



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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FEBRUARY 2023 OFFICERS REPORTS

Report From:	BMAL
Submitted Report:	
<u>January BMAL Report - Kristen Loucks</u> 1/9-11 - Executive Board Meeting 1/12 - Dallas Morning News interview - meltdown 1/20-30 Started working on Group Grievance 88661 - meltdown <u>Pairings Flown</u> LS66 1/1, LACV 1/6, LS3H 1/15, LS2A 1/18	

Report From:	BMAL
Submitted Report:	
During the month of January, I attended the Executive Board Touch Base meetings, the Executive Board monthly meeting, 1/10-1/11, GRC 1/9 and not to proceed calls. I worked with MobOrg a number of days on the "Pass The Pin" initiative and spent the better part of the month planning for the upcoming pickets in LAS and DAL.	

Report From:	BMAL
Submitted Report:	
Renda Hobbs Marsh TWU 556 Board Member at Large (BMAL) TWU 556 Grievance Staff Filer TWU 556 WWC Committee Chairperson January 2023 - Board Meeting (reflects January 2023 activities) • January 9, 2023 - TWU 556 Executive Board Merit Case Presentation • January 10 - 12 - Attended TWU 556 Executive Board November 2022 Meeting • January 12, 2023 - UNUM Appreciation dinner. (Volunteer Time) • January 13- 16, 2023 - MLK Houston TX - John Bland Parade Float Celebration - (Volunteer Time) • Attendees ○ TWU International President John Samuelson ○ TWU International - Thom McDaniel ○ Congresswoman Shelia Jackson Lee - District 18 - Texas ○ Sen. Boris Miles - District 13 - Houston TX ○ Hon Deidre Davis - Harris County District Courts 270th District Court ○ Hany Khalil - Executive Director - Gulf Coast Atea Labor Federation ○ Communications Workers o America CWA VP - Claude Cummings • January 19, 2023, 6:30 -7:30 PM CST Dallas AFL- CIO Central Labor Council Executive Board Meeting (Volunteer Time) • January 27, 2023 -TWU 556 COPE 1st Quarter Meeting Grievance Staff duties - Monday - Friday 9 AM - 6 PM CST • • TWU 556 Call Center • • Weekly Wednesday Staff Meetings • • Additional duties as assigned • • Discipline / Contract Research for Step 2 Hearings • • Packet Construction for EB presentations • • Prep for Step 2 Hearings and EB Hearings • Step 2 Hearings with Inflight Labor Relations General Counsel • Merit Hearing Executive Board Presentations (Termination Hearings)	

Report From:	BMAL
Submitted Report:	
Danny Modelo - BMAL / DAL Based FA 66643 Happy January 2023 Everyone! A very productive month on my end. I flew the following trips: 3-5 JAN: DA6V - BNA LGA 7-8 JAN: DAF8 - FLL 13-15 JAN: DADJ - COS PDX 20-22 JAN: DAE8 - MCI FLL 24-26 JAN: DAN3 - TPA SEA 27-29 JAN: DAQS - LAS SJC "Virtually" attended JANUARY 10-11th, 2023 TWU Executive Board Meetings Scheduled several New Hire Committee meets at the TWU offices for new hire folder prep. Staying ahead of the game, we completed a good supply of New Hire folders and SWAG. Back on the bandwagon with New Hire Committee, our team welcomed back the FA candidates mid-January, where we will see classes continue every Monday and Tuesday till the scheduled 8 week hiatus from April 3 & 4, till the resumption of NH Talk & Dinner, 26 & 27 June 2023. As always, the New Hire Committee team would love to have any of the Executive Board in attendance if and when possible. Be well & Aloha	

