



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

8787 N. Stemmons Frwy.
Suite 600
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
www.twu556.org

JANUARY 2022 COMMITTEE REPORTS

Report From:	CHRC
Submitted Report:	
Pamila worked with Lynae Bryant to update the Human Trafficking Information and Resource flyer to distribute to the Domicile Executive Board Members, to be placed on the Union Red-Rack in each base. Pamila would like to thank Education Committee Co-Chairperson Angie Kilbourne for creating the graphics for National Human Trafficking Awareness Month and #WearBlueDay. Pamila attended several conference calls with Civil and Human Rights Committee (CHRC) Team Members to discuss upcoming community service events. Pamila attended a meeting via Zoom with Working Women's Committee Co-Chairperson and Shop Steward Ashley Wilhelm (OAK), Shop Steward's Heather Kelly-Gray (OAK) and Addie Crisp (LAS). Addie Crisp organized community service with the Goodie Two Shoes Foundation Shoe/Sock Drive to be held January 21, in Las Vegas. CHRC published a post for National Human Trafficking Awareness Day / #WearBlueDay to be posted on the TWU Local 556 Facebook page. Pamila attended the Georgia AFL-CIO Minority Caucus Meeting via Zoom.	

Report From:	CISM																																										
Submitted Report:																																											
The CISM Team responded to 100 Incidents called into our hotline during December, We spoke to over 175 Flight Attendants. CISM Chairperson Eileen Rodriguez presented CISM to New Hire Classes 445 and 446. Eileen met with company liaisons about the increase in calls related to Flight Attendant job fatigue, depression, and anxiety. The CISM Team is forecasting to do lounge mobilizations during the first quarter of 2022 to educate and spread awareness. Below is the breakdown of incidents we worked: <table> <tr><td>Assault</td><td>1</td></tr> <tr><td>Bomb Threat</td><td>1</td></tr> <tr><td>COVID-19</td><td>3</td></tr> <tr><td>Death on Board</td><td>2</td></tr> <tr><td>Debriefing - Team Member</td><td>3</td></tr> <tr><td>Diversion</td><td>1</td></tr> <tr><td>Employee Death</td><td>1</td></tr> <tr><td>FA Death</td><td>3</td></tr> <tr><td>FA Death of Family Member</td><td>4</td></tr> <tr><td>FA Illness</td><td>2</td></tr> <tr><td>FA Injury</td><td>1</td></tr> <tr><td>FA Involved in Incident - Off Duty</td><td>1</td></tr> <tr><td>Illness of Family Member/Caregiver</td><td>4</td></tr> <tr><td>Stress</td><td></td></tr> <tr><td>Mechanical</td><td>8</td></tr> <tr><td>Natural Disaster</td><td>1</td></tr> <tr><td>New Class Presentation</td><td>2</td></tr> <tr><td>Passenger Medical</td><td>16</td></tr> <tr><td>Passenger Misconduct</td><td>6</td></tr> <tr><td>Personal Issue</td><td>29</td></tr> <tr><td>Pet Onboard Events</td><td>1</td></tr> </table>		Assault	1	Bomb Threat	1	COVID-19	3	Death on Board	2	Debriefing - Team Member	3	Diversion	1	Employee Death	1	FA Death	3	FA Death of Family Member	4	FA Illness	2	FA Injury	1	FA Involved in Incident - Off Duty	1	Illness of Family Member/Caregiver	4	Stress		Mechanical	8	Natural Disaster	1	New Class Presentation	2	Passenger Medical	16	Passenger Misconduct	6	Personal Issue	29	Pet Onboard Events	1
Assault	1																																										
Bomb Threat	1																																										
COVID-19	3																																										
Death on Board	2																																										
Debriefing - Team Member	3																																										
Diversion	1																																										
Employee Death	1																																										
FA Death	3																																										
FA Death of Family Member	4																																										
FA Illness	2																																										
FA Injury	1																																										
FA Involved in Incident - Off Duty	1																																										
Illness of Family Member/Caregiver	4																																										
Stress																																											
Mechanical	8																																										
Natural Disaster	1																																										
New Class Presentation	2																																										
Passenger Medical	16																																										
Passenger Misconduct	6																																										
Personal Issue	29																																										
Pet Onboard Events	1																																										

Professional Standard Referral	1
Sexual Harassment or Assault	2
Suicide Attempt of a Family Member	1
Suicide of a Family Member	1
Termination/Fact Finding	1
Turbulence	3
Van Accident (RON)	1
Total	100

Report From:	Communications
Submitted Report:	
Communications: Co-Chairpersons Ashley Breuer and Drew Shy Reports: December Communication Emails Sent • COPE Newsletter • Uniform Committee Newsletter • Toys for Tots Virtual Toy Drive • Education - Top Five Frequently Asked Questions about the 2021 Holiday Incentive Program • Third Party-Apps Update • Negotiating Committee Update #50 • Shop Steward Newsletter • Illinois HB 106 • 2022 First Membership Meeting Notice • Unity Magazine 2021 Fall Edition • Response to Gary Kelly Senate Hearing • COPE - Action: 10-hour Rest Rule • Holiday Hours - Christmas and New Year's • Negotiating Committee Update #51 • LODO Subcommittee Newsletter • Colorado Wild Fires • 2022 Family and Medical Leave Act (FMLA) Changes • E-Connection Baltimore • E-Connection Las Vegas • E-Connection Phoenix • E-Connection Dallas • Managed TWU Local 556 social media outlets. • Website postings and updates • Answered Membership Communications and Union emails and/or routed them to the Executive Board or appropriate Committee for a response. • Assisted with the upcoming December 2021 Unity Magazine • Christmas and New Years and other social media graphics • Strategic planning for end-of-year wrap-up Publications: Vice-Chairperson Mikita Johnson reports: December was a busy month for the publications team. The Fall 2021 issue of Unity premiered during the week of December 17th.	

Videography:

Vice-Chairperson John Long reports:

- Had a planning call with Drew Shy as Co-Chairperson of the Communications Committee to discuss upcoming projects.

Report From:	COPE
Submitted Report:	
<u>Committee on Political Education Report</u> December 2021 • COPE Communication – Action: 10-HR Rest Rule Public Comments (December 22nd) • Updating Current Affiliates – Letter of Interest Deadline (December 13th) ◦ Participation Guidelines • TWU International Legislative and Political Team (Monthly Meeting December 8th) ◦ Set Tentative Date for Meeting to Discuss TWU International FAA Reauthorization Priorities (December 17th) ◦ Status on Crew Member Assault Bill ◦ Current OSHA Standards that pertain to Flight Attendants ◦ TWU International COPE Conference ◦ 10-Hr Rest Commenting Period through January 3rd • Delegates for Texas AFL-CIO COPE Conference – Virtual Texas AFL-CIO announce the 2022 Texas AFL-CIO COPE Convention will still be held on January 20-21 but virtually. The decision was made in the interest of the health and safety of union activists as the top priority. <i>Texas AFL-CIO Statement the omicron variant of COVID-19 is spreading at an alarming rate. Even with precautions recommended by the Centers for Disease Control and consideration of all reasonable options, we simply cannot adequately guarantee the safety of participants.</i> Maryland State and D.C. AFL-CIO - December 20, 2021 2022 MD General Assembly Legislative Conference and Holiday Lunch TWU 556 Maryland State and D.C. AFL-CIO - Delegates • Damion West • Kerry Killeen • Alyssa Baiyina Maryland Budget and Revenue Process and happens with the current Budget Surplus - Maryland Center on Economic Policy Maryland General Assembly Session Overview and Expectation - Chuck Cook, Maryland State and D.C. AFL-CIO Legislative and Political Director	

