



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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AUGUST 2021 OFFICERS REPORTS

Report From:	BMAL
Submitted Report:	
<u>Officer Report August 2021 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • During July, Gayle continued her work as Grievance Chairperson for TWU Local 556: including meetings with the CTF, Base Operations, Scheduling, Office Manager, and the Grievance Team. • Several meetings regarding Arbitrations, Board of Adjustments, and settlements in July. • Continued COVID-19 work with Members of the COVID-19 Task Force. Weekly calls with the CTF and SWA Director, Rachel Loudermilk. CTF meetings regarding the LOA and Vaccinations with Lyn Montgomery, Michele Moore, Jannah Dalak, Kay Hogan, and Sara Ricks. • Met with Dan Kusek, SWA Labor Sr. Manager, to discuss BOA protocols. • Attended Grievance Review Committee meeting on July 12, 2021. • Attended the Executive Board monthly meeting July 13 & 14, 2021. • On July 15th, I attended Committee Chair Training. • Assisted Office Manager, Marcy Vinyard, with additional staffing due to ESCP. • July 20th, I sat 2nd Chair on a Board of Adjustment. Mark Torrez presented and did a great job. • Met with FADAP to discuss COVID-19 and its effect on our Members. • Discussed Medicare, VSP, and insurance with Lyn Montgomery, Corliss King, and Ann Claire Crawford. • Attended a LODO meeting with Lyn Montgomery, Brandon Hillhouse, and LaShaye Hutchinson • Attended meetings with President Lyn Montgomery, including several for ESCP. • Monthly Grievance meeting was held with SWA Labor on July 29th. • Weekly meetings with Grievance Leaders and Grievance Team. • Attended an Ex Board By-Law presentation on July 30th.	

Report From:	BMAL
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Submitted Report:
Aloha from Danny! Battling the heat and summer thunderstorms here in Dallas has been a chore! Finished my last trip with over a 15 hour duty day. It was a doozy but still blessed to have this job! Fielded many calls, texts, and questions from FA friends and members and I took to the skies. We're hearing of all these hellacious events happening on our flights and thankfully, I haven't been witness to a single one! Staying positive and having fun while I'm out there! • Remaining busy. Flying 122 trips and looking to pick up more later in the month. • Reviewing cases now for GRC and planning to be on the Zoom with the GRC on 9 August. • Been in contact with Claudio Adams, our new LODO Chair. Assisting him with getting his proposal ready to submit. Also, helping him with his plan to meet his fellow LODO FA's around the system. Planning a Zoom with them and possible base visits where LODO's are based TX  ReplyForward

Report From:	BMAL
Submitted Report:	
During the month of July I continued to answer Members calls and emails about Unemployment issues. I attended GRC on July 12, Executive Board Meeting on July 13 & 14, Committee Training July 15 & 16. I continued to work with the CTF and worked on the Committee Training event as part of the MOB/ORG Committee.	

Report From:	BMAL
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Submitted Report:
KRISTEN LOUCKS - BMAL Kristen assisted the Grievance Team July 5-8. She attended Executive Boards July 12-14 and Committee Leadership Training on July 16. She continued to assist members with a high level of inquiries due to the severely impacted operation, excessive trips in Open Time and the ESCP that plagued the membership throughout July. Pairings Flown: LAFF LS64 LAHU LACK

Report From:	BMAL
Submitted Report:	

Officer Report for August 2021 — Charla Miller Board Member at Large

- Assisted the Flight Attendant Drug and Alcohol Program (FADAP) Committee Chairperson with ongoing projects and planning.
- Assisted the Grievance Team with extra phone coverage staffing.
- Attended a special meeting for the Executive Board hosted by the TWU Local 556 Bylaw Committee.
- Provided labor news, industry news and systemwide hot topic briefs to President Lyn.
- Worked with Southwest Airlines Management for additional Cabin Seat Agreements. We were able to implement an agreement with Breeze Airways, which should go into effect later this month.
- Participated in the TSA/DHS Crew Member Self Defense Training program.
- Assisted Members via phone calls, texts, and emails.

