



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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NOVEMBER 2021 OFFICERS REPORTS

Report From:	BMAL
Submitted Report:	
<u>Officer Report November 2021 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • During October, Gayle continued her work as Grievance Chairperson for TWU Local 556: including meetings with the CTF, Treasurer (Budget Proposal), LODO Committee, FADAP, Negotiation Team, Base Operations, Scheduling, Office Manager, and the Grievance Team. • Several meetings regarding Arbitrations and Board of Adjustment settlements. Testified in an arbitration hearing. • Continued COVID-19 work with Members of the COVID-19 Task Force. Weekly calls with the CTF and SWA Director, Rachel Loudermilk. • Attended Grievance Review Committee meeting on October 11, 2021. • Attended the Executive Board monthly meeting October 12-14, 2021. • Attended and participated in all 3 days of Shop Steward training October 5-7, 2021. • Gayle attended a New Hire dinner on October 19th. • Monthly Grievance meeting was held with SWA Labor on October 21, 2021. • Attended the TWU 556 webinar October 25th. • Weekly meetings with Grievance Leaders and Grievance Team. • Attended vaccine mandate meetings with President Lyn Montgomery.	

Report From:	BMAL
Submitted Report:	
October 5, 2021 - Shop Steward Training - 1:00 - 1:45 CST -Emphasis on Social Media October 6, 2021 - Shop Steward Training - 17:05 - 17:45 CST - Emphasis on Social Media October 7, 2021 - Shop Steward Training - 1:00 - 1:45 CST - Emphasis on Social Media October 7, 2021 - CLUW meeting October 7, 2021 - CLUW meeting October 8, 2021 - CLUW meeting October 9, 2021 - CLUW meeting October 12 - 14 - 2021 - Attended TWU 556 Executive Board October 21, 2021 - Dallas AFL- CIO Central Labor Council Executive Board Meeting October 21, 2021 - Dallas AFL- CIO Central Labor Council Affiliate Delegate Member Meeting October 25-28, 2021 - TWU 556 International Working Women's Meeting October 26, 2021 - Texas AFL-CIO State Executive Board Meeting (Actual VP District 6 Swearing in will be in January 2022 - due to my attendance at the TWU International Working Women's Meeting) 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 EOOOctober 25-31, 2021	

Report From:	BMAL
Submitted Report:	
KRISTEN LOUCKS OCTOBER -BMAL 10/4 EB ZOOM MEEETING 10/12-14 EXECUTIVE BOARD MEETING 10/19-20 GRIEVANCE TRAINING 10/7-9 PAIRING LS6Z 10/25-27 PAIRING LS21 10/30 PAIRING LAG5 I continued to assist members with questions and concerns regarding vaccines, contract and discipline issues.	

Report From:	BMAL
Submitted Report:	
Officer Report for November 2021 — Charla Miller, Board Member at Large • Assisted the Flight Attendant Drug and Alcohol Program (FADAP) Committee and Regional Coordinators Greer Steinke and McArthur Stidom with their needs and coverage for Chairperson Tom Spillers. Ordered and set up distribution for FADAP lanyard flashlights for New Hire packets, and ensured continued coverage of FADAP education talks at the 556-sponsored New Hire dinners (there are nine dinners scheduled for November). Ordered more pins for the team, team polos, and business cards to include our newly added Committee Members. Continued Second Chance Program work. Assisted with cases. Continued SWA and TWU Local 556 budget requests. • Assisted the Grievance Team with phone and chat coverage. • Attended Executive Board monthly and multiple special meetings. • Attended the TWU Local 556 Third Membership Meeting of 2021. • Attended AFL-CIO biweekly union communicators calls with other unions and locals. • Attended the Flight Attendant Drug and Alcohol (FADAP) International Provisional Committee Member training in Chicago. • Provided labor news, industry news, and systemwide hot topic briefs to President Lyn, and assisted in special projects and tasks, as assigned. • Worked with Southwest Airlines representative regarding resources for our Flight Attendants and the healthcare open enrollment period. • Continued ongoing communications with other locals and unions to continue to build relationships and strengthen the power found in solidarity and sharing of resources. • Assisted Members via phone calls, texts, and emails.	