- Labor Standards Legislation
- Redistricting Calendar
- Pre-Session Work on Legislation
- General Assembly Calendar - Dates of Interest
- COVID Protocol - General Assembly

Maryland State House of Delegates

- House Committee Guidelines
- Witness Sign-Up
- Subcommittees
- Voting Sessions
- Co-Sponsors

Maryland State Senate

- Waiting for Guidelines

2022 Maryland General Assembly Priorities

- Labor Standards
- Corporate Tax Accountability
- Infrastructure Investment and Jobs Act

Maryland House of Delegates Update - Speaker of the House

Adrienne Jones

House is currently open for business to the public

1. Infrastructure
2. Climate Change
3. Clean Energy
4. Ghost Guns

Maryland State Senate Update - Senate President Bill Ferguson

Senate will operate as normal

1. COVID-19
2. Climate
3. Cannabis
4. Community Safety

Affiliate Presentation of Legislative Priorities

AFSCME 3 (American Federation of State, County and Municipal Employees)

1. Binding Arbitration
2. Funding STEP (State Trade Exemption Program)
3. Office of Public Defender
4. Stopping the Closure of State Hospitals
5. Line of Duty Disability Benefits

AFT (American Federation of Teachers)

1. Be Classified as First Responders
2. Park Rangers be Reclassified as First Responders
3. Teacher in Juvenile as Full State Employees
4. Add Students to the Baltimore City School Board

ATU 689 (Amalgamated Transit Union)

1. Automatic Buses
2. Protection Maintenance for Electronic Buses

SEIU (Service Employees International Union)

1. Staffing shortage in Healthcare
2. Wage Pass Through
3. Home Annual Audit
4. Loan Forgiveness to License Healthcare Workers
5. Legalizing Cannabis
6. Paid Family Leave

UFCW 400 (United Food and Commercial Workers)

1. Labor Piece Language for any Cannabis approved

California Meal & Rest Periods

Meal break requirement: workers covered by California Labor Code 512 are entitled to a meal break if their shift is long enough:

- **Less than 5 hours:** No required meal break
- **Between 5 and 6 hours:** A 30-minute meal break (can be **waived** by the employee).
- **Between 6 and 10 hours:** A 30-minute meal break.
- **Between 10 and 12 hours:** A 30-minute meal break, plus a second 30-minute meal break that the employee can waive if he did not already waive the first one, and
- **More than 12 hours:** 2 meal breaks of 30 minutes each.

Rest break requirements:

Rest breaks under California labor law are required for non-exempt employees who work 3 1/2 or more hours in a day. Employees are entitled to 10-minutes of rest period for each 4 hours, or a substantial fraction thereof, that they work in a day. To the extent possible, these breaks are to be taken in the middle of each 4-hour period.

Compliance options for meal break:

- **Meal periods could occur at the beginning or ending of a shift or duty day:** if the employer requires the employee to remain at the work site during the meal period, the meal period must be paid. Could require CBA consideration.
- **Between flights, while the aircraft is on the ground:** ground time between flights is common in aviation. When no duties assigned, ground time could be a potential point to accommodate meal periods. Adjustments to operations could be implemented by airlines without changes to CBA.
- **Providing no meal periods:** if an employer fails to provide an employee a meal period, the employer could pay one additional hour of pay at the employee's regular rate of pay for each workday that the meal period is not provided. Paying for no meal periods until a negotiated structure is in place.

Compliance options for rest periods:

- Several airlines provide or previously provided language in CBAs or Work Rules to accommodate “on duty” rest periods that may meet state standards. These rest periods have addressed 10 or 15-minute rest in flight after the needs of passengers have been met. Some airlines (AA) could be in compliance now.

Waivers:

An employee and an employer may mutually agree that the employee will waive (or relinquish the right to) a meal break. There could be a number of possible ways an employer and employee could agree to such a meal break waiver, technology component could allow for waiver at check-in if required by the flight schedule or duty day. The employee could maintain a signed waiver in their personnel file. However, a meal break waiver is only allowed in very limited circumstances:

- Employee’s day **six hours or less**: the meal period may be waived by mutual consent of the employer and employee. So, if an employee works six-and-one-half hours, she and her employer are prohibited from a meal break waiver.
- Employee’s shift is **12 hours or less**, the second meal period may be waived by mutual consent only if the first meal break was not waived. This means that an employee who works, for example, 14 hours may not waive this second meal break, regardless of whether the first meal break was waived.

Timing:

The airlines have cited exposure to legal action as a justification for seeking a flight crew exemption to meal and break laws through the budget process. They estimate penalties of \$20-50 million annually (unclear if that is industry as a whole or per airline). Additionally, airlines have threatened to force base employees out of California into neighboring states to avoid compliance with California meal and rest periods: estimated one-time costs associated with paid relocations of \$20-50 million.

The need for an end of session flight crew exemption serves to mitigate the airline’s penalties associated with years of meal and rest break non-compliance. The court has spoken in this area and is not incumbent upon the unions to agree to limit damages or shield an employer from liability when they have operated in an unlawful manner. If the airlines need to limit liability or penalties, they ought to seek relief from the courts.

Compliance issues are best served when airlines work with their labor partners through the negotiation process. Specific proposals on how individual airlines will implement rest and break structures ought to involve labor and management collaboration. If airlines want to engage in legislative policy discussions around meal and break periods after negotiations take place, the process ought to be done through a regular

order that provides opportunity for public debate on the merits of the proposal.

Report From:	Education
Submitted Report:	
The Education Committee met via Zoom on December 17th to discuss multiple projects, including the New Hire LOA. The Education Committee made posts to the Education Committee Page and the Official TWU Local 556 Facebook Group during December which include: the CWA Outage, Clarification on the Holiday Incentive/SWAG program, the 1st Quarter Bid Months and Overlap Dates, PIN Black Out Dates for Christmas and New Years, the wildfires in Colorado. The Education Committee created an e-mail blast, "Top Five Frequently Asked Questions about the 2021 Holiday Incentive Program," with graphics to explain more in depth how the program works. The Education Committee also assisted with the e-mail blast "Third Party Apps Update." The Committee responded to all e-mails from Members and forwarded feedback as needed. Co-Chairperson Angie Kilbourne created graphics for: the 2022 PIN Black Out Dates, CISM, Human Trafficking Posters and Social Media. She responded to any e-mails received to the vaccines e-mail address. She also forwarded the completed LOU/LOA project to the Grievance Head, and updated the "Welcome to DEN" packet. In addition, Angie worked on the "Assaults Won't Fly" postcard as well as designs for upcoming CHRC projects. The Committee updated the New Hire handbook and got a quote from printing the booklets, and created a Frequently Asked Questions and e-mail for the New Hire LOA. The Committee also responded to calls, emails, texts and private messages from Members. The Committee continues to add and remove members from the Official TWU Local 556 Facebook Group. The Group currently has 8,231 Members.	