Report From:	BMAL
Submitted Report:	

July 12, Bylaw's meeting
 July 13-14, 2021, Attended TWU 556 Executive Board
 July 15-16, 2021, Attended Committee Chair Training and WISE Strategic Planning Meeting
 July 15, 2021 - Dallas AFL- CIO Executive Board Meeting
 July 15, 2021 - Dallas AFL- CIO Affiliate Delegate Member Meeting
 July 19, 2021 – TWU 556 Scholarship Award Deadline (Designee for President Lyn Montgomery)
 July 21, 2021 - TU 556 WISE Working Women's Meeting
 July 23, 2021 – Bylaw Meeting
 July 26-28, 2021 - TX AFL-CIO State Convention – (see COPE reports)

Grievance Staff duties - Monday - Friday
 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:	DEBM - ATL
Submitted Report:	

Executive Board

- Participated in GRC (Grievance Review) July 12 and August 9 (virtual)
- Attended Executive Board Meeting July 13 - 14 in Dallas (in person)
- Attended Committee Chair Training July 15 in Dallas (in person)
- Assisted Grievance Team with phones during ESCP on August 1 and August 8
- Assisted Scholarship Committee Chair with communication to all scholarship applicants

Domicile Executive Board Member

- Meeting with Base Leadership on July 22nd (in person)
 - Discussed parking, Flight Attendant appreciation week
- Fact finding meetings

Flew pairing AABY on July 20, Pairing AAGD on July 23, Pairing AABW on July 27 and Pairing AA39 on August 3

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report</u>	
July 2021	
Executive Board	
● Attended Executive Board Meeting (In-Person) – 7/13 & 7/14 ● Committee Training – 7/15 & 7/16 ● New Hire Dinner – 7/12 ● Placed T-Shirt order for TWU Delegates ● 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. ● Current FF/Step #2 Meetings	
Fact Finding/Step #2 Meetings	
● Fact Finding – 8 ● Step #2 – 2	

Report From:	DEBM - DAL
Submitted Report:	

Report From:	DEBM - DEN
Submitted Report:	
July 13-14th Attended Executive Boards July 15-16th Attended Committee Chair Training July 24th Attended 555 annual picnic, Jamie would like to thank Xander Ricker for volunteering his time to attend as well July 26th- August 1st Emergency Officer on call July 26-30th Shadowed the grievance team in step 2s, preps and general questions from calls. Jamie would like to say a huge thank you to the grievance team for allowing her to learn and shadow. July 30th Attended Bylaws committee meeting August 4th Attended Membership meeting committee meeting August 6th Attended Colorado AFL-CIO's COPE committee meeting Jamie also represented members in fact finding meetings, sent an E-Connection, met and communicated with DEN assistance base managers several times (base manager on vacation) throughout ESCP and irregular operations. Jamie kept the All Things DEN FB page updated and assisted in answering questions. Jamie answered many calls, texts and emails from members and created a spreadsheet for considered violations of the Healthy Families and Workplace Act. Jamie kept in contact and asked for emails from members affected by ESCP and the new laws in Colorado. Jamie would like to thank Stacey Vavakas for always being there to assist the DEN DEBM in any way possible. Also a special thank you to Angie Kilbourne for answering so many members' questions on the DEN facebook page.	

Report From:	DEBM - HOU
Submitted Report:	

David reports he attended the Executive Board Meeting in Dallas on July 13 and 14. He took several calls from Members regarding the Emergency Sick Call Procedures that Southwest Airlines enacted against the Membership. David assisted with FMLA pulls and Company doctor visits. David attended a meeting with members of the Grievance Team on July 19. David assisted several Members via text, email and phone on a variety of issues. On July 30 David attended a By-Law Committee meeting via Zoom. David met with Houston Base Leadership on August 2 and 3 to discuss grievances in the Houston Base.

