



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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JANUARY 2022 OFFICERS REPORTS

Report From:	BMAL
Submitted Report:	
Daniel "Danny" Modelo BMAL January '22 Report Wishing everyone on the board and in the TWU 556 Offices a very happy, healthy and prosperous 2022. Normal flying on my end. Along with the Exec Board days on my screen, a couple AMR blocks, and the 3 trips equaling 107 TFP, I plan on picking up another 3 day towards the end of the month. Ended my December being very productive. Maintaining my high-flying in December with 7 trips (two - 3 day & five - 2 day trips). Attended two days of Executive Board meetings in DAL at the TWU 556 offices. With holiday incentive pay, VJA, and regular pay I was fortunate to end my DEC very well. With the number of trips flown, I was able to reach out to fellow Crew to discuss the normal day to day events: Covid Pulls, Holiday Incentive Programs, ESCP, and Vaccination questions. JANUARY: Looking forward to the new year. Wishing everyone a very happy, healthy, and prosperous 2022! As usual, I'll continue my high flying, maintaining a high profile to the members along with being accessible to any questions or concerns our members may have. At the present, I have 2 AMR blocks and 3 trips on my board for JAN. As the Inflight training resumes with "new hires" I will do my best to attend new hire dinners. Stay safe and healthy everyone!!! In Unity, Danny Modelo BMAL DAL 66643	

Report From:	BMAL
Submitted Report:	
<u>Officer Report January 2022 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • During December, 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. I also assisted FADAP. • Several meetings regarding Arbitration settlements. • Continued COVID-19 work with Members of the COVID-19 Task Force. Weekly calls with the CTF and SWA Director, Rachel Loudermilk. • December 6th met with the LODO committee with SWA Management. • Worked on articles for 3rd party apps and COVID-19 changes. • December 8th Marcy Vinyard and I met with Rachel Loudermilk and Steve Murtoff to discuss their ideas regarding Fact Finding meetings. • Lyn Montgomery, Denny Sebesta, Marcy Vinyard, and I met December 9th with Dan Kusek and Meggan Jones in an all-day meeting to work on issues between Labor and TWU 556. • December 10th, I met with Rachel Loudermilk to discuss cases. I also met with Brandon Hillhouse and Jamie Simpson to discuss Colorado laws. • Attended the Executive Board monthly meeting December 15, 2021. • December 16th Mark Torrez, John Moore and I met with Rachel Loudermilk and Stacie Miller to discuss the impending 3rd party app changes. • Kay Hogan and I contacted the Not to Proceeds from the EB meeting. • Attended Executive Board Conference Call on December 21, 2021. • Monthly Grievance meeting with SWA Labor is being held January 20, 2022, to discuss Dec 2021 and Jan 2022 cases. • Weekly meetings with Grievance Leaders and Grievance Team. • December 28th attended a meeting to discuss GA and MD Flex with Alison Head, Damion West, Ann Claire Crawford and Catherine Rea. • Discussed impending FMLA changes for 2022 with Brandon Hillhouse and Ann Claire Crawford. Ann Claire wrote a communication piece emailed to all Flight Attendants on Dec 31st	

Report From:	BMAL
Submitted Report:	
Officer Report for January 2022 — Charla Miller, Board Member at Large • Assisted the Flight Attendant Drug and Alcohol Program (FADAP) Committee Chairperson as needed. Met with Southwest Airlines Crew Assistance Program Manager Tom Crabtree. • Assisted the Grievance Team with phone and chat coverage. • Attended Executive Board special meetings. • Attended AFL-CIO biweekly union communicators calls with other unions and locals. • Provided labor news, industry news, and systemwide hot topic briefs to President Lyn, and assisted in special projects and tasks, as assigned. • Assisted Members via phone calls, texts, and emails.	

Report From:	BMAL
Submitted Report:	
December 14 - 16, 2021 - Attended TWU 556 Executive Board December 16, 2021- Dallas AFL- CIO Central Labor Council Executive Board Meeting / Christmas Gift Exchange 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:	BMAL
Submitted Report:	
Kristen Loucks - December BMAL Report • Worked full-time as Grievance Specialist on the Grievance Team • Filed Grievance 78899 - Covid Policy LOA Violation • Attended Executive Boards	

Report From:	BMAL
Submitted Report:	
During the month of December I continued to work with the CTF team. I assisted members who contacted the Union with Unemployment Reimbursement issues. I attended Grievance Review Committee on December 13, the Executive Board Meeting on December 14 & 15, assisted with Not To Proceed calls on December 17. I met with Mob/Org, Education Committee Chair, Shop Steward Chair and Communications Chair to strategize and plan upcoming 2022 initiatives.	

Report From:	DEBM - ATL
Submitted Report:	
ATLANTA DOMICILE EXECUTIVE BOARD MEMBER REPORT	
December 2021	
Executive Board	
• Assisted the Grievance Team for the month of December • Grievance Review Committee - December 13 • Executive Board Meeting in Dallas - December 14 & 15 • Executive Board Conference Call - December 21 • Conference call with Catherine Rea, Attendance and Leave to discuss Georgia Family Leave - December 28	
Domicile Executive Board Member	
• Step II meeting • Attended funeral for ATL based Flight Attendant	
Fact Findings: 3	
Step II: 2	

Report From:	DEBM - BWI
Submitted Report:	
<u>Baltimore Domicile Executive Board Member Report</u> December 2021 Executive Board • Attended Executive Board Meeting (In-Person) – 12/13 – 12/15 • Emergency Officer on Call (EEOC) - 12/13 - 12/19 • Executive Board Conference Call - 12/21 • Worked Pairings - BB2Q/BS17 • Meeting with Catherine Rea to discuss Maryland FLEX - 12/28 • 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 • Concerns with BWI Parking Safety • Waiting List for Parking Decal • Procedural Changes in 2022 Passed Out Gift Bag to Flight Attendants Bags Included: • Snacks • TWU Landyard Baltimore E-Connection • Baltimore Flight Attendants of the Year • Toys for Tots • Know your points • File Review • Join Me on Facebook Fact Finding/Step #2 Meetings October • Fact Finding – 2 • Step #2 – 4	

Report From:	DEBM - DEN
Submitted Report:	
• 12/13 Attended part of Grievance Review Committee when I arrived in DAL • 12/13 Attended New Hire Dinner • 12/13 Set up a New Hire and Points Education in DEN lounge, Shop Stewards Chris Albert and Morgan Vincent worked the education • 12/14-15 Attended Executive Boards (In person) • 12/17 Attended Assaults Won't Fly planning meeting with DEBMs (virtual) • 12/21 Attended Executive Boards Conference Call (virtual) • 12/30-31 Stayed in contact with Base Management and called every member affected by the Boulder County fire • 1/ 5 Attended DEBM meeting (virtual) • 1/ 5 Attended Executive Board Special Meeting (virtual) • 1/ 6 Attended Executive Board Special Meeting (virtual) • Represented members in fact finding meetings • Contacted members affected by several incidents on and off the aircraft • Continued to file complaints with TWU and CDLE for HFWA violations • Met with DEN Management several times throughout the month • Returned members calls texts and emails • Put out Unity Magazines and kept the glass case updated Jamie would thank Drew Shy, Ashley Breuer and Drew Kenndy for helping with communication and gathering members affected by the Boulder County fire. Jamie also held a toy drive for Denver's local Boys and Girls Club and dropped off several gifts and clothing.	

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended the Executive Board Meeting in Dallas December 14-15. David served as Emergency Officer on Call December 20-27. David conducted Fact-Finding and Step 2 Meetings and continued to schedule newly elected Shop Stewards for shadowing opportunities. David attended the special session Executive Board Meetings on January 5-6 via Zoom. David updated the Union Red Rack and glass case and distributed Human Trafficking Awareness materials in the Houston lounge. David met with Houston Inflight Management during the first week of January to discuss grievances and base issues. David remained in constant contact with the Executive Board and Houston Inflight Management.	

Report From:	DEBM - LAS
Submitted Report:	
Bryan Orozco reported that he did his quarterly flying on December 1st. Bryan met with LAS base manager in person and had a phone meeting with him. Bryan helped coordinate with Allegaint President TWU 577 Christa Gifford about "assault won't fly". Bryan filed the permit paper work to leaflet at the airport. Bryan also reached out to the Nevada AFL-CIO and local elected Nevada politicians. Bryan also reached back out to informed the event was postponed because of covid. Bryan had a phone meeting with LAS parking authority. Las Vegas has an updated union glass case and union rack. Bryan did a lounge/airport day. Bryan replied to emails and calls.	

Report From:	DEBM - LAX
Submitted Report:	
<u>Los Angeles Domicile Executive Board Member Report</u> January 2022 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: • Incentive Program • LSCK days • Booster assistance • SWA IT policy acknowledgement & 3rd party apps • Scheduling/Bidding • CA SB 95 Executive Board • Flew pairings XACL 12/18, XA2I 01/02, & XS1G 01/04 • Attended Executive Board Meeting 12/13-12/15 • Attended Executive Board Special Meeting 01/05 • Attended Ops Update Meeting • Attended Primary Line Writing 12/29 - 12/30 • Wrote New Hire LOA article • 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) ○ Monthly FF/Step II Meetings ○ Base Staffing ○ SB 95 continuation • Distributed requested Union Pins • Red Rack and Glass Case update • LAX Shop Steward Communications • Responded to members emails and texts • Toys 4 Tots Virtual Campaign Fact Finding/Step #2 Meetings Primarily, all Fact Finding Meetings (including several that were waived) were regarding delay of flights and No Shows online.	

Report From:	DEBM - MCO
Submitted Report:	
DEBM/Executive Board • Meet with Base Manager Val Feihoo for updates • Meet with ASM Curt Meschke for updates • Coordinate with Grievance for schedule issues (no-show removal) • Outreach to FADAP Regional coordinator for meet and discuss • Special meeting “Assaults won’t Fly” campaign • Assist FA with funeral pull • Assist with possible discipline resolution • Conference call with EB • Update glass case and red rack, new Unity Magazine, Human Trafficking • Fact-Finding meetings and step 2 meetings • DEBM round table discussion • Welcome email to all new transfers for February • Coordinate Human Trafficking lounge poster and plan lounge mob • January E-connect • Handled calls, messages on IROPS during weather disruptions • Special Board Meeting via Zoom: Jan 6 and 7 • Assist Members with questions and information	

Report From:	DEBM - MDW
Submitted Report:	
There have been few Fact-Finding and Step 2 meetings in the Chicago Base for the month of December. Donna has worked the entire month assisting the Grievance Team in answering phones as well at the CTF. Donna also assisted answering phones on weekend calls as well. Donna participated in the GRC on December 13. Donna attended the Executive Board Meeting on December 14 - 15. Donna attended the Executive Board Conference call on December 21. Donna has been available to Members via phone, text, and email during the month.	

Report From:	DEBM - OAK
Submitted Report:	
Josh attended the December 2021 Executive Board Meeting as well as special board meetings. Josh was in communication with the OAK base about discipline trends and recent events. On January 3, Josh attended a hearing on the California Protected Sick Leave Case. Our legal counsel did an excellent job presenting our case and Josh is hopeful for a speedy decision that supports the Unions view.	

Report From:	DEBM - PHX
Submitted Report:	
• Attended December Executive Board Meeting 12/14/21-12/15/21 • Flew PAUZ 12/19/21, PB6A 12/25/21 • Wrote an E-Connection for January • Wrote a second E-Connection for January about Security Checkpoint closures • Attended DEBM Conference Call on 1/5/22 • Attended Executive Board Conference Calls on 1/5/22 & 1/6/22 • Reviewed Grievances, Board and Committee Reports, Executive Board Meeting Minutes, Voting Record, Financial Statement, and Attendance Report prior to the January 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:	President
Submitted Report:	
President's Report January 2022 • December 14-15, Lyn chaired the December 2021 Executive Board meeting. • December 16, Lyn led the TWU Local 556 Negotiating Committee in session with Management. The session's topic was implementing the new ten-hour Flight Attendant crew rest rule. The FAA has finally scheduled the final phase in the rulemaking process. Once commenting is complete the FAA is expected to write the final rule, which will mandate the new rest time period be enacted. The timeframe of the rulemaking has accelerated the issue into one Management can no longer put off. • December 17, Lyn was in discussions with Management concerning the Winter 2021 Pay Incentive program. • On December 21, 2021, Lyn chaired a conference call with the Executive Board to address several urgent matters directly. Issues included reports of Southwest's disparate treatment of Flight Attendants in disciplinary matters. Lyn worked with Inflight Leadership to publish a joint RBF announcing the New Hire Letter of Agreement. The agreement demonstrates a proactive response to eradicating the impact on seniority for those based in domiciles with a large influx of new hires. • December 27, 2021, Lyn met with legal counsel Denis Engel and International TWU President John Samuelsen for strategic discussions concerning Southwest Airlines fostering unequal treatment amongst Flight Attendants and Pilots. • December 23, 2021, Lyn was interviewed by LP Phillips with KRLD news radio. • Throughout the Holiday weeks, Lyn monitored the status of the operation and assisted Flight Attendants, and resolved issues with executive leadership as needed. • December 27, Lyn reviewed the 2021 LM2 draft with Financial Secretary-Treasurer Melissa Leyva. • December 28, 2021, Lyn was interviewed for a segment on ABC Nightline concerning the changes to COVID protocols and assaults on Flight Attendants. • January 3, 2022, Lyn met with the Company to discuss the operations. Senior Director of Base Operations, Inflight leaders Director of Crew Scheduling and Crew Operations Support Cetta Larabee and Director of Base Operations Rachel Loudermilk. TWU Local 556 BMAL Gayle Middleton was present for TWU Local 556. The Company gave updates on the operation. Lyn and Gayle offered alternatives to using ESCP to	

stabilize the operation. An extension of the Winter Pay Program was discussed.

- January 4, 2022, The following was sent to 556 Members.

The operation is being impacted by the ongoing COVID-19 Pandemic, primarily because of the Omicron variant, which is causing a high number of COVID-19 pulls throughout numerous departments at the Company. In addition, weather events in the Southeast and Northeast part of the US have added to the operational difficulties. TWU Local 556 President Lyn Montgomery and other Union leaders have been talking with the Company seeking solutions, getting updates, and working on Member issues. The Grievance Committee is aiding Members and resolving issues or filing cases that may become grievances if not resolved per our Collective Bargaining Agreement (CBA). We are encouraged that Emergency Sick Call Procedures are not being called. Although some have experienced issues with hotel accommodations, the Company has reported that overall hotel accommodations are not a major concern. Cancellations have had to occur for staffing issues across multiple departments.

Click here for IROP FAQ's

(<https://media.twu556.org/2021/06/17150210/IROPS-FAQ-17JUN21.pdf>)

TWU Local 556 Chat App

Use the TWU Local 556 Chat App to get your contract questions answered! You may reach a Grievance Team Specialist by calling (800) 969-7932 or utilizing the TWU Local 556 Chat App.

- January 7, 2022, Lyn updated the Membership on the strong state of TWU Local 556 in 2021 and updated Members on outreach plans in 2022.
 - [https://mailchi.mp/twu556.org/lyn-thanksgiving-701121?e=\[UNIQID\]](https://mailchi.mp/twu556.org/lyn-thanksgiving-701121?e=[UNIQID])
- Further discussion with Management resulted in an extension of the Winter Pay Program to award Flight Attendants having to work during this time and dealing with the operational irregularities. Something important to note is the pay for Reserve Flight Attendants. Never before has a premium been paid to those sitting reserve in this way. Lyn is thankful that Management recognized the need to reward those sitting reserve.
- January 5, 2022, Lyn chaired a Special Meeting of the TWU Local 556 Executive Board.