Report From:	BMAL
Submitted Report:	
During the month of October I continued to work as part of the CTF Team working with In Flight Directors to resolve COVID-19 exposure pulls and pay discrepancies, updating and following up with Members as cases were resolved. I attended the Executive Board Conference Call, a Special Executive Board Meeting and the October Executive Board Meeting on October 12 - 14. I attended Grievance Review Committee on October 11 and assisted Grievance Chair Gayle Middleton with Grievance not to proceed notifications to Members.	

Report From:	DEBM - ATL
Submitted Report:	
Atlanta Domicile Executive Board Report October 2021 Executive Board • Executive Board Meeting in DAL - October 12 - October 14 • Grievance Training in DAL - October 19 - October 20 • New Hire Dinner - October 19 • CISM Meet and Greet - October 19 • Contractual Grievance Training - November 1 • Membership Meeting - November 8 • Grievance Review Committee - November 15 Domicile Executive Board Member • Meeting with Base Leadership October 28 ○ Topics discussed ▪ Food options in lounge ▪ Thanksgiving meal will be catered ▪ Lot 2 parking AATC has removed vendors to all additional parking spaces for Ground Ops, Inflight and Flight Ops. The new medallions are chipped and will activate the security gate for entrance. The chip will also be able to record entrance and exit from the lot. Pairings flown: • AA7I - October 22 • AAAZ - October 26 • AA7I - October 29 • AA22 - November 2 • AA4A - November 5 • AS1Y - November 9	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report</u> October 2021 Executive Board • Attended Executive Board Meeting (In-Person) – 10/12 – 10/14 • TWU Grievance Training – 10/19 – 10/20 • New Hire Dinner 10/11 & 10/12 • Joint Membership Meeting 11/8 & 11/9 • Emergency Officer on Call – 10/4 – 10/10 • 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. • Lounge Furniture/Seating • Food Options in the Lounge • Current FF/Step #2 Meetings • Concerns with BWI Parking Safety Passed Out Gift Bag to Flight Attendants Bags Included: • Snacks • Hand Sanitizer • BCA TWU Landyard • BCA Union Pin Baltimore E-Connection • Lounge Seating • Emergency Sick Call Procedures (ESCP) • Fatigue Policy • 4th Quarter Record Improvement • Professional Standards Openings • 2022 Health Benefits • Door Dash • Membership Meetings • Veterans Committee Baltimore Unity Article • BWI Seating • Update on the BWI Construction • BWI Operation Update Fact Finding/Step #2 Meetings October • Fact Finding – 7 • Step #2 – 10	

Report From:	DEBM - DEN
Submitted Report:	
Jamie Slmpson DEN DEBM Organized Shop Steward training with Stacey Vavakas 10/11-14 Attended Executive Boards (in person) 10/27- Met with Ed Schneider DEN base manager 10/28- Attended Denver Area Labor Federation 11/1- Attended final rules hearing for Healthy Families and Workplace Act 11/2- Attended Colorado AFL-CIO legislation meeting 11/8- Met with Abilio Villaverde, District 5 Representative for TWU 555 11/8-9- Attended both membership meetings 11/10- Held DEN based Shop Steward Training with 21 attendees 11/11 Attended EB special meeting 11/12- Attended Colorado AFL-CIOs onboarding of Executive Council Wrote DEBM article for Unity Assisted TWU International on the resent assaults on Flight Attendants Jamie represented members in their Fact Finding Meetings throughout the month. She answered texts, calls and emails from members, several around Colorado's Healthy Families and Workplace Act. Jamie put together a binder of all the contract 101's and Basic's and placed it on the red rack for all members to access, called The Book of Knowledge. Thank you to Ryan Wagner for gathering up to date information so that we can update DENs New Hire Packet and to Stacey Vavakas for teaching the Shop Steward training with Jamie. Also a big thank you to all the DEN Shop Stewards that volunteered their time to attend the Lunch and Learn.	