Report From:	DEBM - LAS
Submitted Report:	
Bryan Orozco attended a chair/co-chair meeting. He sent out an e-connection. Participated in a by-law conference call. He worked two 2 day and 3 day pairings. Attended LCLAA conference. He had calls and emails with flight attendances, the base and other EB members. Talked to Allegiant airlines and the TWU Int Rep Thom Mc Daniel about "assaults won't fly" campaign.	

Report From:	DEBM - LAX
Submitted Report:	

Los Angeles Domicile Executive Board Member Report

August 2021

Mark reported that he continues to be active and available to the membership. He assisted LAX members with many issues including but not limited to:

- ESCP (multiple)
- FA death
- LSCK days
- Reserve Duty days
- FADAP resources
- CISM resources
- Scheduling/Bidding
- Covid pulls

Executive Board

- Was the Emergency Officer On Call 7/12 - 7/18
- Attended New Hire Dinner 7/12
- Attended Executive Board Meeting (In-Person) – 7/13 & 7/14
- Attended Committee Chair Training 7/15 & 7/16
- Flew Pairings XS24 - 7/26, XS1F - 7/29,
- BOA preparation 7/16, 7/17, 7/19
- BOA Chairperson 7/20
- Satellite Base & New Hire Meeting 7/21
- Scheduling Committee communications
- Researched CrewZapp, have been unable to establish contact with the app developers thus far.
- Worked with Scheduling Committee Chair Xander Ricker on several issues including New Hires, additional OT pairings, and VR line generation

Domicile Executive Board Member

- Met with LAX Management (Topics Discussed)
 - Federal Mask Mandate
 - Fact Finding Meeting procedures
 - Gate Checks (members not having sleds)
 - Monthly FF/Step II Meetings
 - Base Staffing
 - Crew outreach
- Distributed requested Union Pins
- Communicated with CISM re: the death of a member
- Red Rack and Glass Case update
- Responded to members emails and texts

Fact Finding/Step #2 Meetings

There were several Fact Finding Meetings handled by LAX Shop Stewards

He would like to thank Shop Stewards Della Saucier, Shelly Lefebvre, Genesis DaVoy, Paige Spence, Denese Deeley and Sandy Gunther for their assistance in the base with Fact Finding Meetings, crew outreach, and communications. He would also like to thank BMAL Gayle Middleton, Marcy Vineyard, Barbara Fitzhugh, and Lisa Le for all their help during his recent board of adjustment

Report From:	DEBM - MCO
Submitted Report:	

Drew reports from Base activities, Local Union affiliate activities, Committee Activities. Maintain availability for Members to help assist with work and Union needs, including Emergency Sick Call Procedures, Hurricane Storm preparedness, and general needs of Members.

DEBM:

Executive Board Meeting - Dallas 07-13/14

Committee Chair Meeting _ Dallas 07-14/15 communications presentation, SS prep

SS Conference call Election prep, Interest letter, and COC

July 20 SS Conference Call Plan for Election, letter prep and COC

July 20 Publications Conference call for SE Unity

July 30 Special Meeting for Bylaw Committee Presentation

Aug 4-7 LCLAA convention in LAS Luxor

August E-Connection

GRC guest observer

9 Fact-Finding meetings and Step 2 meetings and termination level meeting.

Class 1, Class 2, and Class 3 meetings. IDCP, Attendance, SMV, COVID, Employee Relations involvement. Fatigue

Lounge day- food distribution to lounge and planes

Meeting with Base management to discuss local events

Parking issues and updates

Work with CHRC for LCLAA Convention plans

Shop Steward Committee:

Conference Call 07-20-21

Shop Steward Expectation email

Shop Steward newsletter

Shop Steward Code of Conduct

Election Runner training and simulation votes

By-law Conference Call 07-30-21

Communications:

