



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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MAY 2021 OFFICERS REPORTS

Report From:	BMAL
Submitted Report:	
Officer Report for May 2021 Charla Miller Board Member at Large ● As Communications Committee Chairperson, coordinated and participated in our team's work on 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, working on special projects, reaching out to other unions, and attending coalition meetings. ● Attended conference calls hosted by AFL-CIO Communications, attending with other unions and locals' communicators for labor updates, current campaigns and events, issues, and hot topics. ● Attended all Executive Board meetings ● Assisted Members via phone calls, texts, emails, video chats, and projects.	

Report From:	BMAL
Submitted Report:	
<u>Officer Report May 2021 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • Gayle continued her work as Grievance Chairperson for TWU Local 556: including several meetings with the CTF, Base Operations, Scheduling, and the Grievance Team. • Several meetings regarding arbitrations, make whole remedies, and settlements in April. • Renda Marsh and I prepped and discussed COVID-19 Grievances with Labor. • Testified in an Arbitration and worked on preparation of other testimonies. • Continued COVID-19 work with Members of the COVID-19 Task Force. Weekly calls with the CTF and SWA Director, Rachel Loudermilk. • Met with the leaders of FADAP; along with LaTonia Benoit and Charla Miller. • Attended Executive Board Special Meeting April 6, 2021. • Attended Union Coalition meeting with FADAP team April 7, 2021. • Attended Executive Board Special Meeting April 8, 2021. • Attended Grievance Review Committee meeting on April 12, 2021. • Attended Executive Board monthly meeting April 13-14, 2021. • Attended Executive Board Special Meeting April 21, 2021. • Met with FADAP and Tom Stanley from SWAPA April 22, 2021. • Quarterly Fly April 25-26, 2021. • April 26th met with Jamie Simpson, Jessica Parker, Brandon Hillhouse, and Ann Claire Crawford to discuss Colorado coverage/investigation. • Attended Monthly Labor meeting on April 27th. • Met with Grievance Leaders to prepare training for New Executive Board. • Daily calls or emails with Inflight Base Operations. • Attended meetings with President Lyn Montgomery. • Weekly meetings with Grievance Leaders and Grievance Team.	

Report From:	BMAL
Submitted Report:	
● April 6, 2021 - Emergency EB Meeting 10-3 PM CST. ● April 8, 2021- J Rosenberg Hearing/ Mediation. ● Attended April 2021 Executive Board Meeting - April 13 - 14, 2021 ● April 14, 2021 - AL- CIO Dallas CLC - Political Committee Meeting (5:30 -7:30 PM CST) ● April 15, 2021 - Dallas AFL- CIO Executive Board Meeting ● April 15, 2021 - Dallas AFL- CIO Affiliate Delegate Member Meeting ● CTF Union Labor Relations COVID 19 Meeting ● Monday - Friday -- Grievance Staff duties - ● TWU 556 Call Center ○ Weekly Wednesday Staff Meeting ○ Additional duties as assigned ○ Discipline / Contract Research for Step 2 Hearings ○ Packet Construction for EB presentations ○ Prep for Step 2 Hearings and EB Hearings	

Report From:	BMAL
Submitted Report:	
During the month of April, I continued to work with the CTF handling COVID pull pay issues for Members with In Flight Directors. I attended the April Grievance Review Committee meeting. I met with Grievance Chair Gayle Middleton to assist with Not To Proceed calls for Members Grievances. I attended the April Executive Board Meeting. I also continued to assist Members with Unemployment Insurance issues involving denial appeals. I flew pairing DS1E on April 25 & 26. I would also like to thank all of our 2018 - 2021 Executive Board Members for their service to our Membership and to welcome our 2021 - 2024 Executive Board Members.	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report</u> April 2021 Executive Board • Attended Executive Board Meeting (Virtual via Zoom) – 4/13 & 4/14 • Executive Board Training and Strategic Planning (Washington DC) - 5/12 – 5/14 • Emergency Officer on Call Week (EOOC) – 5/10 – 5/16 & 5/17 – 5/23 • Chair of the TWU District of Columbia Maryland Virginia State Conference Domicile Executive Board Member Met with BWI Management (Topics Discussed) • Topics that BWI Members have brought to my concerns • Monthly FF/Step #2 Meetings • Returning ExETO – 12 and 18 Month • IEFB - Compliance Changes – F/A not having sled • F/A - Emergency Contact Update • E-Connection - o Thanking BWI FA for Re-election - o Crew Conflict - o Company Access - o Know Your Point Total - o Memorial Day Featuring Charissa ‘Reecie’ Howard #106813 Fact Finding/Step #2 Meetings ● Fact Finding – 11 ● Step #2 – 6	

Report From:	DEBM - DAL
Submitted Report:	
Kristie attended Executive board meetings April 14 and 15. She had seven fact finding meetings during the month. She participated in three Executive board special zoom meetings. She met with base management and discussed issues with parking and mask compliance . She kept members informed with all base and union information on FB Dallas Union Connection. Kristie answered numerous texts and took several calls concerning various issues. She filled and mailed more orders for Black History Month pins. She updated glass case. Kristie hosted a thank you lunch for Dallas Union Connection admins. Stacey Wiley and Vince Eakes attended the luncheon.	