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended the Executive Board Meeting in Dallas October 12-14. David distributed Breast Cancer Awareness pins and pink lanyards in the lounge several days during the month of October. He attended Shop Steward training on October 6 and communicated with the Houston Shop Stewards via email twice during the month of October. David continues to work on getting newly elected Shop Stewards scheduled to shadow a Fact-Finding meeting. David is happy to report that Fact-Findings have been very low recently. David answered many questions from Members on the vaccine mandate and other issues. David updated the glass case, red rack and remained in constant contact with the Executive Board and Inflight Management.	

Report From:	DEBM - LAS
Submitted Report:	
Bryan Orozco reports that state conference co-chair Maria Teresa Hank, 577 Pres. Glifford, 577 Recording Sec. Principe, 577 EB member Payne and myself meet with the Deputy Director of Operations LaPore and Landside Curtley to discuss airport parking. Bryan had 2 phone meeting with base manager Brandon. Bryan also attended new hire dinners and a presentation. Bryan sat in on part of the CISM training. Bryan attend the LAS portion of the 3rd membership meeting. Bryan attended the zoom special meeting. Bryan responded to emails and calls.	

Report From:	DEBM - LAX
Submitted Report:	
<u>Los Angeles Domicile Executive Board Member Report</u> November 2021 Mark reported that he continues to be active in his base and available to the membership. He assisted LAX members with many issues including but not limited to: • ESCP (multiple) • LSCK days • Federal Mandate • Shop Steward training • FADAP resources • CISM resources • Scheduling/Bidding • Reserve • Covid pulls Executive Board • Flew pairing XABD 10/27 • Attended Executive Board Meeting 10/12-10/14 • Emergency Officer On Call 10/18-10/24 • Attended Special Zoomcast 10/25 • Attended Ops Update Meeting 10/27 • Attended Primary Line Writing 10/30 - 10/31 • Emergency Officer On Call 11/1 - 11/7 • Attended the LAX Membership Meeting 11/9 • ESCP Meeting - 9/27 • Satellite Base & New Hire Meetings • 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) ○ New Supervisor training re: FFM's ○ New Shop Stewards, shadowing ○ Monthly FF/Step II Meetings ○ Base Staffing • Distributed requested Union Pins • Red Rack and Glass Case update • Base Visit 10/19, 10/24	

- Attended TWU CSC Meeting 10/21
- Sent our LAX eConnection 10/30
- Attended a Fact Finding Meeting - 11/11, 11/12
- Attended a Step II Meeting - 11/10
- Distributed additional Shop Steward Materials 10/18
- Responded to members emails and texts
- Wrote Unity Article

Fact Finding/Step #2 Meetings

There were several Fact Finding Meetings handled by himself as well as LAX Shop Stewards

Mark would like to thank all newly elected Shop Stewards for making themselves available for training. He also thanked Shelly Lefebvre, Della Saucier, and Paige Spence for assisting him with Fact Finding Meetings, and lounge efforts.

Report From:	DEBM - MCO
Submitted Report:	
DEBM/Executive Board • FF - IDCP, SM, • Severe IROP EB meet x 2 • Executive Board (in person, Dallas) October 12-14 • Recording Secretary pro temp Thursday, October 14. • Phone calls and emails about contract and vaccine mandate • October 22, 2021, Breast Cancer Awareness Lounge Mobilization • Meeting with MCO Base Manager Val Feijoo - discuss trends and issues within the base. • Work with HOU DEBM, David Jackosn, and LAX DEBM Mark Torrez on planning a Zoom conference for FLL and AUS • October 22, conference call with Shop Stewards - discuss trends, update on topics discussed among coworkers, provide answers to questions • Prepared email template for DEBM EC for use among bases, as requested. • Monthly E-Connection October 21. • Submit DEBM article for Unity magazine • October 25, attend Zoomcast on Vaccine Mandate information • November 8 and 9, Dallas, Membership Meeting, ballot Teller for BOE • Emergency Landing Crew Assist • Special Executive Board Meeting Zoom - November 11 Drew would like to thank MCO FA's AJ Theiss and Sandi Voyik for their facilitation and set up for Breast Cancer Awareness Lounge Mobilization. From Sandi Voyik: "October is Breast Cancer Awareness Month and we went to the lounge and hand out fliers and some swag. We were in the lounge to answer questions or just lend an ear to some that needed to talk. We wanted to get the awareness out and let people know that there are support groups and testing sites in and around Orlando. "	

Report From:	DEBM - MDW
Submitted Report:	
Donna reports Fact-Findings and Step 2 Meetings in Chicago have continued for various reasons. Donna has assisted the Grievance Team answering phones during the month of October, attended the October Executive Board Meeting, attended Grievance filing training, and attended the 3rd Membership Meeting via zoom. Donna also attended 2 new hire dinners while in Dallas. Donna has been working with the CTF and Flight Attendants during the pandemic assisting in Covid issues as well as answering questions. Donna has communicated with shop stewards concerning Fact-Finding Meetings and addressed issues with Inflight Base Leadership as well. Donna thanks all the returning and new Shop Stewards for their willingness to advocate for the Membership.	

Report From:	DEBM - PHX
Submitted Report:	
• Reviewed Grievances, Reports and October Executive Board Meeting Minutes/Vote Tally/Attendance Report prior to the November Executive Board Meeting • Attended October Executive Board Meeting 10/12-10/14 • Sat Emergency Officer on Call on 10/11-10/18 • Did 2 Fact Finding Meetings • Wrote a Unity article • Attended the second session of the 3rd Quarter Membership Meeting on 11/9 • Flew PAKV 10/27, PA6X 11/4 • Distributed Breast Cancer Awareness pins • 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:	
October 2021 • October Executive Board Meeting - October 12-14, 2021 • In-office for Shop Stew Training October 4-8, 2021 • Emergency ad-hoc Meeting on October 10 regarding IROPS • Top 5 Call: ○ October 20, 2021 ○ October 27, 2021 • Step II Meeting on October 19, 2021 • Zoomcast on October 25, 2021 • Communications The 1st Membership Meeting of 2022 will be on Tuesday, February 8, 2022 and Wednesday, February 9, 2022.	

Report From:	Vice President - 1
Submitted Report:	
November 2021 1st Vice President's Report • October 10th, 2021, Michael attended two meetings with the Executive Board regarding Irregular Operations. • October 11th, 2021, Michael traveled to Dallas for the monthly Executive Board meeting. • October 12th, 2021, Michael attended day one of the October Executive Board monthly meeting. Michael also attended a meeting with Vice President of Inflight Sonya Lacore and President Lyn Montgomery. • October 13th, 2021, Michael attended day two of the October Executive Board monthly meeting. Michael also attended the Top 5 Weekly Catch up meeting and a Vaccine Mandate meeting with Vice President of Inflight Sonya Lacore, Senior Director of Labor Relations Brendan Conlon and President Lyn Montgomery. • October 14th, 2021, Michael attended day three of the October Executive Board monthly meeting. Michael attended a Vaccine Mandate follow up meeting with Vice President of Inflight Sonya Lacore, Senior Director of Labor Relations Brendan Conlon and President Lyn Montgomery. Michael also attended the weekly Health and Safety Regulatory meeting with Senior Director of Inflight Safety and Regulatory Compliance Steve Murtoff, Manager Inflight Safety Standards and Regulatory Compliance Dominick Renteria, Senior Manager Safety Standards and Regulatory Compliance Tom Raffalski, Health Chair Michele Moore and Safety Vice Chair Jannah Dalak. • October 15th, 2021, Michael traveled to Phoenix. • October 18th, 2021, Michael attended a Vaccine Mandate meeting with Vice President of Inflight Sonya Lacore, Senior Director of Labor Relations Brendan Conlon and President Lyn Montgomery. • October 20th, 2021, Michael attended two Top 5 catch up meetings and a Vaccine Mandate follow up meeting with Vice President of Inflight Sonya Lacore, Senior Director of Labor Relations Brendan Conlon and President Lyn Montgomery. Michael also attended the ASAP LOU discussion with Senior Director of Inflight Safety and Regulatory Compliance Steve Murtoff, Inflight Safety and Regulatory Program Manager Chase Magness and Health Chair/ASAP Primary Michele Moore. • October 21st, 2021, Michael attended the weekly Health and Safety Regulatory meeting with Senior Director of Inflight Safety and Regulatory Compliance Steve Murtoff, Manager Inflight Safety Standards and Regulatory Compliance Dominick Renteria, Senior Manager Safety Standards and Regulatory Compliance Tom Raffalski, Health Chair Michele Moore and Safety Vice Chair Jannah Dalak. Michael also attended a meeting with Vice President of Inflight Sonya Lacore, Senior Director of Labor Relations Brendan Conlon and President Montgomery. Michael also attended the Union Leadership	

Earnings Debrief with President Montgomery and Safety Vice Chair Jannah Dalak.

- October 22nd, 2021, Michael attended a Zoom meeting with President Montgomery, 2nd Vice President [Corliss King](#) and Legal Council [Lucas Middlebrook](#) to discuss the Vaccine Mandate.
- October 25th, 2021, Michael attended the preparation meeting for the 3rd Membership Meeting with President Montgomery, 2nd Vice President Corliss King, Recording Secretary Ashley Breuer, Negotiator Liz Howayeck and Legal Council Lucas Middlebrook. Later that day Michael attended the TWU Local 556 Special Zoomcast and a Top 5 Membership Meeting preparation meeting.
- October 27th, 2012, Michael attended the Top 5 weekly catch up meeting.
- October 28th, 2021, Michael attended the weekly Health and Safety Regulatory meeting with Senior Director of Inflight Safety and Regulatory Compliance Steve Murtoff, Manager Inflight Safety Standards and Regulatory Compliance [Dominick Renteria](#), Senior Manager Safety Standards and Regulatory Compliance Tom Raffalski, Health Chair Michele Moore and Safety Vice Chair Jannah Dalak.
- November 4th, 2021, Michael attended the weekly Health and Safety Regulatory meeting with Senior Director of Inflight Safety and Regulatory Compliance Steve Murtoff, Manager Inflight Safety Standards and Regulatory Compliance [Dominick Renteria](#), Senior Manager Safety Standards and Regulatory Compliance Tom Raffalski, Health Chair Michele Moore and Safety Vice Chair Jannah Dalak.
- November 8th, 2021, Michael attended the Monthly Membership pre-meeting with President Montgomery, Recording Secretary Ashley Breuer, Baltimore Domicile Executive Board Member Damion West and Orlando Domicile Executive Board Member Drew Shy. Michael also attended the 3rd Membership Meeting, a meeting regarding the SWA Internal ASAP Infoshare program, a vaccine mandate meeting and a meeting with Second Vice President Corliss King.

Report From:	Vice President - 2
Submitted Report:	
The vast majority of my duties for October were covered in the COPE report for my work on the IL Sick Leave Act Aviation correction. That work included in-person meetings with the IL Senate and House leadership and our International Officers and Legislative liaisons. I have worked extensively with a variety of legislative contacts from the IL AFL-CIO and led a coalition of Aviation Unions to complete this legislation. That encompassed work during the entire month with two weeks on location in Springfield Illinois. I also worked with the Chicago Federation of Labor as the Co-Chair of the Aviation committee to elevate our local response to air rage issues. I met with the VP of the AFL-CIO about our industry issues in Illinois and coordinated with the Chicago Federation on a wage concern with Southwest and the Chicago ordinance around sick leave. The legislation passed by a bipartisan vote and we will continue to work through the anticipated signature of Governor Pritzker in November. I worked the regular duties of 2nd VP responding to Member issues and working with our Board to provide service and resources to our Members.	