Work on General DEBM EC Template

EC Comm

ESCP Campaign

Conference Call for Unity SE

Email communications as needed

General Union Activities- Local

Monthly FL State Conference

Monthly CFL CLC AFL-CIO Delegate

Month LCLAA Call- Recording Secretary

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Report From:	DEBM - MDW
Submitted Report:	
Donna reports there continue to be Fact-Finding and Step 2 Meetings in the Chicago Base for various reasons. Donna has represented Members in Fact-Finding and Step 2 Meetings throughout the month. Donna has met with base Management several times during the month to discuss issues pertaining to the base and Members. Donna was the Emergency Officer on Call the week of July 19. Donna answered phones with the grievance staff on the weekends and during the week as needed. Donna was available to the members to answer questions surrounding emergency sick call procedures. Donna attended the Executive Board Meeting in Dallas the week of July 12-14. Donna participated in the by-law task force meetings during the month of July as needed. Donna attended the New Hire dinner on July 12th to welcome in the class of new Flight Attendants.	

Report From:	DEBM - OAK
Submitted Report:	
Josh attended the Executive Board meeting and Committee Strategic Planning in July. Josh attended a meeting with the by-law review committee and Executive Board to review the work that has been done by the committee in preparing for the next membership meeting. Josh worked with Education Committee and coordinated with other committees to strategize education plans for their respective committees. Josh Spent time in the lounge speaking to Members and representing Members in Fact Finding Meeting. Josh also was the Emergency Officer On Call for the dates of August 2-8.	

Report From:	DEBM - PHX
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Submitted Report:
• Attended 7/13-7/14 Executive Board Meeting in person • Attended 1 Fact-Finding Meeting • Sent out August E-Connection • Sent out June Special Edition E-Connection • Flew PASZ (7/17-7/19) • Wants to thank Tech Services for helping John get set up with Union equipment • Turned in paperwork for International Convention in LAS next month • Reviewed Grievances, Reports and June Executive Board Meeting Minutes prior to the July Executive Board Meeting • Continues to update the Coronavirus Task Force (CTF) document as necessary with pertinent information • Continues to stay in touch with the Executive Board, Shop Stewards, and the Membership via phone, email, text, or social media

Report From:	Recording Secretary
Submitted Report:	
• Top 5 Call: ○ July 7, 2021 ○ July 28, 2021 • Shop Steward Election Software Training: ○ July 13, 2021 ○ July 16, 2021 • Ashley participated in the Grievance Review Committee (GRC) call on July 12, 2021. • July 13-14, 2021 - July Executive Board Meeting. • July 15-16, 2021 - Committee Chair Training • Bylaw Committee Meetings: ○ July 8, 2021 ○ July 9, 2021 ○ July 23, 2021 ○ July 29, 2021 • Special Edition Unity Call with Publications - July 26, 2021 • Quarterly Flying: ○ July 4, 2021 - DA6Z ○ July 18-20, 2021 - DAK8 • Grievance Labor Meeting - July 29, 2021	

Report From:	Vice President - 1
Submitted Report:	