Report From:	BMAL
Submitted Report:	
<u>Officer Report February 2023 E.B.</u> <u>Gayle Ross Middleton: Board Member at Large</u> • During January, Gayle continued her work as Grievance Chairperson for TWU Local 556: including meetings with Base Operations, Scheduling, Office Manager, weekly BOAT meetings, the Grievance Team, and Grievance Leaders. • January was busy with working on the Operational Meltdown, the DAL Ice Storm, and writing updates for the Communication team. • January 4th, she attended the Executive Board Touch Base meeting and attending several meetings with SWA Management. • Gayle and Ann Claire met with Bryan Orozco and other Unions regarding OJI Legislation in Nevada. • January 9th Gayle led the Grievance Review Committee. She also attended the Executive Board monthly meeting January 10-11, 2023. Gayle also met with Marcy Vinyard, Drew Shy, Melissa Grube, and Drew Kennedy regarding the new technology in development for Shop Stewards. • Kay Hogan and Gayle notified the Not to Proceeds the afternoon of the 12th. Gayle attended the Unum/Fidelity dinner that evening. • Discussions with Mike Sims regarding a Return to Cabin program. • Gayle attended several meetings with President, Lyn Montgomery. • Monthly Labor meeting with SWA was held January 19th. • A Winter Storm/Meltdown debrief meeting was held January 23rd involving Lyn Montgomery, Brandon Hillhouse, Meggan Jones, Rachel Loudermilk, Steve Murtoff, Mike Sims, and Gayle Middleton. • January 25th Gayle attended the Executive Board Touch Base meeting. • January 26th Gayle met with Mike Sims and also attended a meeting discussing changes to the LODO agreement. • Attended a meeting with Andrew Watterson, Cindy Fox, Lyn Montgomery, Michael Massoni, Corliss King, and Members of the Oliver Wyman firm to share our views of the impact on our FA's from the Meltdown. • January 31st, Gayle and Lyn met with Rachel Loudermilk and Cetta Larabee to discuss the Meltdown and Winter weather challenges. • Gayle is extremely appreciative of the continued work of the Grievance Team and the Research Analysis Committee for taking care of the contractual and pay issues affecting our FA's due to the Company Meltdown.	

Report From:	BMAL
Submitted Report:	
Officer Report for February 2023 — Charla Miller, Board Member at Large • Assisted the Flight Attendant Drug and Alcohol Program (FADAP) Committee Chairperson as needed: ongoing projects and operational issues. • Assisted the Grievance Team with routine phone and chat coverage. • Attended the FADAP National Leadership/Management Workshop on Second Chance Programs along with union representatives and management from Southwest Airlines, Skywest, Norse, American Airlines, Omni, United, Alaska, Horizon, JetBlue, Republic, Air Wisconsin, Mesa, Frontier, GoJet/United Express, and others. • Attended the Southwest Airlines Quarterly Business Update for FADAP hosted by Mike Sims, Senior Director of Inflight Business Services and Support, and Tom Crabtree, Manager Crew Assistance Programs. • 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:	DEBM - ATL
Submitted Report:	
<u>Atlanta Domicile Executive Board Member Report</u> January 2022 Executive Board • Executive Board weekly call (virtual) – January 4th & 18th • Emergency Officer on Call – January 9th – 15th • Executive Board Meeting – January 10th – 11th • Group grievance (Elliott) conference call – January 12th & 17th • Assisted grievance team with phones – January 16th • Meeting with ATL Member and Financial Secretary to review financials – January 18th • Assisted grievance team with group grievance (Elliott) Domicile Executive Board Member • Assisted members as needed via phone, text and email • Grievance Review – January 9th • DEBM Conference call – January 16th • Meeting with ATL Base Leaders, ATL Chief Pilots and SWAPA – January 19th • Set up Voluntary Insurance in Lounge – January 30th • E-connection – January 31st Fact Findings/Step II – 3/1 Pairings Flown • AA4M – January 4th • AA75 – January 7th • AA72 – January 21st • AA98 – January 25th	

Report From:	DEBM - BWI
Submitted Report:	
BWI DEBM Committee Report Meet with BWI Base Manager Danielle Santiago to discuss Members concerns and Issues Asst. Members via Text, Phone and email: * Contract Issues * Re-Routes * Points * 10hr Crew Rest Red Rack/Glass Case Fact Finding Meetings BWI E-Connection Fact Finding Meetings on January 3,4, Jan 1, 2023 Met with Base leaders in BWI to discuss aftermath of Meltdown/Parking Lot Issues Jan 9, 2023 GRC Case for BWI Jan 10, 2023 Executive Boards in Dallas Jan 11, 2023 Executive Boards in Dallas Jan 12, 2023 Melissa Grube & Osha Stegall worked on BWI E-Conn Jan 16, 2023 Met with DEBM's for Round-up Jan 17, 2023 Melissa Grube & Erika Schutlz did Point Reduction Lounge MOB Jan 23, 2023 Melissa met with Base Manager Danielle Santiago FA updates Jan 30, 2023 Melissa met with Darlene Blaasch from Voluntary Insurance Benefits at BWI Lounge/Osha & Melissa Grube worked on Black History month information for Lounge Melissa Grube would like to thank Kay Hogan for all the work she has been doing for the upcoming picketing events we will be having in LAS and DAL. I am sure they will turn out to be very successful.	