Report From:	DEBM - DEN
Submitted Report:	
May DEN DEBM Report -Flew three day pairings CA3W, CACS and CS49 in April and CA3Z in May. -Met with Jessica Parker, Gayle Middleton and Brandon Hillhouse to discuss Colorado's new paid sick law, Healthy Families and Workplace Act (HEWA). Jamie would like to thank Jessica Parker, Gayle Middleton, Brandon Hillhouse and Ann Clair Crawford for all their hard work on this. -Assisted members returning from ExTO -Wrote Bio for Unity Magazine -Attended two legislative meetings with the CO AFL-CIO, bills currently running with the AFL-CIO's support ● SB21-250- Elections and Voting ● SB21-251- General Fund Loan for Family Medical Leave Program (impacts TWU) ● HB21-1007 State Apprenticeship Agency ● HB21-1290 Additional funding for just transition (do not see an impact on airlines but is on Jamie's radar.) ● SB21-087 Agricultural Workers Rights ● SB21-176 Protecting Opportunities and Workers' Rights Act (possible impact to TWU 556) ● SB21-197 Workers Compensation Physician (impact on TWU, top priority this session.) - Attended labor round table with House Representative Jason Crow - Assisted Shop Stewards with upcoming fact finding meetings - Attended Denver Area Labor Federation monthly meeting - Attended Building Worker Power in the COVID-19 Era questions and answers event hosted by Sarah Nelson and Dr. Erica Wills - Represented member in fact finding meeting - Met with AFL-CIOs political director, Robert Lindgren - Met with Jessica Parker to insure a smooth transition into her new role. Jamie would like to thank Jessica Parker for all her help to insure Jamie would have every tool necessary to continue to represent the DEN based membership - Answered texts, phone calls and emails from members and EB - Attended EB training and Swearing in Jamie would like to welcome the new members to the executive board and is extremely excited to work with each board member. Jamie would also like to thank all the outgoing executive board members for their years of service to the membership.	

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended the Executive Board Meeting via Zoom on April 13 and 14th and a special Executive Board Meeting on the 24th. David conducted several Fact-Finding and Step 2 Meetings. He updated the glass case and red rack, answered several calls and emails from Members and met with base management. David attended Executive Board Training and Strategic Planning on May 11-14 at the TWU International Headquarters in Washington D.C. David reports the meeting of the newly elected Executive Board was very productive and he feels it was a great way to set the new Executive Board up for success. David looks forward to the 2021-2024 Executive Board term.	

Report From:	DEBM - LAS
Submitted Report:	
Bryan Orozco reported that on May 3rd he meet with former DEBM Rachel Brownfield and Las Vegas Base Manager Bandon Durbin. He attended strategic planning and swearing in D.C. at T.W.U. international offices.	

Report From:	DEBM - LAX
Submitted Report:	
Trish had a very busy month preparing for the end of the term. Trish had several phone calls with base management, attended April Boards, answered many inquiries, attended GRC, shadowed an arbitration, cleaned out the supply cabinet, and assisted several members with various issues. Trish wishes to thank the LAX shop stewards for all of their hard work and support, and also the Grievance team members. Their dedication to the membership and support to the Executive Board is nothing short of amazing. It has been an honor serving the LAX base!	

Report From:	DEBM - LAX
Submitted Report:	
Mark began his report by once again congratulating the 2021-2024 Executive Board on their election to office. Mark stated that he is eager to work with this team for the betterment of the Membership and TWU Local 556. Mark attended the Strategic Planning and Training Session at TWU International Headquarters from May 11 through May 14 where he was sworn into office alongside the entire Local 556 Executive Board. Mark has been in contact with local base management regarding setting up an initial meeting as well as assisting with training compliance of the local membership. He was worked to make members aware of parking changes and challenges that LAX is facing with passenger traffic rapidly increasing. Mark stated that he has been working daily to assist members in LAX. He has assisted members with a wide variety of concerns including but not limited to bereavement/funeral issues, RON hotel concerns, LAX parking problems, medical leaves, California Sick Leave, Uniforms, FAR adjustments and other contractual questions. After training in DC on the utilization of Salesforce, Mark stated he has begun logging members phone calls as well. Mark concluded his report by stating that he is currently attending his first Executive Board Meeting and would like to thank the Grievance Team for their thorough documentation provided for all Grievances. He would also like to thank all outgoing Officers for their committment and work done in serve to our Local.	