First Vice President Report

Michael Massoni – 1st Vice President & Operational Safety Chairperson

To: TWU Local 556 Executive Board

Date: August 8, 2021

Re: August 2021 First Vice President Report

Completed Tasks for this Reporting Period

- Helped coordinate and participated in multiple By-Law Committee meetings since the inception of the project including the By-law Advisory Council meeting
- Coordinated on behalf of TWU Int'l the screenings of American 965 in NY City, Los Angeles, Miami, Washington, DC and Dallas
- Participated in weekly Top 5 Google Meets
- Helped coordinate and participated in the By-law Committee presentation to the EB
- Interacted with the BOE multiple times as their liaison' on matters concerning the 26th Constitutional Convention Delegate Election
- United/Frontier/Delta/Alaska Airlines Vaccination Mandate Comparison
 - o United
 - Employees will have 5 weeks after any of the 3 COVID-19 vaccines received FDA full approval or October 25, 2021 – whichever occurs sooner or face termination
 - Exemptions may be granted to those employees can prove they have religious concerns or medical conditions that preclude them from receiving the vaccine
 - AFA who represents UA Flight Attendants is in full support of the vaccine mandate
 - ALPA who represents UA Pilot has taken the position that UA should negotiate the matter with the Union
 - o Frontier
 - Mandate all employees be vaccinated by October 1, 2021
 - Employees that choose not to or are unable to get vaccinated will be required to provide negative coronavirus test results on a regular basis
 - AFA who represents UA Flight Attendants is in full support of the vaccine mandate
 - o Delta
 - Announced back on May 1, 2021 its vaccination mandate for all new higher employees
 - o Alaska
 - On August 1, 2021 mandated all employees declare whether they had been vaccinated or not
- Passenger Mask Non- Compliance, Unruly Behavior/Security Threat Events

**January 1, 2021 through July 12, 2021
Analysis RE: Passenger Mask Non-
Compliance, Unruly Behavior/Security
Threat Events**

1. Total Operational Safety/Security Events Received: **2660**
2. Passenger Mask Non-Compliance, Unruly Behavior/Security Threat Events Received: **1448 (54.44%)**
 - a. 01JAN21 – 09JAN21: **79**
 - b. 09JAN21 – 12FEB21: **281**
 - c. 12FEB21 – 20MAR21: **452**
 - d. 08APR21-15MAY21: **204**
 - e. 15MAY21-12JUN21: **228**
 - f. 12JUN21-12JUL21: **204**
3. Mask Non-Compliance Events: **1029**
 - a. 01JAN21 – 09JAN21: **56**
 - b. 09JAN21 – 12FEB21: **200**
 - c. 12FEB21 – 20MAR21: **321**
 - d. 08APR21-15MAY21: **175**
 - e. 15MAY21-12JUN21: **165**
 - f. 12JUN21-12JUL21: **112**

4. Unruly Behavior/Security Threat Events: 369

a. 01JAN21 – 09JAN21: **20**

b. 09JAN21 – 12FEB21: **72**

c. 12FEB21 – 20MAR21: **115**

d. 08APR21-15MAY21: **29**

e. 15MAY21-12JUN21: **63**

f. 12JUN21-12JUL21: **70**

5. Average Monthly Intake (Mask Non-Compliance, Unruly Behavior/Security Threat Events): 241

Scheduled and Standing Meetings

- August 5, 12, 19, 26, 2021 – Safety and Regulatory Compliance Teleconference with Steve Murtoff, Tom Raffalski and Dominick Renteria
- August 4, 18, 25, 2021 – Top 5 Catch-up Teleconference
- August 9, 2021 – Final Review of IT Policy with Tech Services and Adam Greenfield
- August 10, 11, 2021 - Executive Boards, Dallas, TX
- August 26, 2021 – Health and Safety Coordination (HASC) Teleconference with Inflight Safety and Regulatory Compliance and Corporate Safety Risk Management

- August 1, 2, 3, 4, 5, 6, 9, 2021 – By-Law Committee Meetings

Report From:	Vice President - 2
Submitted Report:	
The majority of my month has been largely spent on Bylaw Committee Chair duties and Legislative work. I continued work on the passing of the IL Sick Leave revision to include our Members. We are pushing to completion for the Veto Session of the IL Assembly. The lion's share of my time has been working on the by-law committee. I traveled to Las Vegas to meet with Alex Garcia, Thom McDaniel, Michael Massoni, and Denis Engle. I was also able to address members of TWU leadership around both the Bylaws and the sick leave issue. I have also been working with FA in IL on unemployment issues. And serving as the Union representative for the development of a D, I & E module with SWAU. I have answered calls, emails and attended meetings as needed.	