Report From:	Recording Secretary
Submitted Report:	
December 2021 • Executive Board Meeting - December 14-15, 2021 • Top 5 Call: ○ December 1, 2021 ○ December 6, 2021 ○ December 8, 2021 • Communications Touch Base Call: ○ December 8, 2021 ○ December 13, 2021 • Publication Touch Base Call: ○ December 3, 2021 ○ December 13, 2021 • Communications/Publications	

Report From:	Vice President - 1
Submitted Report:	
January 2022 1st Vice President's Report • On Tuesday, December 14, 2021 Michael attended Day One of the December Executive Board Meeting. • On Wednesday, December 15, 2021 Michael attended Day Two of the December Executive Board Meeting. Later that day Michael attended the weekly Top-5 meeting. • On Thursday, December 16, 2021 Michael attended the weekly Health and Safety Regulatory meeting with 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, meeting was organized by Senior Director of Inflight Safety and Regulatory Compliance Steve Murtoff. • On Monday, December 20, 2021 Michael attended the Onboard Service Update Meeting with Helen Greer, Senior Inflight Initiatives & Design - BC, Mindy Rissmann, Inflight Initiatives & Design - BC, Tom Raffalski, Senior Manager of Inflight Regulatory & Compliance and Health Chair Michele Moore. The meeting was organized by Randall Miller, Senior Manager Inflight Initiatives & Design. • On Tuesday, December 21, 2021 Michael attended a conference call with the Executive Board. • On Thursday, December 23, 2021 Michael attended the weekly Top-5 meeting. • On Monday, December 27, 2021 Michael attended a TWU556 Meeting with President Montgomery, TWU International President John Samuelson and the Cohmlaw Law Firm. • On Thursday, December 30, 2021 Michael attended the weekly Health and Safety Regulatory meeting with Manager Inflight Safety Standards and Regulatory Compliance Dominick Renteria, Senior Manager Safety Standards and Regulatory Compliance Tom Raffalski and Health Chair Michele Moore. The meeting was organized by	

Senior Director of Inflight Safety and Regulatory Compliance Steve Murtoff.

- On Tuesday, January 4, 2022 Michael attended the Quick Update Meeting with President Montgomery, Grievance Chair Gayle Ross-Middleton, Vice President of Inflight Sonya Lacore and Senior Director of Labor Relations Brendan Conlon.
- On Wednesday, January 5, 2022 Michael attended the weekly Top-5 catch up call. Later that day Michael attended an Executive Board Special Meeting alongside President Montgomery and the TWU Executive Board, the TWU 556 Negotiating Committee, TWU and Denis Engle of the Cohmlaw Law Firm.
- On Thursday, January 6, 2022 Michael attended a discussion regarding liquor sales with President Montgomery, Grievance Chair Gayle Ross Middleton, Grievance Specialists Brandon Hillhouse and Lauren Childs. Later that day Michael attended the weekly Health and Safety Regulatory meeting with Manager Inflight Safety Standards and Regulatory Compliance Dominick Renteria, Senior Manager Safety Standards and Regulatory Compliance Tom Raffalski and Health Chair Michele Moore. The meeting was organized by Senior Director of Inflight Safety and Regulatory Compliance Steve Murtoff. Michael also attended an Executive Board Special Meeting with the Executive Board, Legal Council Lucas Middlebrook, the TWU 556 Negotiating Committee and TWU International Vice President Thom McDaniel.
- On Saturday, January 8, 2022 Michael attended a State of Affairs meeting with President Montgomery, 2nd Vice President Corliss King, Grievance Chair Gayle Ross Middleton and Recording Secretary Ashley Breuer.