Report From:	DEBM - MDW
Submitted Report:	
Donna reports Meetings continue in MDW for various reasons. Donna reports employee parking in Chicago is now located in the parking garage adjacent to the Blue Lot on 55th Street. Shuttle schedules have been increased as more employees have been returned to work. Donna has represented Flight Attendants in Fact-Finding Meetings, spent time in the Chicago Lounge speaking with and assisting Flight Attendants. Donna has met with Chicago Base Leadership to address in base issues. Donna has assisted Shop Stewards as needed with Fact-Finding Meeting preparation. Donna attended the Executive Board Zoom meeting in April. Donna attended the TWU local 556 swearing in and retreat meeting in Washington D.C. at the TWU International Headquarters. Donna sat Emergency Officer on call April 30 - May 9. Donna has been available to Flight Attendants via text, phone, and email.	

Report From:	DEBM - OAK
Submitted Report:	
Josh attended Boards April 13th and 14th. Josh would like to thank all Executive Board Members that served on the previous term and congratulate and welcome the 2021-2024 Executive Board. Josh continued to work with legal counsel on the California Protected Leave lawsuit. Josh represented Members in Fact Finding meetings throughout the month and spent time talking to Members in the Oakland lounge. Josh would also like to congratulate Oakland Shop Steward and California State Conference Chairperson, Matthew Hettich on his new role with TWU International as the International Legislative and Political Representative in the Government Affairs Department. Josh is very excited for Matt and can't wait to see the great things he does for all TWU Members.	

Report From:	DEBM - PHX
Submitted Report:	
● Attended 4/13-4/14 Executive Board Meeting via Zoom ● Attended Strategic Planning in Washington D.C. on 5/12 ● Reviewed Grievances and Reports prior to the May Executive Board Meeting ● Continues to update the Coronavirus Task Force (CTF) document as necessary with pertinent information ● 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 ● John wants to extend best wishes to the outgoing Executive Board and looks forward to working with the new 2021-2024 Executive Board for the betterment of our Members	

Report From:	President
Submitted Report:	
● President Montgomery called a Special Meeting under Article V (b) of the TWU Local 556 Bylaws. The meeting is the TWU International Convention Delegate Nominations. This meeting will take place in two sessions on June 7th and 8th via Zoom. No other business can be conducted at the meetings. Recording Secretary KeyAnder Early sent the official notice on April 11, 2021. ● April 12, 2021, Lyn attended a meeting with the TWU Local 556 COVID-19 Task Force to receive updates on new CDC guidelines and vaccination issues. ● April 13-14 Lyn chaired the TWU Local 556 April Executive Board meeting. ● On April 14, Lyn met with BMAL and Grievance Chairperson to discuss training and a transition plan for the new Officer term. ● On April 15, Lyn held a Strategic Planning Session with the newly elected top 5 Officer team. In attendance were 1st Vice President-Elect Michael Massoni, 2nd Vice President-Elect Corliss King, Recording Secretary-Elect Ashley Breuer, and Financial Secretary Treasurer-Elect Melissa Levya. The team discussed goals, roles, responsibilities, and plans for the 2021-2024 term and upcoming transition. ● 1st Vice President Michael and Lyn consulted with professional strategic advisor and attorney Patricia Ireland to develop a Strategic Planning Retreat for the Executive Board. Lyn wants to thank Recording Secretary-Elect, Ashley Breuer for her assistance with the planning. She thanks Ashley, Board	

Member at Large Kay Hogan, and the grievance team leaders for compiling resource and training binders for the Officers.

- April 16, President Montgomery, Vice President Massoni, and 2nd Vice President King hosted a short live video to the TWU Local 556 page updating the Membership on our plans for the strategic planning event with the Executive Board. A recorded version of the video was emailed to the Membership shortly after the broadcast.
- April 20, 2021, Lyn attended the Southwest Airlines Union Leadership Earnings Debrief with CEO Gary Kelly and upper Southwest Executives.
- April 23, Lyn and the Negotiating Committee prepared for a Membership ZOOMCAST on May 7, 2021.
- Throughout the month of April, Lyn worked with newly elected board members. She wants to thank Tech Services Committee Chairperson Drew Kennedy for his work transitioning email addresses, computers, licensing, and other needs of the off-boarding and onboarding process.
- May 3, Lyn worked with newly elected officers to aid them in assuming their new roles. She attended a meeting with the TWU Local 556 Negotiating Committee. Sr. Manager Inflight Ops Initiatives & Design Randall Miller met with Lyn and Vice President Michael Massoni to inform the Union about the change to the turn cleaning between flights. The Company promulgated the Read Before Fly the next day. Lyn and Michael expressed that the Union disagrees with this change, and it goes against the "Southwest Promise" made to the flying public. Even before COVID-19, President Montgomery's position is that Southwest planes should be cleaned in between flights during the day. The Company claimed that domestic turn cleaning would be impossible to perform, would be too expensive, and would cause massive flight delays. COVID-19 has proven that turn cleaning can be accomplished. A clean, safer working environment is her priority.
- May 7, 2021, Lyn hosted a webinar via ZOOM with the TWU Local 556 Negotiating Committee, Legal Advisor Lucas Middlework, and Aviation Economist Dan Akins. The "State of Negotiations" live webinar included a live question and answer session. The webinar was recorded and sent to the Membership on May 12. The webinar debuted the "All Things Are Possible" video honoring TWU Local 556 Members. A link to the video was emailed to Members on May 16.
- On Saturday, May 8, 2021, Lyn distributed the following message.

Dear Member,

Since election day, your 2021- 2024 TWU Local 556 Executive Board has been hard at work preparing and strategizing for the new term, which started on Saturday, May 1, 2021. In the upcoming months, we will be very busy as we evaluate and assess all Committees, schedule Membership Meetings, facilitate the election of new Shop Stewards, hold a Shop Steward Training, elect Delegates to the 2021 TWU Constitutional Convention, make amendments to our bylaws, and much more.

Every new term is an opportunity to start fresh, renew the commitment to unite, and set intentions for how the next three years will work. It is my sincere hope this new term will bring a fresh perspective and spirit of cooperation. I welcome every new and re-elected Officer to the team. This Executive Board was chosen and assembled by the Members, who voted in a strong team. We will

have the collective interests of the TWU Local 556 Members as our driving force.

It is my pleasure to present to you, the 2021-2024 Executive Board representing the World's Best Flight Attendants.

● May 14, Lyn emailed the following message to the Membership
This week, May 12-14, 2021, is a historic one for the start of the 2021-2024 term of the TWU Local 556 Executive Board. Alex Garcia, International Executive Vice President of TWU, swore in your Executive Board at the brand new Transport Workers Union of America AFL-CIO headquarters in Washington, DC.

The TWU Local 556 Officers attended our first training and Strategic Planning as a newly elected board. The retreat focused on the principles of team building, strengthening interpersonal relationships, setting goals, and overcoming challenges, principles which lay a strong foundation for a successful term. As President, I presented a State of the Union of TWU Local 556 address highlighting the local's successes and analyzing the areas for growth. Michael Massoni, 1st Vice President, Patricia Ireland Strategic Advisor, and I facilitated small and large group exercises to get the Executive Board on track by setting and planning to accomplish goals.

By planning together with your interests in mind, we are prepared and ready to lead our Union with Engagement, Collaboration, and Solidarity.

Together all things are possible!

- Lyn delivered a state of the local address to the Executive Board during the planning session. She highlighted the many victories of the local and analyzed some areas that need improvement. Through Engagement, Collaboration and Solidarity, her goal is for the TWU Local 556 to rise among Unions and become the strongest, most formidable force.
- Internal communication is a cornerstone of President Montgomery's plan for the new term; therefore, she initiates new programs that facilitate communication.
- The first stage of the program starts with the Domicile Executive Board Members (DEBM). The program's objective is to foster strong, effective, and open communication between DEBMS and the President. The plan includes regular face-to-face virtual calls with the DEBMS. The intent is for the parties to update one another on current events, issues, and pertinent business outside of Executive Board Meetings. In addition, Lyn scheduled individual interviews with each DEBM, both newly elected and returning. President Montgomery seeks to learn the goals DEBMS set to accomplish for his/her base in 2021 and build solid working relationships. Lyn thanks Domicile Executive Board Members Damion West, Drew Shy, Kristie Scarbrough, Alison Head, Josh Rosenberg, Bryan Orozco, and David Jackson for scheduling their meetings. She looks forward to getting the remaining DEBM interviews completed or planned by the end of May. The interviews will educate the President to become more knowledgeable on the talents, skill sets, and goals of the Domicile Executive Board Members. It will also allow her to aid in their success.

- Lyn will also begin a similar program with all Board Members -at -Large and continues to schedule the Top 5 Officer calls each week.
- Lyn assists the Grievance Team every day and consults with grievance leaders often.
- Lyn enjoyed meeting with International Executive Vice President Alex Garcia and Air Division Director Gary Peterson in person at the new TWU headquarters in Washington, DC. She thanks the International for hosting the swearing-in ceremony.
- Lyn congratulated Matt Hettich on his new role as International Legislative and Political Representative in the TWU Government Affairs Department.
- Lyn wants to thank all the newly elected board members for their participation at the planning and training session and congratulates all for being sworn in.