Report From:	DEBM - DAL
Submitted Report:	
Kristie updated the glass case in the lounge. She attended grievances on 1/09 and also the executive board meeting on 1/10 and 1/11. She attended the appreciation and product update dinner on 1/12. Kristie attended fact finding meetings. She attended a Zoom executive board update meeting. She kept flight attendants informed utilizing Econnect and the FB group, Dallas Union Connection. She took numerous calls and texts about Winter Storm Mara and had calls and texts with base leadership. She communicated all information utilizing Dallas Union Connection. She kept the grievance chair informed of all updates concerning the winter storm.	

Report From:	DEBM - DEN
Submitted Report:	
DEN DEBM Jamie Slmpson • 1/4 EB Touch Base Meeting • 1/5 CO AFL-CIO Executive Board Meeting • 1/10-11 executive Board Meeting (in person) • 1/13 CO AFL-CIO Legislative Committee • 1/16 DEBM Meeting • 1/18 EB Touch Base Meeting • 1/20 CO AFL-CIO Legislative Committee • 1/21 DALF Interviews for endorsements in Denver election • 1/24 EB Touch Base Meeting • 1/26 CO/HI State Conference • 1/26 DALF Delegates Meeting • 1/31 NV State Conference Jamie is very excited to announce after months of waiting and years of fighting we have received a ruling from the HFWA hearing. The decision was to uphold essentially all of the findings and orders, which means we won. We are awaiting Southwest response and Jamie will continue to update the DEN members on this. Jamie kept the glass case and red rack updated. Jamie kept in contact with and met with management throughout the month. Jamie represented members in Fact Finding meetings. Jamie worked to share the "Make I-T Right TWU 556 Resolution" with our labor family in Colorado. She is proud to say that CO/HI State Conference, Denver Area Labor Federations and the Denver Pipefitters Local 208 have all adopted and pledged their assistance to TWU 556. Jamie would like to thank the members Sam Wilkins, Amanda Gauger, Courtney Davis, Karen Jaburek and Angie Kilbourne for all their hard work both on RAC and social media to assist our members by auditing their payroll. Jamie was proud to send members Pat Gartelle and Chris Albert to represent the DEN base at the AFL-CIO MLK Convention, report below, The specific workshops I attended were building power with immigrant workers and strengthening our democracy workshops on day 2 of the conference. In the first workshop the panel discussed the importance of equal rights for all citizens, not just those that are in a union. Some great takeaways from the session were: Organize with workers in a campaign: What this means is, to ensure workers regardless of their status in terms of authorization to work in the United States are not aware of their rights. Once aware of	

labor laws they should continue to understand the importance of a union, how it can support them and their community and the value of strength in numbers.

Detect risk of immigration based retaliation

What this means is, to remind workers without proper documentation to work in the United States that the threat of employers to call Immigration is a quick, easy and wicked tactic to get exploited workers to fall in line. This threat allows employers to undermine workers' morale by threatening their status in the United States and exploit them to work longer hours for less compared to workers who do not face deportation or change of status inquiries.

Request labor agency support for workers protections

What this means is working with local governments, nonprofits and other organizations to help support migrant workers who need help accessing resources to gain authorization to work in the United States or work towards a change in status.

Talk with and screen workers

What this means is, exactly what it means. Talk with workers, destroy the labor myths and continue to support them through the entire process of organizing. Also identify those who have leadership qualities and bring them forward and identify those who work best in a supportive position. Get workers in place to serve together where they are best able to.

Receive documentations of your labor dispute

What this means is, photos, videos, audio of clear labor violations to create a case against the employer in order to garner support among other workers who may be scared to do so but also to have clear evidence of violations for the NMB.

File petitions on behalf of individual workers

What this means is, make every voice be heard. If a worker comes forward with mistreatment, file the claim and follow it through. Cases collective and independent are equally important. Filing individual claims as well might inspire others who are being mistreated to also come forward.

Secure temporary status and work authorization

What this means, organize for those workers without the ability to work with documentation the ability to do so. Ensure their authorization is able to be changed which protects the workers from being exploited as seen in point 2.

Keep up the fight for justice

What this means, once the labor fight has been won you do not abandon the new local or workers who now have work permits or change of status. You continue to support the local or workers in continuing the fight for better conditions on a consistent basis and continue to work with their community to organize outside the workplace, for example municipal, state and local governments.

Some quotes from the event that caught my eye:

America has an addiction to cheap labor

Proper status (immigration) and union labor go hand and hand

The freedom that immigrants and undocumented are looking for are within the labor movement

It's actually an industry to get around labor laws

Extra level of vulnerability with immigrant workers to speak up to employers or ask for basic labor laws

Readily armed with the right resources and information to assist our members

Strengthening our democracy

This workshop explained the importance of ensuring voting rights are accessible to all Americans in all 50 states. