printed business news.
- After responding to the media, Lyn produced and promulgated a video for the Members and announced a ZOOMCAST to ensure Members would be educated and informed.
- Lyn hosted a ZOOM Cast with the Negotiating Committee on Friday, December 4, 2020.
- On Saturday, December 5, 2020, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins.
- Lyn requested the Furlough Support Team be formed to provide a resource to the Membership. The team can be contacted at fst@twu556.org. Lyn appreciates all the Executive Board Members for being a support to those in need at this time.
- Lyn, COPE Co-Chairperson Latonia Benoit, and member Damion West coordinated efforts lobbying for the passing of the Payroll Support Program.
- December 10, Lyn led the negotiations with the TWU Local 556 Negotiating Team highlights from that session included (for full details see TWU LOCAL 556 NEGOTIATING COMMITTEE UPDATE #40)
 - *Based on conversations in a meeting with the Company on December 3, the Union came to the December 10 meeting with the understanding that the Company was going to present a proposal to offer additional voluntary programs. The Company did not provide a new proposal, but rather referred to its November 9 proposal that would not gain the cost savings the Company indicated it needs and would require concessions without adequate protection from furloughs.*
 - *In the spirit of collaboration, the Union created another proposal that would give the Company the certainty it requires. Once again, the Union put on the table a viable solution based on Members' ability to step up and help, stressing that anyone agreeing to participate in a voluntary program is one less person needed to furlough, and that every job counts.*
 - *The Company advised that it would not be offering any more paid voluntary programs and indicated it would instead consider offering additional unpaid leave programs.*
 - *The Union advised the Company that any proposal presented must be accompanied by specific cost-savings goals so that the*

proposal can be thoroughly reviewed with clarity on specific objectives the Company needs to attain.

- *After the Company stated it was unable to meet Monday to discuss its proposal, the Union created time for the Company on the morning of Tuesday, December 15, to accommodate the Company's timeline.*

Lyn will continue to advocate for all Members and continues to find ways to prevent concessions and furloughs,

Report From:	Recording Secretary
Submitted Report:	
The Third Membership Meeting of 2020 was held November 17th and November 18th via Zoom. There were 227 Members in attendance. The First Membership Meeting of 2021 will be held on January 26th and January 27th via Zoom.	

Report From:	Vice President - 1
Submitted Report:	
<p>Vice President Chad Kleibschaidel 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 November, attended a special meeting of the Board, and attended the virtual Membership Meetings. He continues to monitor the RTS of the 800 and assist the GT as needed. He still works to resolve unemployment issues some Members continue to face. He continues to work with communications and the uniform committee. Coordinates with the Gentry agency as needed on media requests and leads. He assisted in Executive BM planning, MM meeting planning, and has full participation. He conducted legal research on different cases, attended meetings with management, and continues to speak with state agencies on unemployment issues. Work on By-Law committee continues and hope to have a meeting set up and executed by the year's end, sexual harassment training investigation/planning, helped create the FST Team and plan of action, began researching and collecting information to aid in creating of a WARN/furlough resource guide, is working with VIP services to create cost-effective alternatives to COBRA if the need arises, conducts outside union updates and communications takes part in the on-property union coalition meetings, social media advocacy/policy updates with the company. Contacted CAB and had two meetings regarding alleged security issues, healthcare summit work, and is working on the uniform allergy reporting plan finalization. Thanks to all the Members who attended the Membership Meetings and have contacted the Board and NT remaining engaged by expressing ideas and concerns.</p>	

Report From:	Vice President - 2
Submitted Report:	
<p>2nd VP Report Nov 10-12 Attended Executive Board Meeting Nov 17 Attended Third Membership Meeting of 2020 Nov 18 Attended Third Membership Meeting of 2020 Nov 19 Attended TWU State Conference Meeting IL/IN Dec 2 Attended Special Executive Board Meeting Attended COPE Meeting Call To Action Attended FST Meeting Dec 3 Attended President and VP's Meeting Dec 3-6 Answered FST Calls from 8-2 Dec 8 Attended Meeting with 1st VP Worked in the office in Dallas Dec 9 Attended TOP 5 Weekly Catch up Call Attended Meeting with 1st VP Attended AFL-CIO Meet and Greet with Newly Elected Senator Cesar Blanco, EL Paso Dec 10 Attended Union Coalition Meeting.</p>	

Report From:	BMAL
Submitted Report:	
<p>BMAL Chantil Huskey</p> <ul style="list-style-type: none">• I have attended two Union Coalition Meetings.• I attended the Executive Board Meeting held November 10-11• I attended both Membership Meetings and presented a CTF Committee report.• I attended RT in BWI November 19th.• I flew BWI trip BASH on November 21-23• Continued to do work with the CTF Committee (see also CTF Committee report).• Worked with MOB/ORG to create the Furlough Support Team (FST).• Attended an Executive Board Special Meeting December 2nd.• Helped put into action, create schedules, talking points, etc for the FST.	

Report From:	BMAL
Submitted Report:	
<p>Officer Report for December 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, 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 unions 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:	BMAL
Submitted Report:	
<p>Kay Hogan</p> <p>During the month of November, I continued to assist Members with their Unemployment Insurance Benefits denials and appeals process documentation. On November 9th I attended GRC, November 10 & 11 I attended the monthly Executive Board Meeting, November 16 I assisted Grievance Chair Gayle Middleton with grievance not to proceed calls to Members. I participated in an Arbitration prep and Arbitration hearing for a Member. I began working on a task list research for the Executive Board's Furlough Support Team and assisted with coordinating information for the Furlough Support Team to answer Members questions. I attended a TWU Local 556 Membership Meeting and the Negotiating Team's WARN Act Notice Webinar.</p>	

Report From:	BMAL
Submitted Report:	
<p>Sean Cooley-Board Member at Large</p> <p>-Attended Executive Board Meetings via Zoom November 10-11, 2020 -Covid Catch up call via Google Chat November 12, 2020</p> <p>-Worked with the Covid Task Force assisting members with questions regarding but not limited to: exposure pulls, family pulls, pay issues, quarantine, changes in CDC guidelines regarding exposure, quarantine, and travel, International and domestic. Daily conference calls with the CTF, Regarding changes and updates and caseload.</p> <p>-Flew DEN Pairing CA1L December 1-3, 2020 -Covid Update via Zoom December 10,2020</p>	

Report From:	BMAL
Submitted Report:	
<p style="text-align: center;"><u>Officer Report December 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 FST, CTF, and Grievance Team meetings. • Numerous meetings regarding arbitrations and settlements in November. • November 9th attended GRC meeting. Attended Executive Boards November 10-11, 2020, which included Suicide Awareness training. • November 12th CTF meeting with SWA & Evening EB/NT call • Continued COVID-19 work with Members of the COVID-19 Task Force. Weekly, sometimes daily, calls with Chantil Huskey, CTF Chair. • November 17th attended the Membership Meeting. • November 18th sent report for Membership Meeting. Thank you, Brandon Hillhouse and Barbara Fitzhugh for presenting it, due to me being in an arbitration hearing. • November 19, 2020 meeting with: Inflight Labor (Monthly meeting). • November 20th attended CTF Conference call. • 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. • November 30th CTF call with SWA. 	

Report From:	DEBM - ATL
Submitted Report:	
<p>Pamila reports Fact-Finding and Step 2 Meetings have decreased in Atlanta. Pamila attended the Executive Board Meeting via Zoom November 10-11. Pamila attended the Negotiating Committee update via Zoom November 12. Pamila attended both Membership Meetings November 17 and 18. Pamila attended the “Fearlessly Authentic Promotion” Meeting November 20. In attendance; Dominick Rentera, Taggart Peterson, Steve Murtoff, President Lyn Montgomery, and 2nd Vice President Latonia Paul-Benoit. The discussion included the need for mandatory Diversity and Inclusion training in all departments at Southwest Airlines. Pamila attended the Georgia State Conference Meeting November 21 and 24. Pamila attended the weekly Georgia AFL-CIO Labor Leadership Meeting via Zoom. Pamila published an E-Connection to Atlanta Members on November 25. Pamila attended the North Georgia Labor Council Meeting November 30. Pamila attended the Executive Board Special Meeting December 2. Pamila updated the Union Glass Case. Pamila would like to thank Oakland Shop Steward Angie Kilbourne for designing posters for the Union Glass Case and Payroll Support Program (PSP) literature to be distributed to Members in all of the Domiciles. Pamila volunteered to help Union Members get-out-the-vote (GOTV) with the NAACP and Georgia AFL-CIO, for the upcoming Georgia Senate runoff election. Pamila assisted Denver Domicile Executive Board Member Jessica Parker with calls to Members who received WARN Notices. Pamila continues to have weekly conference calls with Atlanta Inflight Leaders to discuss issues around the Atlanta base. 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>November 2020</p> <p>Executive Board</p> <ul style="list-style-type: none"> • Attended Executive Board Meeting (Virtual via Zoom) – 11/10 – 11/11 • Executive Board NT Update (Virtual via Zoom) – 11/12 • Emergency Officer on Call Week (EOOC) – 11/30 – 12/6 • Staffed Office Phones – 11/27 • COPE Committee Work <ul style="list-style-type: none"> ○ PSP Coordination with COPE/DEBMs <ul style="list-style-type: none"> ▪ Meeting with LPB to discuss PSP/GA Runoff – 11/25 ▪ 1st Week of December PSP Push ○ Met with Zach Tatz from TWU International for PSP Update – 12/7 ○ COPE COVID/PSP Timeline • Contacted Baltimore Flight Attendants on the WARN Notice list - 12/5,7 & 8 <p>○ Topics for the calls</p> <ul style="list-style-type: none"> • Union Resources <ul style="list-style-type: none"> ○ Zoom Cast Meeting ○ Furlough Support Team email address • Chair of the TWU District of Columbia Maryland Virginia State Conference <ul style="list-style-type: none"> ○ GA State Conference Mtg – 11/24 & 12/1 <p>Domicile Executive Board Member</p> <ul style="list-style-type: none"> • Met with BWI Management (Topics Discussed) 12/7 <ul style="list-style-type: none"> ○ Topics that BWI Members have brought to my concerns ○ COVID procedure changes ○ Monthly FF/Step #2 ○ Payroll Support Program ○ Drug and Alcohol Company Changes • 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 – 1 • Step #2 – 4 	

Report From:	DEBM - DAL
Submitted Report:	
<p>Kristie sat Emergency officer on call 11/2- 11/8. She attended 3 fact finding meetings for the month. Fact finding meetings continue to remain low at the base. She set up the Toys for Tots box at the base and notified members for donations until 12/12 which is deadline to deliver the toys. Kristie attended the Executive Board meeting via Zoom 11/10- 11/11. She was available for a emergency executive board conference call the evening of the 12th. Kristie met with base manager Tammi Feuling regarding issues with Covid and general base issues. Kristie attended the Membership Meeting and gave a base report on 11/18. She also was available for a last minute Corona Task Force conference call on 11/20. She took notes and provided those notes to the other Domicile Reps. She continues to keep the base updated with all union news and base news on Dallas Union Connection.</p>	

Report From:	DEBM - DEN
Submitted Report:	
<p>Jessica attended the Executive Board (EB) Meeting held via Zoom on November 10 and 11. Jessica met with Denver Inflight Leadership on November 12 to discuss issues specific to the Denver-Base. Jessica attended a Negotiating Committee update held via Zoom on November 12. Jessica attended both sessions of the Membership Meeting on November 17 and 18. Jessica wrote an E-Connection which was published to Denver Flight Attendants on December 1. The E-Connection offered two ways to give this Holiday Season, and donation links were included for Toys for Tots and SafeHouse Denver. Jessica attended the EB Special Meeting on December 2. After the Special Meeting adjourned, the Negotiating Committee updated the EB that the Company would be sending out 1,500 WARN Notices to Flight Attendants on December 3. The Furlough Support Team (FST) called a meeting via Google Meets on the evening of December 2 to discuss how we could assist Members during this time. EB Members were scheduled to assist the Office Team in answering calls, and resources were provided to assist in answering questions for our Members. Jessica was scheduled to answer calls and emails on behalf of the FST December 3 - 6. Jessica attended the Negotiating Committee Zoomcast on December 4. Domicile Executive Board Members (DEBMs) began calling all Members in their respective domiciles who received WARN Notices. Jessica would like to thank Atlanta DEBM Pamila Forte and Phoenix DEBM John DiPippa for assisting her with the Denver WARN Notice list. Jessica has answered Members' emails, calls, and texts and remains available to the 556 Membership during this difficult time.</p>	

Report From:	DEBM - HOU
Submitted Report:	
<p>David attended the Executive Board Meeting via Zoom November 10 and 11 and the Houston Membership Meeting on November 17. David answered phone calls and emails for the Furlough Support Team the week of December 7. David reports he made outreach calls to the 184 Members in Houston that received WARN notices from Southwest Airlines. The calls were very well received and the Members were very appreciative of the Union's effort to make personal contact with them. David reports that Fact-Finding Meetings were very low over the last 30 days. David served as EEOC November 9-16 and remained available for all Executive Board Conference Calls and Zoom meetings. 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 attended the November 2020 Executive aboard Meeting as well as the special Meeting called for December 2. Rachel represented Members in Meetings with Management. Rachel updated the Union Glass Case with the new Membership Meeting notice and passed out flyers to encourage Members to call, tweet, and email their elected officials in Government to support the Payroll Support Program. Rachel made outreach phone calls to Las Vegas-based Members who received a WARN Notice from the Company to discuss their questions and concerns during this process. Rachel reviewed all the grievance cases in preparation for the December 2020 Executive Board Meeting.</p>	

Report From:	DEBM - LAX
Submitted Report:	
<p>Trish had a very busy month answering member concerns for various issues. Trish attended the monthly grievance review, the November Executive Boards, two conference calls, and the last yearly Membership Meeting. Trish spent time in the base, met with Management, brought snacks, and pies to crew members working the Holiday week. Trish spent time preparing for the move to the new LAX lounge, updated the Union Glass case, and began preparing an information email navigating the new lounge location. Trish wishes to thank the CTF and NT for their hard work, and for providing valuable education and information to support the Membership. Trish also wishes to thank the LAX Shop Stewards for their dedication and support.</p>	

Report From:	DEBM - LAX
Submitted Report:	
<p>Trish had a busy month serving the members of LAX. Trish met with base management twice, brought Holiday treats to the lounge and prepared for the move to the new lounge. Trish was also invited on a special tour with Base management, and Dave Kissman. Trish attended the December Executive Board meeting, the zoom meeting with the NT, had several conference calls, facilitated one fact finding meeting, wrote two E-connections and also participated in the Grievance Review process. Trish spent a lot of time calling the members in LAX who received the warn notices. Trish also spent time printing and distributing the PSP flyers to Shop Stewards, and the lounge. Trish wishes to thank LAX shop stewards Genesis DaVoy, Paige Spence, and Della Saucier for their hard work and assistance with moving to the new lounge, passing out flyers, and their assistance to members of the LAX base. Trish also wishes to thank the entire Executive Board for their work preparing and implementing the Furlough Support Team, and their efforts reaching out to all members affected by the warn notices. Special thanks to the NT for their unending support and open communication to the membership</p>	

Report From:	DEBM - MCO
Submitted Report:	
<p>Jimmy reported that while Fact-Finding Meetings continue to be low, the reasons continue to be delay of flights, social media violations and crew conflict. Jimmy reported he attended the November Executive Board Meeting via Zoom November 10-11, 2020. Jimmy reported he attended a conference call via Zoom with the TWU Local 556 Negotiating Team Friday, November 13, 2020. Jimmy reported he attended the TWU Local 556 Special Meeting via Zoom December 2, 2020. Jimmy would like to thank MCO flight attendant and involved Union Supporter, A.J. Theiss, for conducting lounge mobilizations in Orlando on December 4-5, 2020 pushing the PSP Program. Jimmy reported that on December 5-6, 2020, he reached out to all MCO flight attendant's who received WARN letters from Southwest Airlines. Jimmy reported the January 2021 Membership Meeting notice was posted in the Union Glass Case the first week of December and the Union Red Rack was tidied.</p>	

Report From:	DEBM - MDW
Submitted Report:	
<p>Donna reports that Fact-Finding and Step 2 Meetings continue in the base for various reasons. Donna has represented Members in Fact-Finding and Step 2 Meetings. Donna has also been available to the Chicago Base Flight Attendants to answer questions and concerns revolving around the Covid-19 and WARN notice situations. Donna has been calling Flight Attendants who have been issued WARN notices. Donna attended the Executive Board zoom meeting in November. Donna attended the zoom cast led by the Negotiation Team, legal council, and 556 economist. Donna has encouraged Members to watch the rebroadcast of the NT zoom cast as it contains valuable information for the Membership and answers many questions they may have. Donna continues to fly the line and spend time in the lounge.</p>	

Report From:	DEBM - OAK
Submitted Report:	
<p>Josh attended the November Executive Board Meeting as well as numerous conference calls throughout the month. Josh assisted with Furlough Support Team in answering questions about WARN notices and possible furloughs. Josh also reached out to every Member who received a WARN notice to see if there were any questions he could answer or assistance he could offer.</p>	

Report From:	DEBM - PHX
Submitted Report:	
<ul style="list-style-type: none"> • Attended 11/10-11/11 EB Meeting via Zoom • Was on a conference call with EB and NT on 11/12 • Resend the NT survey to several Members • Continues to update the COVID-19 internal document, which is a handy reference for Union Staff, EB, and the Education Committee • Attended the November Membership Meeting • Placed the 2021 1st Membership Meeting notice in the glass case • Did 1 Fact-Finding Meeting • Dropped off the food donated for the canned food drive • Wants to thank Base Management for their assistance with the canned food drive • Was on a Conference Call establishing the Furlough Support Team • Called several Flight Attendants who received a WARN Notice • Wrote an E-Connection in December • Reviewed minutes and vote tally from the November Executive Board meeting sent by the Recording Secretary • Reviewed Grievances and Reports prior to the December Board Meeting • Reviewed letters of interest for the open Board Member at Large position • 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 	

Report From:	President
Submitted Report:	
<ul style="list-style-type: none"> • November 10-11, Lyn chaired the November 2020 Executive Board Meeting. • Lyn is pleased to announce that the Company will begin making different sized gloves available in more accessible locations for Flight Attendants to obtain them. This was fought by the NT at the table, and Management refused to ensure properly fitting gloves would be made available and resisted simple proposed language. It was also brought up to Management at the onset of the pandemic. Due to our pressure, Management announced, <i>Effective November 24, we will be adding one box of large size gloves onboard the aircraft. This is in addition to the two boxes of medium size gloves that are already stocked onboard.</i> • <i>Additionally, Provisioning will begin carrying small and extra-large gloves on their trucks. Flight Attendants will be able to request a handful amount of these gloves if needed. Provisioning won't be able to provide the entire box of small or extra-large due to weight and balance limitations. Due to supply limitations, there may be times that small or extra-large gloves are not available from Provisioning.</i> • <i>All sizes of gloves will still remain available at each Inflight Base in an RBF on November 17, 2020.</i> The Company will most likely not credit the Union with this initiative, but make no mistake. This wasn't something it was willing to do before our request. Instead of understanding that the Union is the knowledgeable representative for the Flight Attendants, the Company took months to evaluate our request utilizing the FAST team. Lyn wants to thank the Negotiating Committee and the Health and Safety Committee for their advocacy on this matter. • November 12, 2020, Lyn led negotiations with Southwest Airlines. Lyn requested that the Executive Board convene via ZOOM to discuss Management's proposal and position during the day's Negotiating Session. • November 16, 2020, Lyn hosted a ZOOMCAST with the members of the Negotiating Committee and its Subject Matter Experts to inform the Members about the current state of negotiations titled Concessions and Furloughs. Lyn is fully committed to keeping the Membership informed and educated about what is happening at the negotiating table. • On Saturday, November 14, 2020, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins. • On November 17, Lyn chaired the Third TWU Local 556 Membership Meetings via ZOOM. Below summarizes her verbal report. <p><i>President's Report for the Third Quarter Membership Meeting</i></p>	

The bulk of my work these past few months has centered around avoiding concessions and furloughs for our Members, more on that during the NT report.

I work daily with the Covid-19 Task Force and Grievance Committee.

I facilitate and participate daily in management/ union discussions to remedy operational issues, contractual violations, safety concerns, social media issues, scheduling issues, and other relevant matters. I second chaired 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.

I am pleased to announce that the Company will begin making different sized gloves available in more accessible locations for Flight Attendants to obtain them. Large gloves on board and small and x-large available from the Provo agent on the truck. This was fought by the NT at the table, along with our Health and Safety Committee and Management refused to ensure gloves would be made available and resisted simple proposed language. It was also brought up to Management at the onset of the pandemic. Due to the NT's pressure, Management has now decided to be announced in an RBF this week. The Company will most likely not credit the Union with this initiative, but make no mistake. This wasn't something it was willing to do prior to our request. Instead of understanding that the Union is the knowledgeable representative for the Flight Attendants, the Company took months to evaluate our request utilizing the FAST team. We hope that boxes will be placed on the aircraft, but this step is in the right direction.

A special thanks go to Chantil Huskey, Gayle Middleton, and Jannah Dalak for their extreme dedication to the Members suffering from COVID-19 related issues.

I frequently work with the Communications Committee and sends a special thank you to the 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 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.*

The Coalition meets again via ZOOM on November 20, 2020.

I want to thank Members for the hundreds of emails from Members expressing their thoughts and concerns about furloughs and concessions. I have spoken to many Members and continue to listen to Member's concerns.

The concerns of the Members are my priority. I thank the Members for the uplifting and supportive words they have expressed to her. I 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 I fight for all Members from the most junior to the most senior.

- *November 19, Lyn and the Negotiating Committee returned to the table. Highlights from that session included: (see TWU LOCAL 556 NEGOTIATING COMMITTEE UPDATE #38 for full details)*
- *Based on feedback from the Company in the last meeting, and to conduct good-faith bargaining, your Union presented a revised side letter containing suggestions for the offering of additional voluntary leave programs and the ability to offer an onboard sales program to include credit cards and beverages for 18 months to generate combined cost-savings and revenue of approximately \$110 million in 2021.*
- *The Company rejected the proposed letter after reviewing it for less than an hour, stating that it was "uncertain" how many Flight*

Attendants would take voluntary leaves. The Union presented the results of its recent survey, which showed more than 3,700 Flight Attendants would take additional voluntary leaves, if the programs were offered.

- The Company, in response to our questions, indicated it was considering sending WARN Act notices to approximately 1,500 Flight Attendants to meet the cost savings the Company stated it wants, but when asked what the projected cost savings of furloughing those 1,500 Flight Attendants would be, the Company responded it did not have those numbers.*
 - Your Union made passionate pleas for offering voluntary programs again, rather than furloughing a single Member. The cost savings from more than 3,700 Flight Attendants and the flexibility for onboard sales would, according to our estimates, provide more cost savings than the Company would get from furloughing 1,500 Flight Attendants.*
 - At the conclusion of the meeting, the Union played a video clip of Gary Kelly's town hall in which he stated about offering additional voluntary leave programs: "Of course we will do those things." Your Union will continue to fight for every job and has asked the Company to honor Gary's commitment and begin offering another round of voluntary programs.*
 - The next meeting with the Company is scheduled for December 3.*
-
- November 20, 2020, Lyn, TWU Local 556's Civil and Human Right Chairpersons 2nd Vice President [Latonia Benoit](#), and Atlanta DEBM Pam Forte attended a meeting with Southwest Director Steve Murtoff to be informed about the Company's Fearlessly Authentic Program. Lyn wants to thank Latonia and Pam for advocating that Southwest mandate a better diversity training program. TWU Local 556 will continue to fight against racism at Southwest Airlines. Lyn attended the Satellite Base Meeting with Management. See the December 2020 Satellite Base report for details.
 - November 20, 2020, Lyn hosted the Union Coalition Meeting with SWAPA, IAM, IBT and TWU leaders from Southwest Airlines Unions. The meeting continues to be highly productive as the leaders discuss negotiations, furloughs and COVID-19 issues. The Coalition met again on December 11 and is scheduled to reconvene December 22.
 - On Saturday, November 21, 2020, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins. Lyn flew pairing DS1T.
 - On November 24, Lyn, 1st Vice President Chad Kleibschiedel, Safety Chairpersons Michael Massoni, and Jannah Dalak attended the FAA's official update on the MAX 8 return to service.
 - On Monday, November 30, 2020, Lyn participated in a deposition on a legal matter on behalf of TWU Local 556.
 - On December 2, 2020, Lyn and the Negotiating Committee held a meeting with the Executive Board to update them on the current state of negotiations and the potential for WARN notices.

- On December 3, 2020, for the first time in the almost 50-year history of Southwest Airlines, the Company chose to send WARN Act notices to 1,500 TWU Local 556 Members. WARN Act notices are required by law if a company is planning a mass lay-off. These notices do not necessarily mean furloughs will occur but can indicate the Company's intent to furlough.
- Lyn responded to media inquiries concerning the WARN notice announcement. TWU Local 556 statements were reflected on over 424 publications nationwide, and several TV and radio stations, including CNBC, FOX affiliate, CBS affiliate, and CNN printed business news.
- After responding to the media, Lyn produced and promulgated a video for the Members and announced a ZOOMCAST to ensure Members would be educated and informed.
- Lyn hosted a ZOOM Cast with the Negotiating Committee on Friday, December 4, 2020.
- On Saturday, December 5, 2020, Lyn participated in the weekly conference call with TWU Presidents of 550, 555, 557, and Economist Dan Akins.
- Lyn requested the Furlough Support Team be formed to provide a resource to the Membership. The team can be contacted at fst@twu556.org. Lyn appreciates all the Executive Board Members for being a support to those in need at this time.
- Lyn, COPE Co-Chairperson Latonia Benoit, and member Damion West coordinated efforts lobbying for the passing of the Payroll Support Program.
- December 10, Lyn led the negotiations with the TWU Local 556 Negotiating Team highlights from that session included (for full details see TWU LOCAL 556 NEGOTIATING COMMITTEE UPDATE #40)
 - *Based on conversations in a meeting with the Company on December 3, the Union came to the December 10 meeting with the understanding that the Company was going to present a proposal to offer additional voluntary programs. The Company did not provide a new proposal, but rather referred to its November 9 proposal that would not gain the cost savings the Company indicated it needs and would require concessions without adequate protection from furloughs.*
 - *In the spirit of collaboration, the Union created another proposal that would give the Company the certainty it requires. Once again, the Union put on the table a viable solution based on Members' ability to step up and help, stressing that anyone agreeing to participate in a voluntary program is one less person needed to furlough, and that every job counts.*
 - *The Company advised that it would not be offering any more paid voluntary programs and indicated it would instead consider offering additional unpaid leave programs.*
 - *The Union advised the Company that any proposal presented must be accompanied by specific cost-savings goals so that the*

proposal can be thoroughly reviewed with clarity on specific objectives the Company needs to attain.

- *After the Company stated it was unable to meet Monday to discuss its proposal, the Union created time for the Company on the morning of Tuesday, December 15, to accommodate the Company's timeline.*

Lyn will continue to advocate for all Members and continues to find ways to prevent concessions and furloughs,

Report From:	Recording Secretary
Submitted Report:	
The Third Membership Meeting of 2020 was held November 17th and November 18th via Zoom. There were 227 Members in attendance. The First Membership Meeting of 2021 will be held on January 26th and January 27th via Zoom.	

Report From:	Vice President - 1
Submitted Report:	
<p>Vice President Chad Kleibscheidel 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 November, attended a special meeting of the Board, and attended the virtual Membership Meetings. He continues to monitor the RTS of the 800 and assist the GT as needed. He still works to resolve unemployment issues some Members continue to face. He continues to work with communications and the uniform committee. Coordinates with the Gentry agency as needed on media requests and leads. He assisted in Executive BM planning, MM meeting planning, and has full participation. He conducted legal research on different cases, attended meetings with management, and continues to speak with state agencies on unemployment issues. Work on By-Law committee continues and hope to have a meeting set up and executed by the year's end, sexual harassment training investigation/planning, helped create the FST Team and plan of action, began researching and collecting information to aid in creating of a WARN/furlough resource guide, is working with VIP services to create cost-effective alternatives to COBRA if the need arises, conducts outside union updates and communications takes part in the on-property union coalition meetings, social media advocacy/policy updates with the company. Contacted CAB and had two meetings regarding alleged security issues, healthcare summit work, and is working on the uniform allergy reporting plan finalization. Thanks to all the Members who attended the Membership Meetings and have contacted the Board and NT remaining engaged by expressing ideas and concerns.</p>	

Report From:	Vice President - 2
Submitted Report:	
<p>2nd VP Report Nov 10-12 Attended Executive Board Meeting Nov 17 Attended Third Membership Meeting of 2020 Nov 18 Attended Third Membership Meeting of 2020 Nov 19 Attended TWU State Conference Meeting IL/IN Dec 2 Attended Special Executive Board Meeting Attended COPE Meeting Call To Action Attended FST Meeting Dec 3 Attended President and VP's Meeting Dec 3-6 Answered FST Calls from 8-2 Dec 8 Attended Meeting with 1st VP Worked in the office in Dallas Dec 9 Attended TOP 5 Weekly Catch up Call Attended Meeting with 1st VP Attended AFL-CIO Meet and Greet with Newly Elected Senator Cesar Blanco, EL Paso Dec 10 Attended Union Coalition Meeting.</p>	



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DECEMBER 2020 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
<p>Pamila attended a meeting with Civil and Human Rights Committee Co-Chairperson Heather Kelly-Gray November 20, to discuss the 2021 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference, Black History Month, and Human Trafficking Awareness Month.</p>	

Report From:	CISM
Submitted Report:	
<p>The CISM Team responded to a total of 60 incidents and spoke to 123 Flight Attendants during the month of November.</p> <p>Aircraft Incident 1 Assault 1 Calls Related to Death of FA 2 COVID-19 3 Debriefing Team Member 3 FA Death 5 FA Death of Family Member 4 FA Exposure to Infectious Disease 1 Mask - non-compliance 2 Mechanical 1 Passenger Medical 14 Passenger Misconduct 5 Personal Issue 12 Smoke or Fumes in Aircraft 2 Suicide Attempt/Intervention 1 Suicide of a Family Member 1 Turbulence 2 Total 60</p>	

Report From:	Communications
Submitted Report:	
<p>Communications Committee Report — December 2020</p> <ul style="list-style-type: none">• Worked on projects and publications involving multiple committees, bases, and general Union communications (routine and urgent); in specific distribution groups and in systemwide communications (e.g. Negotiating Committee, E-Connections, COPE, Safety, Grievance Team, Shop Steward Committee, etc.• Continued video production with the Negotiating Committee and President Montgomery.• Assisted the NT, President, COPE, and PR firm with special projects.• Continued AFL-CIO union communicator conference calls with the AFL-CIO Communications Department regarding the most current labor issues and campaigns featuring various union leaders and topics, along with utilizing digital media tool kits.• Answered Membership Communications and Union emails, routing them to the appropriate Committee or taking direct action as applicable.• Managed TWU Local 556 social media outlets.• Monitored news and events regarding Southwest Airlines, other industry news, unions, and locals, providing updates and reports to President Montgomery. <p>Please submit your article ideas and photos to communications@twu556.org.</p>	

Report From:	COPE
Submitted Report:	
<p>Committee on Political Education Report – November 2020</p> <p>UPDATE:</p> <ul style="list-style-type: none"> • Congress recessed for Thanksgiving break without passing COVID relief for millions of Americans, including aviation workers. • Government funding must be passed by December 11 to avoid a government shutdown. • FAA Returns Boeing 737 MAX to Service after 20 months of grounding. <p>TWU State Conferences that TWU 556 Chair and Co-Chair and Participated in for the month of October:</p> <ul style="list-style-type: none"> • California • Florida • District of Columbia/Maryland/Virginia • Georgia • Nevada/Colorado • Texas <p>Communication to be sent to the members:</p> <ul style="list-style-type: none"> • Coronavirus Relief/PSP <ul style="list-style-type: none"> ○ Email ○ Social Media <ul style="list-style-type: none"> ▪ Facebook ▪ Twitter ▪ Instagram <p>TWU 556 COPE Committee will continue to push for Members to contact their Congressional Representatives, we will also coordinate with TWU International for the latest updates.</p> <p>TWU International Update: As of 12/7</p> <p>A group of moderate senators came together put out a framework that could serve as the beginnings of a larger deal in the amount of \$908 billion.</p> <p>Transportation Side:</p> <ul style="list-style-type: none"> • The airline language has been in place since June/July and has not changed very much since. • There is no movement on a boarder transportation or airline standalone deal by itself. 	

- Both Democrats and Republicans from both the House and Senate are now saying Payroll Support must be part of a larger COVID deal.
- Employee Protection is not controversial and will be included in a larger packet if approved
- The deal proposed if approved would only be for 3- or 4-month packet
- What is being proposed is \$45 Billion for Transportation, with \$17 billion for airline Payroll Support. The \$17 billion is 2/3rd of the \$25 billion that had been asked for. The 25 billion originally asked would have covered 6 months of PSP so the 17 billion is in line with a 3-to-4-month deal.

Potential Roadblocks

State and Local Funding

Funding for State and Local Governments is a huge deal for Republicans. They are uncomfortable with giving significant amounts of money to State and Local governments. Their concern is that most of that money would go to Democratically controlled States or Cities. Bigger cities have larger populations and larger infection rates.

Example: In Texas most of the money would go to Houston or Dallas.

In the Senate, Republicans seem to be ok with state and local funding as long as a deal can be worked out to spread money “fairly”.

The Liability Shield

The Chamber of Commerce and other Business groups have been asking for a Federal preemption to halt anyone suing any business if they contract COVID there. That is both workers who are employed at the business and consumer shopping there.

The Labor Movement had been trying to pare a Liability Shield with an emergency temporary standard on the OSHA Reg. The Administration would have to put up an emergency rule to protect workers in every industry from the spread of COVID-19. It would be as long as an employer was living up to those rules they would be shielded from liability. That was the deal that had been cut between the unions and Chamber of Commerce.

Joe Biden has committed to doing this on day one, now Democrats do not need this to be included in a final deal.

If both items remain open on the negotiation table this deal will likely not close.

The President or Mitch McConnell has yet to weigh in on whether they support this deal. If the President threatens a veto, this deal would likely be over.

Important Dates/Timeframe

December 11 is the current deadline for the federal government funding to run out. That will be extended to the following Friday December 18. If there is a COVID deal in 2020 it will ride with the Government Funding Package.

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 8,193 Members.</p> <p>Amanda created two Facebook Lives: Let's Talk About the Reserve Rotation (2,500 views) and What is Contingency? (2,400 views). She responded to Members questions on the Facebook Lives.</p> <p>Amanda responded to Member e-mails, calls and texts regarding contractual and work rule questions. She communicated with the Covid Task Force regarding RBF2020-110.</p> <p>The Education Committee would like to wish the Membership and Executive Board a Happy and Safe Holiday season.</p>	

Report From:	FADAP
Submitted Report:	
<p>Tom and Natalie continue to do weekly crew assistance meetings.</p> <p>FADAP continues to do Sunday Flight Attendant Zoom meetings.</p> <p>Natalie had lunch with La hacienda Treatment in Arlington Texas Nov 11.</p> <p>Crew assistance teams hosted web meeting with Base Leaders about peer resources Nov 16.</p> <p>Tom and Natalie attended TWU 556 Union membership meeting Nov 18.</p>	

Report From:	Grievance
Submitted Report:	
<p style="text-align: center;"><i>December 2020 Grievance Report</i></p> <p><u>TOTAL NUMBER OF GRIEVANCES:</u> <i>233 total grievances:</i></p> <p><i>23 terminations</i> <i>36 group grievances</i> <i>49 non-term disciplinary</i> <i>72 Attendance</i> <i>53 individual contract</i></p> <p><i>Total Contract Grievances on file: 89</i> <i>Total Discipline Grievances on file: 144</i></p> <p><u>Settled and Withdrawn Report:</u> Fifteen grievances were settled; of those four were settled at the Step 2 level, four while preparing for Executive Board review, four at the SWA Preliminary decision stage, and three at a grievance meeting. Thirteen grievances were withdrawn without prejudice.</p> <p>Of the seventy-two Attendance grievances, thirty-one are No-Shows, five Unable to Contact, fourteen Failure to Report, ten Sick Leave 1, one SLA, one Sick Leave Training, one MBL, and ten No-Show Training.</p> <p>The forty-nine non-term disciplinary grievances consist of: twenty-two written warnings, two final written warning, eighteen thirty-day suspensions, one fifteen-day suspension, four three-day suspensions, and two under the “other” category.</p> <p><u>Fact-Finding Meetings:</u> Twenty-eight fact-finding meetings were held in the bases, in November 2020.</p> <p><u>Chat Apps</u> 821 chat app messages received the month of November.</p> <p><u>Board of Adjustments:</u> Discussing numerous cases at the December 18, 2020 meeting with Labor.</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>Briefs submitted.</i> Group Grievance- September 29-30, 2020 arbitration. <i>Briefs being prepared.</i></p>	

FA-December 9, 2020-arbitration held. *Briefs being prepared.*

FA-December 22, 2020 arbitration. *Settled.*

FA-*Slated.*

Group Grievance-*Slated.*

FA-*Slated.*

FA-*Slated.*

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 a BOA for Termination: Dishonesty.

Upcoming Grievance Meeting: The Union and Management have a video-conference call scheduled December 18, 2020.

Report From:	Health
Submitted Report:	
Health ReportDecember Executive Board Meeting	
<hr/>	
<u>ASAP</u>	
<p>We have reviewed 13,195 ASAP reports for the life of the program, with 1251 reports to date for 2020. In 2020 we accepted 1095 reports and excluded 107.</p>	
<p>We have a quarterly meeting in January to go over the 2020 statistics</p>	
<u>Health/Safety Updates</u>	
<ul style="list-style-type: none"> • The new product that been tested, Bionesk, for overnight cleaning has passed the system assessment phase and will start to be used 1stquarter 2021. This product is The testing of the new cleaning products has gone will and the process is still in a system assessment on if the new product will be used in addition to the current cleaning process. This would be for overnight cleaning only as there is a concern of a lingering smell if used during Turn Clean operations. • We have brought up vaccinations on our weekly calls for the past month to try to determine what position Southwest would take on the issue. • We have had numerous inquiries from our Members regarding the vaccinations. The calls/emails are equally split on Members wanting to have quicker access to vaccine availability and Members not wanting to be forced to take the vaccine. They all are asking the question “what is the Union stand on this issue?” • Graphical data on OSHA and Non-OSHA recordable is available in the Safety Team Report; injury rate and severity is down. 	
<u>Covid-19</u>	
<p>The COVID taskforce traffic has increased quite a bit due to the exposure rates increasing. This is from crew to crew exposure as well as exposure outside of work. Following are the main topics of the calls and emails:</p>	
<ul style="list-style-type: none"> • Procedures Management is using for exposure pulls – this is usually a 4-5 email or phone call process as each pull has its own 	

nuances and we aren't able to answer the question without specifics

- International travel and the requirement to quarantine when you return
- Vaccination questions
- Jumpseat/social distancing
- Members being stranded and having to find their own testing sites and transportation

Hot Aircraft Reporting – 10/26 – 11/1/20

There were 0 Inflight Hot Aircraft forms submitted, with 7 reports submitted year to date.

Event Notification System

- We continue to receive and act on Event Notification System (ENS) emails.
 - 2020 YTD – 3056
 - 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*

Upcoming Meetings:

ASAP ERC: Weekly Meetings with a day of preparation and follow-up (conference calls)

Quarterly ASAP Meeting

ASAP: Quarterly Meeting – (conference call)

HASC - monthly meeting

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

MAX 800 Return to Flying

Executive Board Meeting Update

FAA Max 800 Update

Report From:	Covid-19 Task Force
Submitted Report:	
<p>The CTF Committee has continued to answer emails and calls from our Members concerning COVID-19 exposures, positive COVID-19 results, returning to work concerns after having COVID-19, and surrounding the vaccine. BMAL/Grievance Chair Gayle Ross-Middleton and I had meetings with management to discuss various concerns we have with how the COVID exposure pulls are being handled. I have continued to meet with management nightly to discuss pay and pull issues and correct them. On average I am taking about 10 cases a day to be corrected. We have finally gotten the company to agree to allow a Member to take from their sick bank should they need to be out extended time due to quarantining from a non-work related exposure. The company has continued to change their pull policies to adhere to the new changes with CDC Guidelines. These changes continue to make things hard on our Membership.</p> <p>They have recently changed the pulls for having a positive COVID-19 test to 10 days and leaving exposures to 14 days. Then changed the process two weeks later to have all pulls be pulled at 10 days. Of course with the exception on LAX/OAK due to their California State Laws and keeping them at 14 day pulls. You may now return to work on day 8 of an exposure pull if you have a negative test, but can not test until day 6. This does prohibit Members on family household pulls from being out the possible 20 days due to their exposure. It also prevents them from pulling from their sick bank when they do not need to. The company also put into effect last week that you would have to quarantine for 10 days after leaving the country to any other country that is Level 2-3-4. Of course allowing those that are commuters to be exempt. This has raised questions of if they would be able to "test out" on day 6 like you would another exposure or not. However upper management has been on vacation since the new rule took place. We hope to do some catch up calls this week when they return.</p> <p>They have recently discontinued pulling FA's for exposures to the DH crews. The company's reasoning is that they should be like a passenger and we should not have contact further with them than we would with a passenger. We have had many concerns regarding the notification of these situations. We have had a few FA's that have had further exposure to the DH'ing crews and have been pulled. They have only paid them person exposed for the trips on their boards and not their 6.5tfp on days off. We currently have two grievances concerning this issue.</p> <p>The company has also discontinued pulling you if you are exposed to someone but have had COVID-19 within 90 days to follow CDC Guidelines. The CDC states that you can shed the virus within 90 days of having it and can create a "false" positive. We are monitoring Members when they call and have an issue such as this to see if we have a case that a Member has the virus twice and outside of that 90 day period.</p>	

We have filed group grievances on the company changing the pay of per diem for these pulls as well as not paying for holiday pay during these pulls. They have agreed to continue to pay you the VJA pay, however we continually have issue with this and correct them.

We have had two conference calls with the team regarding these changes and continue to be in contact with each other.

Report From:	Professional Standards
Submitted Report:	
<p>Professional Standards Activity Report For November 2020</p> <p>Company Policy 5</p> <p>Employee Relations 3</p> <p>F.A.R. 1</p> <p>I.R. Filed 3</p> <p>Internal Peer Support 2</p> <p>Not Taken 4</p> <p>Pilot Issue 3</p> <p>Social Media 1</p> <p>Unprofessional Behavior 3</p> <p>Withdrawn 1</p> <p>Total 26</p> <p>Positive Resolution 13</p> <p>Negative Resolution 03</p> <p>Unresolved 10</p> <p>Source:</p> <p>Phone 21</p> <p>TWU Website 01</p> <p>Pilot Professional Standards 04</p> <p>Case Work Team Hours 24.75</p> <p>*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.</p> <p>Base Information</p> <p>ATL 3</p> <p>BWI 4</p>	

DAL 2
DEN 8
HOU 2
LAS 2
LAX 1
MCO 1
MDW 3

Report From:	Safety																
Submitted Report:																	
<p style="text-align: center;">Safety Team Report</p> <p style="text-align: center;">Michael Massoni – Operational Safety Chairperson</p> <p style="text-align: center;"><i>...The mission of the Unions Safety Team is to provide Union Leadership in all issues of health & safety; Technical Counsel to the TWU Executive Board; Representation to our Membership; Stewardship within our Company, Industry, its regulatory bodies and most importantly, facilitate Effective Communications between all...</i></p> <p>To: TWU Local 556 Executive Board CC: Thom McDaniel Date: December 11, 2020 Re: December 2020 EB Safety Team Report</p> <p>Currently the Safety Team has the following open and/or resolved action items:</p> <p>Aviation Safety Action Program (ASAP) – Reports in queue for ERC Review - 9</p> <table> <tr> <td>ASAP Reports received 2020 Year-to-Date:</td> <td>1251</td> </tr> <tr> <td>Accepted Reports Year-to-Date:</td> <td>1095</td> </tr> <tr> <td>Excluded Reports to date:</td> <td>107</td> </tr> <tr> <td>Open Reports:</td> <td>49</td> </tr> <tr> <td>Total Reports Received in 2019</td> <td>2880</td> </tr> <tr> <td>Total Reports Received in 2018:</td> <td>1716</td> </tr> <tr> <td>Total Reports Received in 2017</td> <td>947</td> </tr> <tr> <td>Total Reports Received over the Life of Program</td> <td>12,195</td> </tr> </table> <p>Southwest Airlines Event Notification System (ENS)</p> <p>Fielded Events for Period: 11/7/20 through 12/11/20 = 358 Emergencies Declared for Period = 20</p> <p>2020 Year-to-Date = 3056 All of 2019 = 4261 All of 2018 = 2462 All of 2017 = 2371 All of 2016 = 2887 All of 2015 = 2843 All of 2014 = 2119 All of 2013 = 1138*</p>		ASAP Reports received 2020 Year-to-Date:	1251	Accepted Reports Year-to-Date:	1095	Excluded Reports to date:	107	Open Reports:	49	Total Reports Received in 2019	2880	Total Reports Received in 2018:	1716	Total Reports Received in 2017	947	Total Reports Received over the Life of Program	12,195
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Total Reports Received over the Life of Program	12,195																

All of 2011 = 1609
All of 2010 = 1413
All of 2009 = 1210

*ENS tracking and trending was suspended for the period of May 2012 – June 24th, 2013 – However ENS follow-up was maintained throughout this period. The Safety Team has re-established the practice of tracking and trending all ENS events and will include the same in all Safety Team Reports

Flight Attendant Fatigue Risk Mitigation Program

Reports Received for Period: 11/7/20 through 12/11/20 = 3

Date of Call	Base	Recommendation	Base Recommendation	Base Final
11-21-2020	DEN	Paid - Operational Cause	Accepts	Paid - Operational Cause
11-11-2020	HOU		No Decision Necessary -	Informational only
11-08-2020	MDW	Paid - Operational Cause	Accepts	Paid - Operational Cause

Fatigue Reports received 2020 Year-to-Date:	39
Paid – Operational Causation Year-to-Date:	21
Non-Paid – Non-Operational Causation Year-to-Date:	7
Non-Paid – No Crew Member Report Year-to-Date:	2
No Decision Necessary - Informational Only Year-to-Date:	9

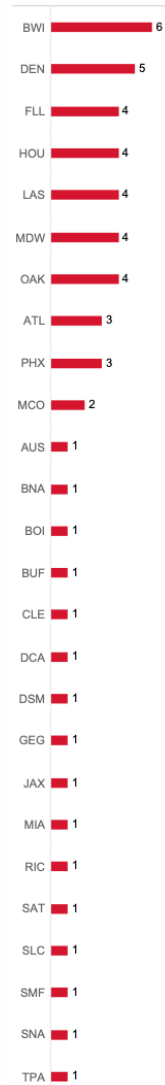
SWALife Hot Aircraft Event Reporting

11/7/20 through 12/11/20 = 0
2020 YTD = 7
2019/2020 Year-over-Year Comparative: -170 (**95.88% Decrease Year-over-Year**)
All of 2019: 317 = 49.884% Decrease Year-over-Year
All of 2018: 460 = 13.9% Increase Year-over-Year
All of 2017: 396 = 34.3% Decrease Year-over-Year
All of 2016: 535 = 32% Decrease Year-over-Year
All of 2015 (Benchmark High) = 788

Latest Hot Aircraft Reporting Overview (Normalized with all other Sources) 30NOV20-06DEC20:

Hot Aircraft Overview 11.30.2020 - 12.06.2020

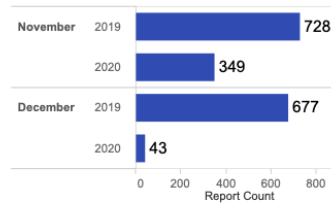
Hot AC Total by City



Reports by Type - 2 Week Lookback

Data Type	Hot AC Reports		% Difference	
	11/23/2020	11/30/2020	11/23/2020	11/30/2020
ACARS	88	55	-37.50%	
Grand Total	88	55	-37.50%	

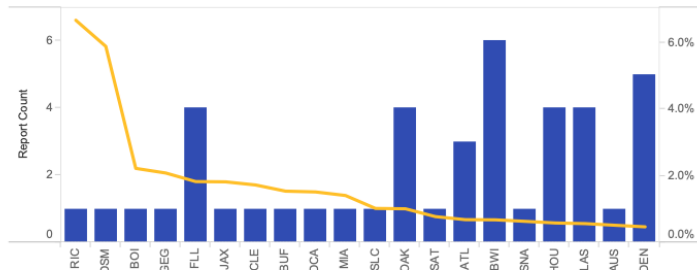
Year over Year Comparison



Daily Employee Report Submissions and % of Flights



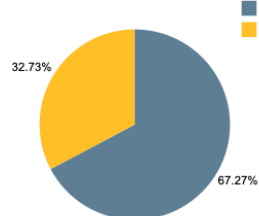
Stations - Top 20 Based on % of Flights



The percentages for the Top 20 Stations are based on the number of Hot AC Events reported on and the number of flights that departed from each city during the respective week.

Hot Aircraft by Fleet

Percent of total Hot AC Reports received



Fleet	Hot AC Reports	% of Flights**
700	37	0.43%
800	18	0.33%

**Percent of Hot AC Events to Total Flights per Fleet
Please note: Fleet not available for every report

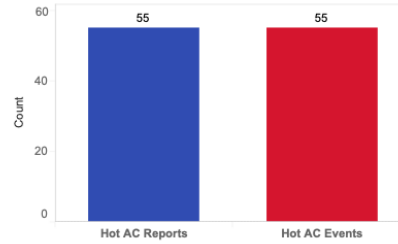
'Hot' Aircraft and Gates

Aircraft with four or more reports

Gates with three or more reports

Reports versus Events

Hot AC Reports are the total number of reports received. Hot AC Events are the unique number of Hot AC occurrences, taking into account multiple reports for the same event.

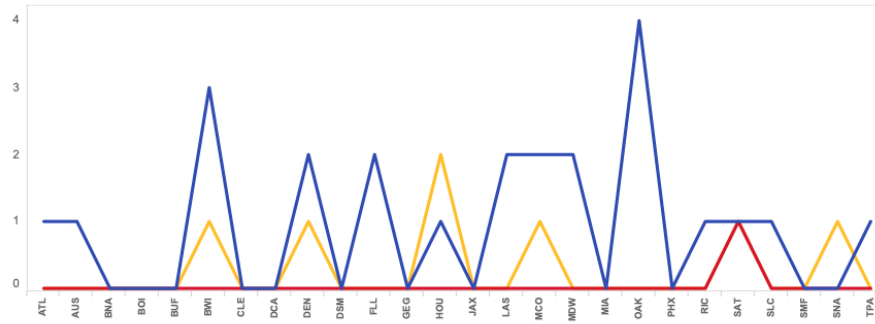


Ground Operations

As reported by the Pilot Group through ACARS messaging.

- Air Not Connected
- Ops Agent Not Present
- Ramp Agent Not Available

	11/23/2020	11/30/2020
% Air Not Connected	27.27%	43.64%
% Ops Agent Not Present	2.27%	1.82%
% Ramp Agent Not Available	9.09%	12.73%



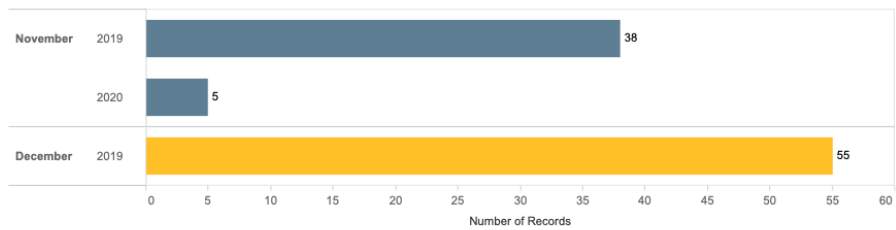
Good Job ACARS

If this section is left blank, it is intentional and means there were no "good" messages from the Pilots this week.

Pax Complaints by Originating City

Pax Complaints by day

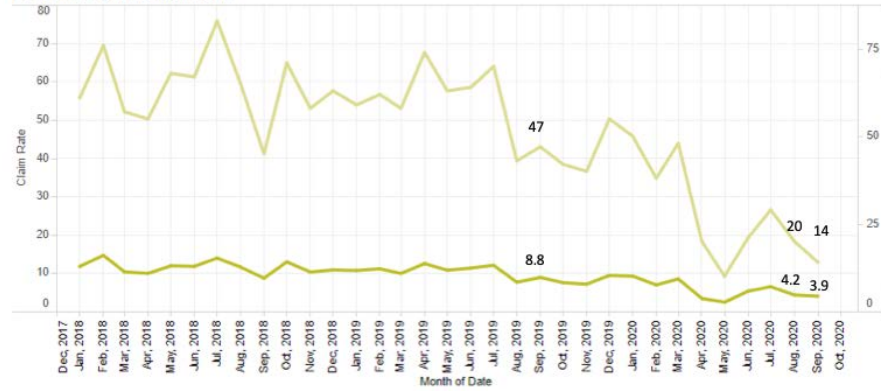
Year over Year Customer Complaints



Current Occupational Injury Data:

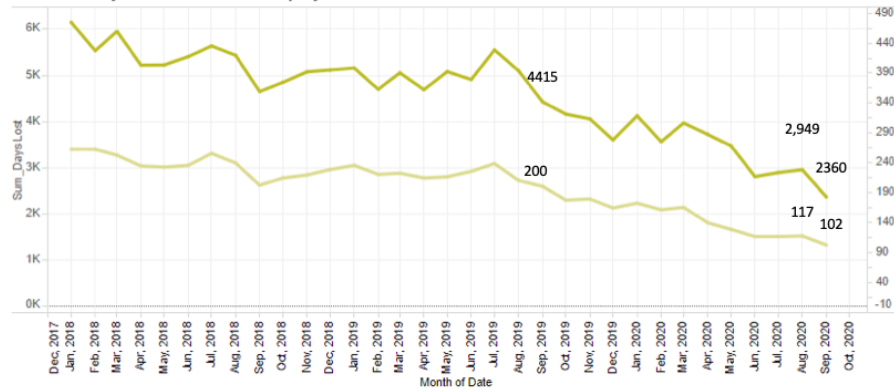
LTCR

Lost Time Claims with Rate



Lost Workdays

Lost Workdays with Number of Employees Out



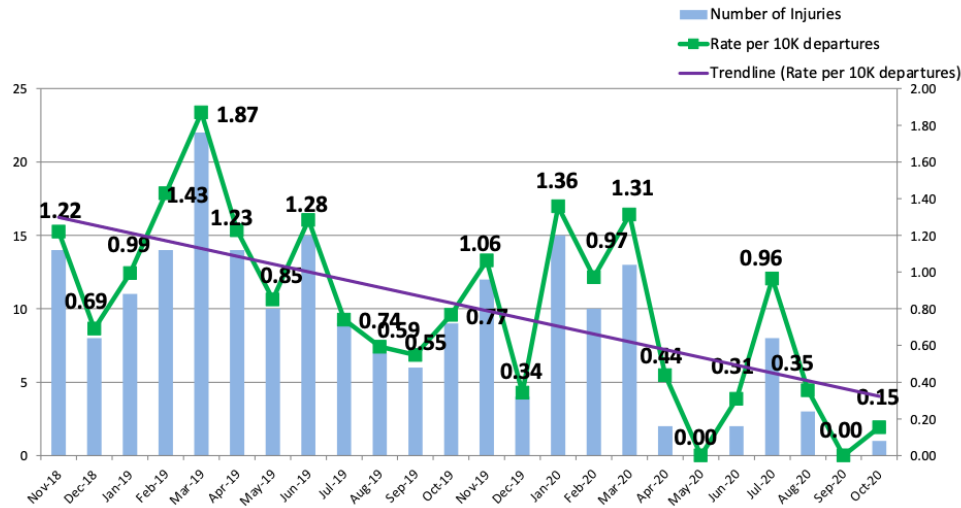
OSHA Recordable (Inflight)

	Date_of_Loss_c / OSHA Recordable					
	2018		2019		2020	
	Non-OSHA	OSHA	Non-OSHA	OSHA	Non-OSHA	OSHA
January	75	64	86	59	84	52
February	54	80	81	71	77	39
March	77	66	82	71	100	33
April	79	61	79	69	29	11
May	82	72	89	61	8	9
June	82	69	80	80	42	19
July	95	92	83	68	39	26
August	88	76	66	46	35	23
September	61	54	74	50	32	16
October	87	78	83	44	28	10
November	81	57	73	47	28	12
December	79	71	69	52		

Cause (Inflight-Top 10)

Cause General	2018	2019	2020
Struck by/Against	487	408	157
Other	246	301	156
Slip/Trip/Fall	308	267	117
Carrying/Lifting	193	162	62
Pushing/Pulling	125	104	44
Weather	59	64	16
Collision	39	47	26
Contact with object	39	42	29
Caught In/Between	46	46	15
Inhalation	31	48	19

Flight Attendant Turbulence Injuries



OSHA 300 Log Email Distribution to DEBM's Completed

Open Discussion Items:

Position(s) concerning Vaccine Distribution and Possible Mandates

- Current Company Position(s)
 - o SWA Governmental Affairs Team let us know that since the distribution of vaccines will largely be determined at the state level, they have been very active calling upon several Governors which have the most SWA Employees, advocating that SWA Employees be specifically called out in the “essential category” and granted early access to the vaccine. On the topic of a mandate vs. strongly encouraged, SWA Executive Leaders are working through the various impacts of each approach and also methods for helping employees become vaccinated.
- Current TWU Local 556 Health and Safety Position(s)
 - o As the Company is still exploring the “mandate” vs. “strongly encourage” policies, we have already made our position known: Notwithstanding individual governments around the world mandating COVID-19 vaccinations for travel to their nations for both individuals and Crew Members of foreign nations as is already common practice concerning vaccines for other diseases such as Yellow Fever, Polio, Malaria etc... we believe in the individual's right to choose to be vaccinated or not.

With that, we will continue to monitor the situation and should there be a change either with Southwest or U.S. government policy in the matter, of

course, we will advocate for the basic right to individual freedoms concerning medical choice and control of one's own body.

Additionally, as we have had numerous inquiries from Flight Attendants who want to have essential worker status priority to receive the vaccine. Just as we will advocate for individual Members to have a choice in receiving the vaccine, we will equally advocate for Members who wish to have priority access to the vaccine with both the Company and regulatory agencies.

- Discussion with EB Concerning Official Position of TWU Local 556
Scheduled on December 16, 2020

Coalition Letter Urging Prioritizing Aviation Workers



December 10, 2020

Dr. Jose R. Romero
Chair
Secretary of Health
Arkansas Department of Health
Little Rock, AR

Dr. Amanda Cohn
Executive Secretary
Centers for Disease Control and Prevention
Atlanta, GA

Dear Advisory Committee on Immunization Practices Members:

We are writing to you as employees and employers who work to provide safe and efficient air transportation for our nation and the world. We appreciate the transparent approach and the critical work you are doing to ensure that your recommendations for vaccine allocation are made based on science, implementation realities, and ethics.

As you are aware, the Cybersecurity and Infrastructure Security Agency (CISA), a component of the Department of Homeland Security (DHS), has designated aviation workers as essential to maintaining our nation's critical infrastructure. In addition, aviation workers are also frontline workers who either encounter the traveling public frequently or are required to perform our work in close proximity to our colleagues and require us to be onsite. While our employers have implemented multiple layers of protection for the well-being of the traveling public and employees, the very nature of these jobs exposes the aviation workforce to risk similar to other frontline workers. Nevertheless, since the onset of the COVID-19 pandemic, we have worked tirelessly to deliver much needed medical supplies, personnel, and personal protective equipment (PPE) to places in need.

1275 Pennsylvania Ave, NW Suite 1300 Washington, DC 20004 T 202.626.4000 W airlines.org

December 10, 2020
Page 2

As our country eagerly looks towards the FDA approval of this lifesaving vaccine, aviation workers will once again rise to the occasion. The vaccine distribution effort will be complex and involve extensive collaboration between federal and state governments along with private organizations. To succeed, the United States will need every asset available to perform optimally — including the frontline workers that keep our nation's safe and efficient air transportation system operational.

Given the scientific, implementation and ethical considerations, we ask that you prioritize these frontline aviation workers in the next phase of vaccine allocation (Phase 1b) after health workers and residents in long term facilities in your upcoming recommendations to the Centers for Disease Control and Prevention (CDC).

Air transportation will be essential to fight back against the virus and return to normal, even if it is a new normal. As crewmembers, machinists, air traffic controllers, customer service representatives, airport workers, and recognizing other government frontline partners in the FAA, TSA, and CBP, we stand ready to carry the vaccines, medical supplies and healthcare professionals that will help our nation defeat this virus, giving us hope for a healthy future and full economic recovery.

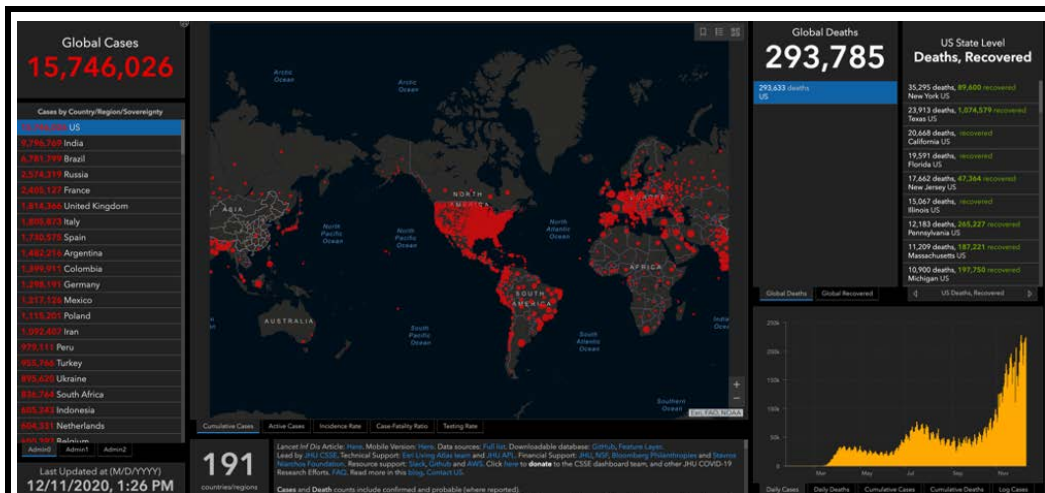
Sincerely,

Air Line Pilots Association, International
Airlines for America
Airports Council International
Allied Pilots Association
American Association of Airport Executives
Association of Flight Attendants – CWA
Cargo Airline Association
Coalition of Airline Pilots Associations
Independent Pilots Association
International Air Transport Association
International Association of Machinists and Aerospace Workers
International Flight Services Association
National Air Carrier Association
National Air Traffic Controllers Association
Regional Airline Association
Southwest Airlines Pilots Association
The Airlines Passenger Experience Association
Transport Workers Union of America

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Coronavirus Update:

Current COVID-19 U.S. Stats as of 11DEC20:
Mortality Rate: 1.865%



Scheduled and Standing Meetings:

December 3, 10, 17, 24, 2020 – Safety and Regulatory/COVID-19 Teleconference with Steve Murtoff, Tom Raffalski and Dominick Renteria

December 16, 2020 – EB Health and Safety Briefing Teleconference (737 Max RTS & COVID-19 Vaccine Protocols)

December 17, 2020 – 737 Max RTS Briefing Teleconference

December 30, 2020 – Health and Safety Coordination (HASC) Teleconference with Inflight Safety and Regulatory Compliance

Report From:	Scheduling
Submitted Report:	
<p><i>The number of line positions that a Flight Attendant could be awarded for the month of January increased by 258 line positions from in 6,440 December to 6,698 positions in January. The Scheduling Committee leftm1 position in open time for the month of January, in comparison 1,441 were left in December. The Committee for the month of January wrote an average of 63.51% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an decrease in purity from December by 3.21%. 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 83.71 TFP average work days were 12.49. The contractual numbers above do not include the two satellite bases of FLL and AUS. The AUS Satellite base had an average of 48.15% pure lines, 34.57% weekend off and 4.94% lines containing 3-on/off or 48-hour breaks. The average lines paid 83.24 tfps. The FLL Satellite base had an average of 41.33% pure lines, 29.33% weekend off and 10.67% lines containing 3-on/off or 48-hour breaks. The average line paid 81.71 tfps. The Line Writers for January Primaries were: Shelley Taylor, Doreen Argypoulos, Lisa Trafton, Sheri Tyler and Xander Ricker (volunteer still on medical leave).</i></p>	

Report From:	Scholarship
Submitted Report:	
<p>Jessica has answered emails regarding scholarships offered by TWU Local 556. The deadline to apply for the Texas AFL-CIO Scholarship Program has been extended to February 16, 2021. Jessica notified Dallas DEBM Kristie Scarbrough and Houston DEBM David Jackson so that they can include this information in their E-Connections.</p>	

Report From:	Shop Steward
Submitted Report:	
<p>December Shop Steward Committee Report 2020_</p> <p><u>Newsletter</u> November Newsletter emailed on 11/30</p> <p>Topics</p> <ul style="list-style-type: none">• Professional Standards 2020 Year-to-Date totals by Case Category and by base from January to November 10, 2020 <p><u>Handled various Shop Steward Issues</u></p> <ul style="list-style-type: none">• Addressed Shop Steward issues	

Report From:	Uniform
Submitted Report:	
<p>The Committee has requested verbiage from Management in regards to Uniform Allotment in case of furlough. Management was unprepared with any information for our Members on this issue. We have made several requests for updates, however, nothing has been produced. We have been assured that when information is available, we will be notified. This Committee will continue to send reminders for information on a weekly basis until such information is provided.</p> <p>The Committee will be adding a link to the TWU Website in regards to Uniform Reactions. There will be a voluntary questionnaire that will allow TWU to produce more accurate information and numbers for those Members afflicted by the current uniform. Only the data collected and not the names will be presented in future meetings with Management. We hope to activate this link by mid-month.</p> <p>The New ATW Travel Jacket combinations seem to be well received by the Members. As one of the items this Committee requested in our first several meetings with Management, it is gratifying to see it completed and approved by our Members.</p> <p>We have had two new Uniform Reaction reports this month.</p>	

Report From:	Veterans
Submitted Report:	
<p>The Veterans Committee was scheduled to participate in the Wreaths Across America event this weekend at Arlington. They cancelled the volunteer portion due to Covid 19. Chris Sullivans niece is buried there so he personally donated several wreaths since he couldn't attend. There are no other events scheduled at this time.</p>	

Report From:	WISE
Submitted Report:	
The Women's Issues, Service, and Education (WISE) Committee has nothing to report.	