Report From:	FADAP
Submitted Report:	
 It Takes A Village to do this work We have 4-Team members that work week on call that's from sun-sun. The team member is available 24/7 at 19.5 trips for the week being paid from our budget with TWU 556. We have 30-team members that are required to work one 24hr backup shift per month, this person is the backup for the week on call. A different team member for each day of the week. This is voluntarily only when they are not working online. The reason we have a 24 hr backup is we don't want to overload the week on call. We have so that no team member will have no more than two clients per week. We want to spread out the workloads. The chair of the team Tom: worked Dec 1-13 and Dec 22-Jan. 2, 2022 and McArthur West Coast Coordinator worked Dec 14-21 this is paid from SWA at 32.5 TFP per week. We had one of our local team members Jodi that attended 2 of the new hire dinners this month and the remaining were canceled. McArthur trained 2 new Team members this month. Add: McArthur-training 2 new team members on the TWU/SWA FADAP way. This includes the apps the team uses: RingCentral, Salesforce, GroupMe, When I Work, Google Drive and TWU556 time sheets. McArthur made sure that each trainee was comfortable with all the apps. When they felt comfortable with all the apps he then trained each new team member on an actual reach out call. The reach out call put all of the training together so the new team member understood our procedures. He works with them to ensure that they are comfortable with a reach out call. Once the new team member tells him that they are comfortable then he will sign them off and then they will be cleared to pick up 24hr backup shifts (they are only required to pick up one a month). Once the team rotation flips, where all of the current team members have picked up their week on call where they are paid 19.5 for the week, we will open it up for the new team members to pick up a week on call. Right now all of the new team members are trained on all of the apps. He's waiting to train the last 2 on a reach out call, once they have a day off and for a call to come through and all team members will be trained.	

Each week we have each team member submit a week update for any and all FADAP activities they have to their Base Coordinator. Each Base Coordinator compiles their bases report and sends them to their Regional Coordinator. The Regional Coordinator compiles all of their bases and then sends one report to the FADAP Chair. The Regions are broken up into East and West Coast. Greer has East Coast which include ATL, BWI, DAL, MDW and MCO. McArthur has the West Coast which includes the remainder of the bases DEN, HOU, LAS, LAX, OAK and PHX.

Report From:	Grievance
Submitted Report:	
<i>January 2022 Grievance Report</i> <u>TOTAL NUMBER OF GRIEVANCES:</u> <i>247 total grievances:</i> 31 terminations 38 group grievances 34 non-term disciplinary 59 Attendance 85 individual contract <i>Total Contract Grievances on file: 123</i> <i>Total Discipline Grievances on file: 124</i> <u>Settled and Withdrawn Report:</u> In December, forty-one grievances were settled; of those eleven were settled at the Step 2 level, fifteen while preparing for Executive Board review, three at the SWA Preliminary decision stage, one at a Fact-Finding meeting, and eleven at a grievance monthly Labor meeting. Fifty-five grievances were withdrawn without prejudice, one arbitration award for the Union, and one FA released the Union to proceed on his own. Of the fifty-nine Attendance grievances, twenty-nine are No-Shows, five Unable to Contact, fourteen Failure to Report, seven Sick Leave 1, three No-Show Training and one SL. The thirty-four non-term disciplinary grievances consist of: twenty-four written warnings, one final written warning, seven thirty-day suspensions, one fifteen-day suspension, and one under the “other” category. <u>Fact-Finding Meetings:</u> Forty-one fact-finding meetings were held in the bases, in December 2021. We are seeing a lot of meetings for Termination level points. <u>Chat Apps</u> 1,814 chat app messages received the month of December. <u>Board of Adjustments:</u> FA: Written Warning scheduled for January 27, 2022. <u>Arbitration Schedule:</u> FA – <i>Settled.</i>	

FA – *Settled.*
Group – *Settled.*
FA – *Settled.*

Arbitration-Proceeding on Their Own:

FA: Written Warning Class 2.13
FA: Termination

Upcoming Grievance Meeting: The Union and Management have agreed to a Labor meeting to be held January 20, 2022, to discuss December 2021 and January 2022 cases.

Report From:	Health
Submitted Report:	
Health Report - January Executive Board Meeting <u>ASAP</u> We did not receive the current ASAP numbers from the ASAP Manager so Michael Massoni will report on the numbers during the Executive Board Meeting. There is an ASAP training scheduled for January since we have so many new Members that have not been officially trained. In 2022 there will be ASAP promotion that will be planned. <u>Health/Safety</u> Health and Safety continue to meet with Inflight Management on a weekly basis – we are able to discuss the current health and safety issues that affect our Members and the airline in general. • The Federal Mask Mandate has been extended until March 2022. • Management is still considering starting alcohol service prior to March 2022 but it appears that there are some changes to the original plans. We do not know what this entails but have requested a meeting for an update. • Management is in the final stages of de-escalation training. This will be presented in a 3 tiered training. It will be presented in RT, the base visit will address it and there will also be a stand alone training that will be required. • Injury data is discussed monthly with Inflight Management as well as with Sr. Safety Management; graphical injury data was submitted by Michael Massoni on the Safety Team Report. Turbulence injuries continue to be on the rise. The majority of the injuries are occurring on descent. There is a working group evaluating turbulence injuries and could result in several procedural changes. • Fatigue reports are still climbing with all of the operational challenges. • We continue to receive a record number of ENS notifications. All notifications have to be vetted to ensure that no follow-up is required. This is a very time consuming process as we received 388 in the past month. This is in addition to the many emails that are received.	

Covid-19/Corona Task Force

The CTF phone calls and emails are at an all time high. We are getting the volume similar to that of November 2020. The exposure rate is at an all time high due to the Omnicrom variant. The first week of January we averaged 50 calls and 50 emails per day. This is an unprecedented volume. The CTF is in need of additional manpower as currently only 2 people are answering these calls and emails. With just 2 people we are not able to assist our Members and Board Members in an efficient time frame.

Event Notification System

We continue to receive and act on Event Notification System (ENS) emails. In less than a month's time 428 events were reported.

- 2022 103 – this is for the first 9 days of January
- 2021 5,864
- 2020 3183
- 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

HASC - monthly meeting

Health and Safety Round-Up – Weekly conference Inflight Management

FAA Calls with Members on Passenger Misconduct Investigations

ASAP Recurrent Training

Meeting with CMO – ASAP related

Fatigue Risk Mitigation Meeting(s)

Report From:	LODO
Submitted Report:	
Nothing to report	

Report From:	MOBORG
Submitted Report:	
Because of the uptick in Covid and the issues with legislation implementation, the MOBORG committee was limited in work done this month. The co-Chairs met with Education and Shop Steward Committees to work on the Town Hall scheduled for 1/24 and the monthly events planned for February and March to increase Member involvement. We developed a plan for additional events which will require that we coordinate with the committee chairs of the various committees to create a Committee fair and we will be doing EB roadshows with specific themes for the coming months. We also began our Committee calendar for 2022 and will implement our new hire strategy with Education and the New Hire Committees.	

Report From:	New Hire
Submitted Report:	
<u>December 2021</u> New Hire class 445 presentation and dinner, December 6 New Hire class 446 presentation and dinner, December 13 The New Hire Committee would like to thank all our Members who have helped at the dinners and presentation this past year including some the of Executive Board Members. Looking forward, 2022 will be a busy year as classes are expected to be running through training consistently for the foreseeable future. The New Hire Committee has been working with EdComm to have more new hire handbooks printed and is working with them to also update the handbook as well.	

Report From:	Other
Submitted Report:	
FLOC Call with Heather Laverty, International to obtain needed information for open call. Call with Chris Lampe 555 to discuss possible structure for 556.	

Report From:	Professional Standards																																										
Submitted Report:																																											
Professional Standards Activity Report For December 2021 <table> <tr> <td>Company Policy</td><td>5</td></tr> <tr> <td>CRM</td><td>2</td></tr> <tr> <td>I.R. Filed</td><td>5</td></tr> <tr> <td>Internal Peer Support</td><td>5</td></tr> <tr> <td>Not Taken</td><td>5</td></tr> <tr> <td>Pilot Issue</td><td>7</td></tr> <tr> <td>Social Media</td><td>1</td></tr> <tr> <td>Unprofessional Behavior</td><td>7</td></tr> <tr> <td>Withdrawn</td><td>3</td></tr> <tr> <td>In Progress</td><td>3</td></tr> <tr> <td>Total</td><td>43</td></tr> <tr> <td>Positive Resolution</td><td>20</td></tr> <tr> <td>Negative Resolution</td><td>1</td></tr> <tr> <td>Unresolved*</td><td>19</td></tr> <tr> <td>In Progress</td><td>3</td></tr> <tr> <td>Source:</td><td></td></tr> <tr> <td>Phone</td><td>32</td></tr> <tr> <td>TWU Email Exchange</td><td>2</td></tr> <tr> <td>Pilot</td><td>8</td></tr> <tr> <td>Referral</td><td>1</td></tr> <tr> <td>Total Team Hours</td><td>37.50</td></tr> </table>		Company Policy	5	CRM	2	I.R. Filed	5	Internal Peer Support	5	Not Taken	5	Pilot Issue	7	Social Media	1	Unprofessional Behavior	7	Withdrawn	3	In Progress	3	Total	43	Positive Resolution	20	Negative Resolution	1	Unresolved*	19	In Progress	3	Source:		Phone	32	TWU Email Exchange	2	Pilot	8	Referral	1	Total Team Hours	37.50
Company Policy	5																																										
CRM	2																																										
I.R. Filed	5																																										
Internal Peer Support	5																																										
Not Taken	5																																										
Pilot Issue	7																																										
Social Media	1																																										
Unprofessional Behavior	7																																										
Withdrawn	3																																										
In Progress	3																																										
Total	43																																										
Positive Resolution	20																																										
Negative Resolution	1																																										
Unresolved*	19																																										
In Progress	3																																										
Source:																																											
Phone	32																																										
TWU Email Exchange	2																																										
Pilot	8																																										
Referral	1																																										
Total Team Hours	37.50																																										

***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.**

Base Information

ATL	5
AUS	1
BWI	3
DAL	4
DEN	6
FLL	2
HOU	2
LAS	3
LAX	2
MDW	7
OAK	1
PHX	1
Pilot PS	6

Report From:	Safety
Submitted Report:	
Please see the attached January 2022 Safety Team EB Report (located in the files section).	

Report From:	Safety
Submitted Report:	
<u>Addendum to January 2022 EB Safety Team Report - ASAP Stats:</u> ASAP Reports received 2021 Year-to-Date: 1995 ASAP Reports received 2022 Year-to-Date: 42 Accepted Reports YTD: 0 (almost through the last of DEC reports and should be closing out JAN repots later this week) Excluded Reports YTD: 0 Open Reports: 95 Total Reports Received over the Life of Program: 12593	

Report From:	Satellite Base
Submitted Report:	
No new information to report	

Report From:	Scheduling
Submitted Report:	
The number of line positions that a Flight Attendant could be awarded for the month of February increased by 199 line positions, from 8,615 in January to 8,814 in February. The Scheduling Committee left 1,753 positions in open time for the month of February in comparison 1,794 were left in January. The Committee for the month of February wrote an average of 70.4% pure Lines (Lines starting on the same day each week containing Pairings of the same length) this was an decrease in purity from January by .36%. (all bases were over 70% which is the minimum purity with the exception of LAX). 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 line paid 96.43 TFP average work days were 13.7. The contractual numbers above do not include the two satellite bases of FLL and AUS. The AUS Satellite base had an average of 64.10 % pure lines, 29.06% weekend off and 29.06% lines containing 3-on/off or 48-hour breaks. The average lines paid 99.65 tfps. The FLL Satellite base had an average of 30.91% pure lines, 17.27% weekend off and 57.27% lines containing 3-on/off or 48-hour breaks. The average line paid 98.76 tfps. The Line Writers for February Primaries were: Mark Torrez, Sheri Tyler, Lisa Trafton (Volunteered on leave), Shelley Taylor and Xander Ricker The Line Writers for February Secondary Lines were: Rebekah Knox, Lisa Trafton (volunteered on leave) and Xander Ricker. The Scheduling Committee met with Southwest Airlines and members of the Negotiating Team to discuss Satellite Bases.	

Report From:	Scholarship
Submitted Report:	
December 2021 Scholarship Report Upon returning from medical leave in November, Scholarship Chairperson Genesis DaVoy was able to answer emails in the month of December regarding the TWU Michael Quill Scholarship for the upcoming 2022 scholarship year. Genesis DaVoy was able to provide guidance on how to fill out the application and gave insight as to when the application may be available in the upcoming year.	

Report From:	Shop Steward
Submitted Report:	
Shop Steward Committee Report December 2021 The Shop Steward Committee continues to meet monthly with Grievance Leaders in regards to procedural matters that have an effect on Shop Stewards. The Shop Steward Committee met to discuss how we will be implementing possible new procedures for Fact Finding meetings. The Shop Steward Committee met to discuss future Shop Steward communication including: • Newsletter (Monthly/Quarterly) • Zoom Meetings (Quarterly) • Conference Call (Quarterly) Shop Steward Communication Newsletter Shop Steward Newsletter – December • Statistics and Trends • Reminder of upcoming Membership Meeting on February 8th 12:00 CT • FMLA changes for 2022 • Check point totals due to increase of Termination due to term point levels The Shop Steward Committee answered and responded to all calls and emails sent to the committee in a timely manner. Had a round table discussion on issues addressed to the Shop Steward Committee.	

Report From:	Survey
Submitted Report:	
VeAnne reports she spoke with the Uniform Committee about an updated Uniform Survey going out potentially in the first quarter.	

Report From:	Uniform
Submitted Report:	
The Uniform Committee met with the company liaison on December 16th, 2021, to discuss ideas and initiatives we'd hope to see come to fruition in 2022 including our New Uniform Incentive program. We still hope to have this rolled out in the first quarter of this year. We also revisited back orders and delayed shipments and was informed that orders had begun to come in, but we will continue to work closely with management and CINTAS to monitor shipping times and resolve any issues as they arise. With the introduction to the NEW women's blue polo, the feedback we've received has been great. We've also spoken with the Survey Committee and hope to have a Uniform survey out in the first quarter. There are specific asks from our membership pertaining to our current uniform program and to support them, we need the data from our membership.	

Report From:	Veterans
Submitted Report:	
Danette Y. Foster, Chairperson, reports that a Team Meeting held via Zoom was held on December 21, 2021 to determine upcoming plans for the new year and to discuss how the current year concluded. Wayne Tipton, Vice-chair and Melissa Leyva, Veterans Committee Liaison along with Danette were in attendance. The Veterans Committee continues to honor and support Active Duty Personnel, Veterans and their Families.	

Report From:	WWC
Submitted Report:	
During the Holidays, Illness, and Covid Compliance the WWC did not conduct monthly meetings or projects. We are projecting - January 2022- MLK WWC/ CHCR collaboration was canceled due to Omnicron Variant of Covid 19 January 19 - 21 2022 - Texas AFL-CIO WWC representation - Conference will be held virtually January 2022 - Planning meeting - Budget Meeting February 2022 - Gwen Dunivent York Appreciation Monthly Women's Health Focus Article for Webpage and Official FB Page March 2022 - TWU International WWC Meeting - LAX	



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

8787 N. Stemmons Frwy.
Suite 600
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
www.twu556.org

Safety Team Report

Michael Massoni – 1st Vice President & Operational Safety Chairperson

...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...

To: TWU Local 556 Executive Board
CC: Thom McDaniel, TWU International Vice President
Date: January 9, 2022
Re: January 2022 EB Safety Team Report

Currently the Safety Team has the following open and/or resolved action items:

Aviation Safety Action Program (ASAP) – Reports in queue for ERC Review - 95

ASAP Reports received 2022 Year-to-Date:	Will Report Out in EB Meeting
Accepted Reports Year-to-Date:	Will Report Out in EB Meeting
Excluded Reports to date:	Will Report Out in EB Meeting
Open Reports:	Will Report Out in EB Meeting
Total Reports Received in 2021	Will Report Out in EB Meeting
Total Reports Received in 2020:	1336
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:	12432

Southwest Airlines Event Notification System (ENS)

Fielded Events for Period: 12/12/21 through 12/31/21 = 290
Emergencies Declared for Period = 22
Fielded Events for Period: 01/01/22 through 01/09/22 = 103
Emergencies Declared for Period = 08

2022 Year-to-Date = 103
All of 2021 = 5864
All of 2020 = 3182
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*
 All of 2011 = 1609

*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: 12/12/21 through 12/31/21 = 33

Reports Received for Period: 01/01/22 through 01/09/22 = 0

Open Reports = 0

12-30-2021	PHX	Non Paid - No Crew Member Report	Declines	Non Paid - Nonoperational Cause	
12-30-2021	DAL	Non Paid - No Crew Member Report	Accepts	Non Paid - No Crew Member Report	
12-30-2021	ATL	Paid - Operational Cause	Accepts	Paid - Operational Cause	
12-30-2021	HOU	Non Paid - Nonoperational Cause	Accepts	Non Paid - Nonoperational Cause	
12-31-2021	LAX	Non Paid - Nonoperational Cause	Accepts	Non Paid - Nonoperational Cause	
12-29-2021	LAX	Non Paid - Nonoperational Cause	Accepts	Non Paid - Operational Cause	
12-30-2021	PHX	Paid - Operational Cause	Accepts	Paid - Operational Cause	
12-30-2021	PHX	Non Paid - No Crew Member Report	Declines	Non Paid - Nonoperational Cause	

12-29-2021	PHX	Non Paid - No Crew Member Report	Declines	Non Paid - Nonoperational Cause
12-29-2021	MDW	Non Paid - Nonoperational Cause	Accepts	Non Paid - Nonoperational Cause
12-29-2021	HOU	Paid - Operational Cause	Accepts	Paid - Operational Cause
12-28-2021	DEN	Non Paid - No Crew Member Report	Accepts	Non Paid - No Crew Member Report
12-28-2021	DEN	Non Paid - No Crew Member Report	Accepts	Non Paid - No Crew Member Report
12-28-2021	OAK	Paid - Operational Cause	Accepts	Paid - Operational Cause
12-27-2021	HOU	Non Paid - Nonoperational Cause	Accepts	Non Paid - Nonoperational Cause
12-28-2021	HOU	Paid - Operational Cause	Accepts	Paid - Operational Cause
12-27-2021	MDW	Non Paid - No Crew Member Report	Accepts	Non Paid - No Crew Member Report
12-27-2021	MDW	Non Paid - No Crew Member Report	Accepts	Non Paid - No Crew Member Report
12-24-2021	LAX	Paid - Operational Cause	Accepts	Paid - Operational Cause
12-22-2021	MCO	Non Paid - No Crew Member Report	Accepts	Non Paid - No Crew Member Report
12-22-2021	MCO	Paid - Operational Cause	Accepts	Paid - Operational Cause
12-22-2021	MCO		Accepts	

			Paid - Operational Cause		Paid - Operational Cause
12-22-2021	HOU		Paid - Operational Cause	Accepts	Paid - Operational Cause
12-22-2021	HOU		Paid - Operational Cause	Accepts	Paid - Operational Cause
12-22-2021	HOU		Paid - Operational Cause	Accepts	Paid - Operational Cause
12-21-2021	DAL		Non Paid - Nonoperational Cause	Accepts	Non Paid - Nonoperational Cause
12-19-2021	BWI		Paid - Operational Cause	Accepts	Paid - Operational Cause
12-16-2021	DEN		Non Paid - Nonoperational Cause	Accepts	Non Paid - Nonoperational Cause
12-10-2021	DEN		Non Paid - No Crew Member Report	Accepts	Non Paid - No Crew Member Report
12-11-2021	BWI		Non Paid - No Crew Member Report	Accepts	Non Paid - No Crew Member Report
12-15-2021	DEN		Non Paid - No Crew Member Report	Accepts	Non Paid - No Crew Member Report
12-15-2021	DEN		Paid - Operational Cause	Accepts	Paid - Operational Cause
12-12-2021	DAL		Paid - Operational Cause	Accepts	Paid - Operational Cause

Fatigue Reports received 2022 Year-to-Date:	0
Paid – Operational Causation Year-to-Date:	108
Non-Paid – Operational Causation Year-to-Date:	4
Non-Paid – Non-Operational Causation Year-to-Date:	43
Non-Paid – No Crew Member Report Year-to-Date:	47
No Decision Necessary - Informational Only Year-to-Date:	38

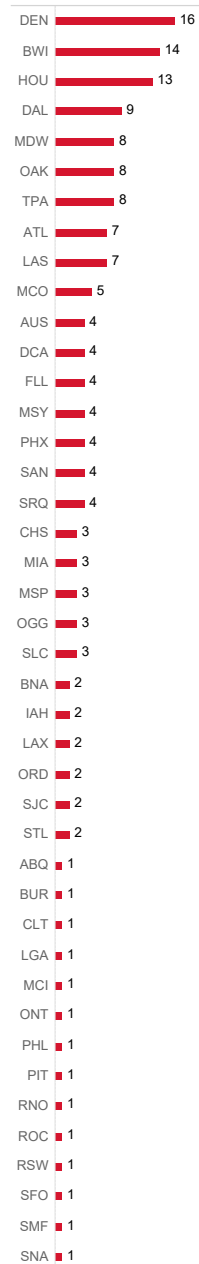
Fatigue Reports received all of 2021:	240
Fatigue Reports received all of 2020:	45
Fatigue Reports received all of 2019:	44
Fatigue Reports received for the life of the program:	329

Hot Aircraft Event Reporting

Hot Aircraft Reporting Overview 27DEC21-02JAN22:

Hot Aircraft Overview 12.27.2021 - 01.02.2022

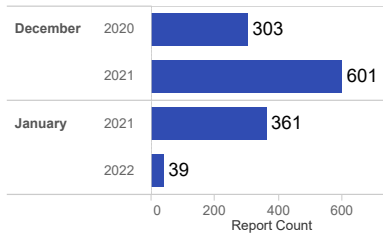
Hot AC Total by City



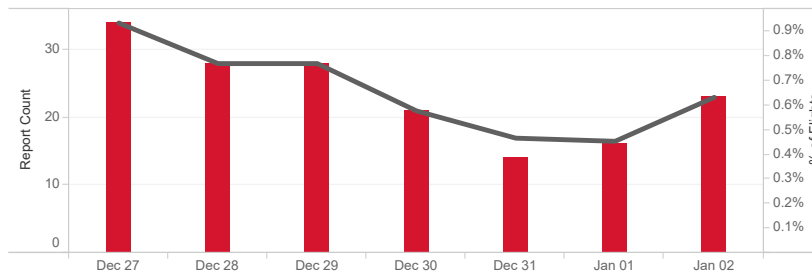
Reports by Type - 2 Week Lookback

Data Type	Hot AC Reports		% Difference	
	12/20/2021	12/27/2021	12/20/2021	12/27/2021
ACARS	122	162	32.79%	
Inflight Form		2		
Grand Total	122	164	34.43%	

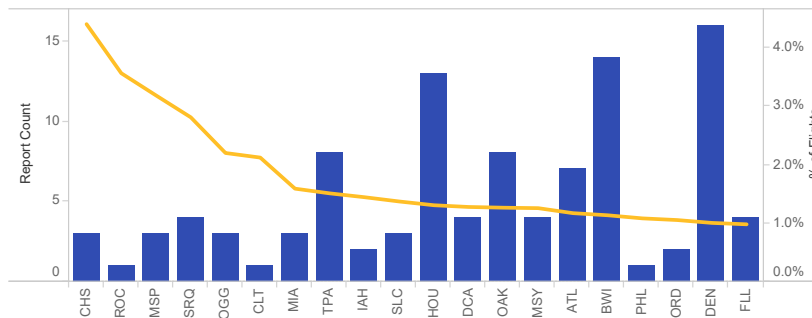
Year over Year Comparison



Daily Employee Report Submissions and % of Flights



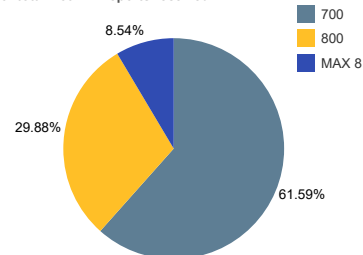
Stations - Top 20 Based on % of Flights



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	101	0.77%
800	49	0.82%
MAX 8	14	1.89%

**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

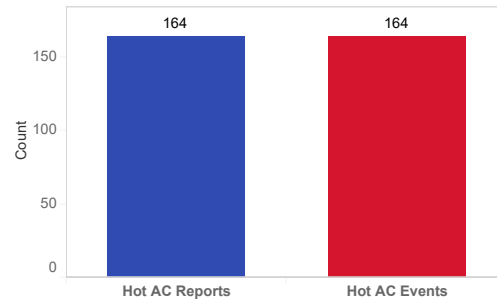
AC Number	
222	4

Gates with three or more reports

Station	Gate	
CHS	B4	3

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.

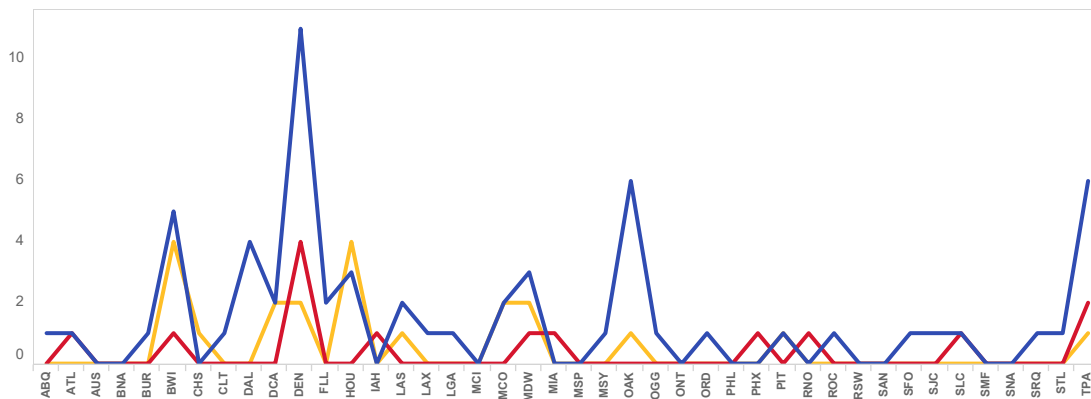


Ground Operations

As reported by the Pilot Group through ACARS messaging.

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

	12/20/2021	12/27/2021
% Air Not Connected	40.98%	38.27%
% Ops Agent Not Present	12.30%	8.64%
% Ramp Agent Not Available	22.13%	12.96%

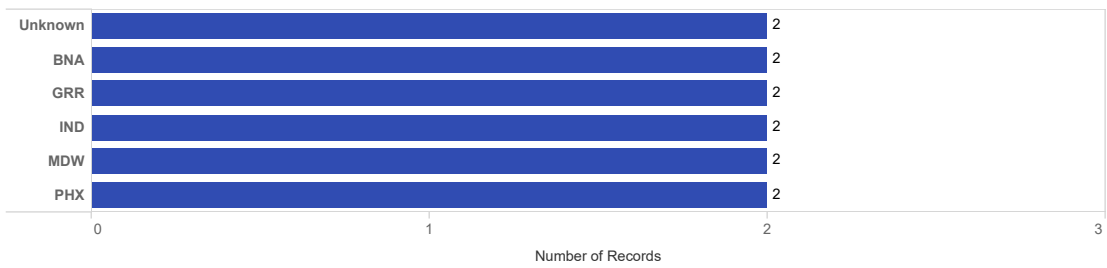


Good Job ACARS

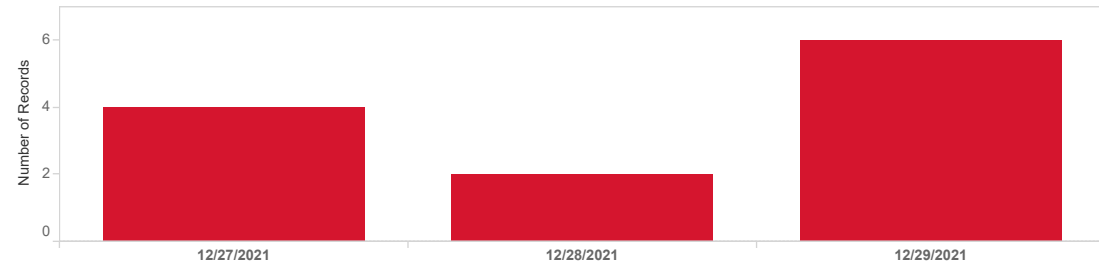
If this section is left blank, it is intentional and means there were no "good" messages from the Pilots this week.

Customer Hot AC Complaints for the week of 12/27/21 to 01/02/22

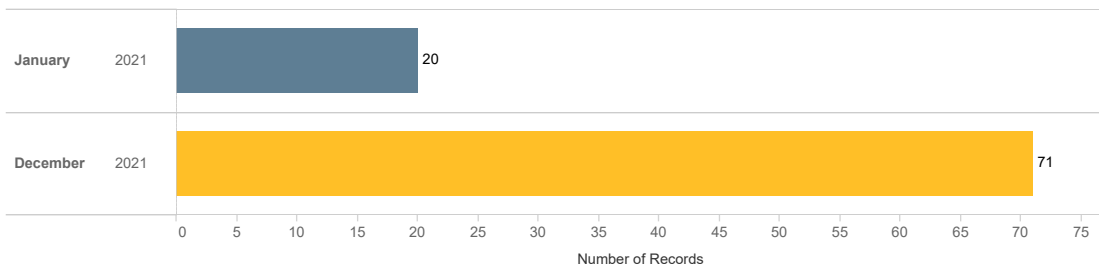
Pax Complaints by Originating City



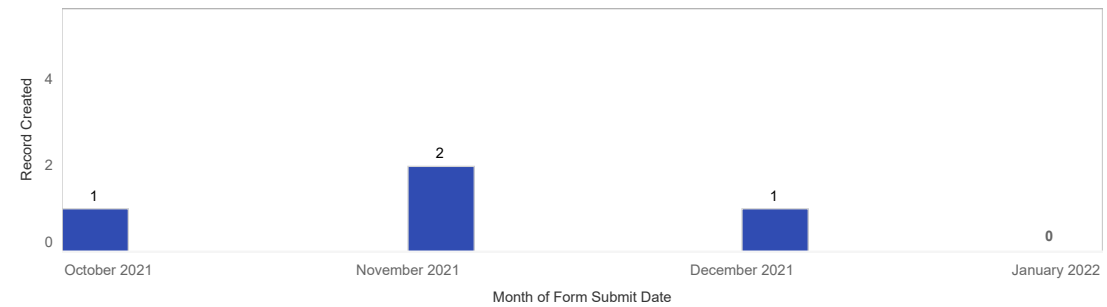
Pax Complaints by day



Year over Year Customer Complaints

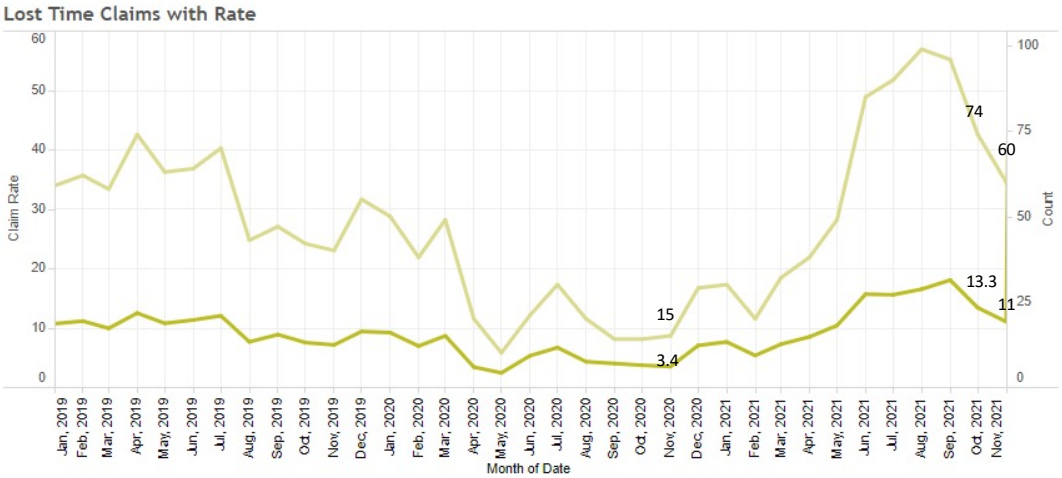


Monthly Inflight LINK Report Submissions | 3 Month Lookback

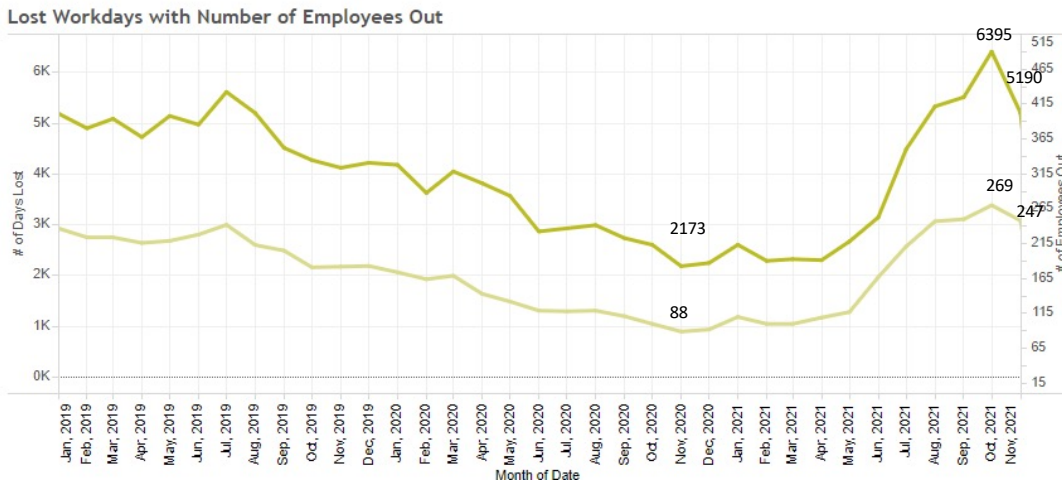


Current Occupational Injury Data:

LTCR



Lost Workdays



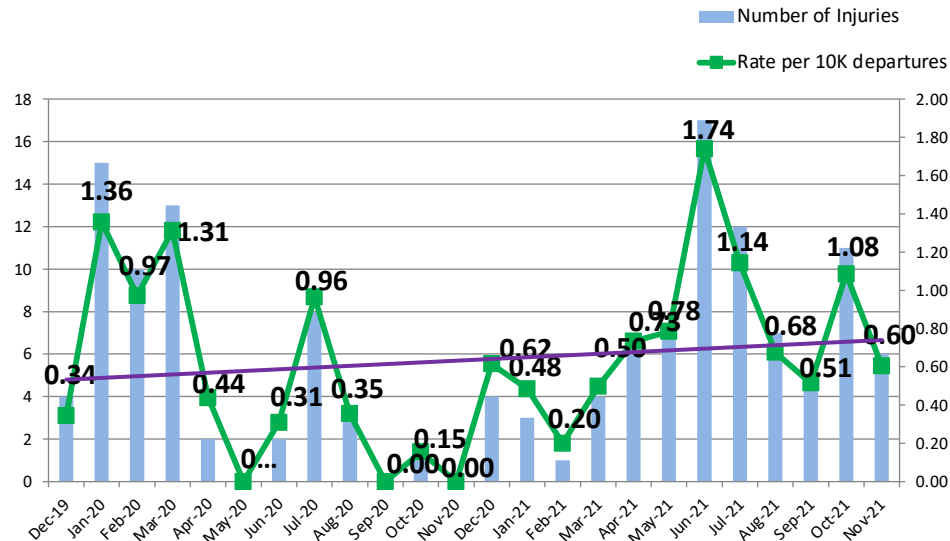
OSHA Recordable (Inflight)

	Date_of_Loss__c / OSHA Recordable					
	2019		2020		2021	
	Non-OSHA	OSHA	Non-OSHA	OSHA	Non-OSHA	OSHA
January	86	59	84	52	35	64
February	81	71	77	39	29	25
March	82	71	100	33	44	37
April	79	69	29	11	50	37
May	89	61	8	10	51	55
June	80	80	42	21	73	76
July	83	68	40	48	70	94
August	66	46	36	27	80	119
September	74	50	31	19	70	93
October	83	44	28	15	73	80
November	73	47	32	33	53	60
December	69	52	30	51	52	28

Cause (Inflight-Top 10)

Cause General	2019	2020	2021
Struck by/Against	408	175	328
Other	301	170	224
Slip/Trip/Fall	267	130	266
Carrying/Lifting	162	66	167
Pushing/Pulling	104	50	88
Weather	64	16	26
Caught In/Between	46	15	41
Collision	47	27	27
Contact with object	42	29	28
Strain	36	14	30

Flight Attendant Turbulence Injuries



Blue bars are the number of injures (medical or lost time in the workers comp system)
 Green line is rate per 10K departures
 Purple line is the trend line on the rate per 10K departures.

OSHA 300 Log Email Distribution to DEBM's – Will distribute upon receipt

Open Discussion Items:

- Vaccine and Masking Mandates (Legal Update)

We are monitoring the various lawsuits that have been filed challenging the vaccine mandate for federal contractors.

Courts have temporarily blocked the federal government from enforcing the COVID-19 vaccine mandate for federal contractors while they evaluate the parties' arguments. The courts have not yet ruled that the federal government violated the law in issuing the mandate or that the mandate is illegal. We are keeping a close eye on this litigation and similar proceedings across the country, and we anticipate appeals and other legal procedures will take place before a final decision is made. That process could take several more months.

The Supreme Court held a special hearing on January 7 to hear arguments relating to the Emergency Temporary Standard (ETS) vaccine-or-testing mandate for employers with 100 or more employees and vaccination requirement.

The Supreme Court has repeatedly upheld **state** vaccine mandates in a variety of settings against constitutional challenges. However, the issues for the ETS differs because the main issue is whether Congress has authorized the federal executive branch to institute the requirements and whether there is improper interference with state power to control issues of public health.

The Court's six-justice conservative majority have demonstrated skepticism in the past with respect to broad assertions of executive power. The Court previously enjoined the Biden administration's moratorium on evictions during the pandemic, ruling the CDC had exceeded its authority. The 3 liberal justices dissented.

The Administration relied on the Public Health Service Act of 1944, which concerned quarantines and inspections to stop the spread of disease. *Alabama Ass'n of Realtors, et al v. Dep't of Health and Human Services, et al.*, 141 S. Ct. 2485 (2021). In contrast, the 1970 OSHA law on which the authority for the ETS rule is based - which grants OSHA the authority to issue emergency rules for workplace safety, provided it can show that workers are exposed to a grave danger and that the rule is necessary – has arguably stronger language that is more closely related to the purpose of the ETS rule and Congress' intent.

We are expecting a ruling from the Supreme Court on the matter no later than Monday January 10 (the date the ETS is to take effect).

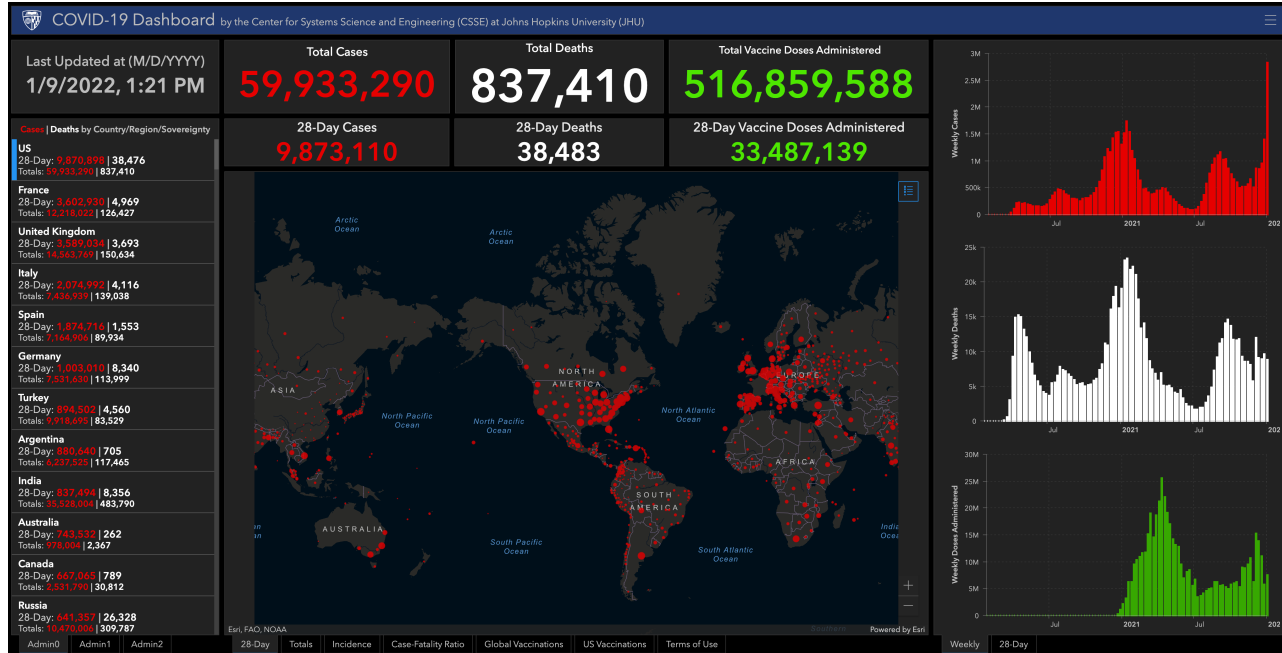
These court rulings do not affect the TSA's plans to extend the federal mask mandate through March 18, 2022. They are also separate from the pending legislation before the Senate, which is focused on the OSHA order for businesses with 100 or more employees.

It is unclear to us at this time if or when Management will move to bring back alcohol sales and/or resume service on short haul/ultra-short haul segments prior to the current March 18, 2022 mask mandate expiry date even though there's been overtures to the contrary.

Coronavirus Update:

Current COVID-19 U.S. Stats as of 09JAN22:

Mortality Rate: .01397%



Scheduled and Standing Meetings:

- January 13, 20, 27, 2022 and February 3, 2022 – Safety and Regulatory Compliance Teams Meeting with Steve Murtoff, Tom Raffalski and Dominick Renteria
- January 19, 26, 2022 and February 2, 9, 2022 – Top 5 Catch-up Teleconference (Scheduled)
- January 11, 12, 2022 - Executive Boards via Zoom
- January 27, 2022 – Health and Safety Coordination (HASC) Teleconference with Inflight Safety and Regulatory Compliance and Corporate Safety Risk Management
- January 12, 2022 – ASAP InfoShare Virtual Planning Session #1 for Spring 2022 InfoShare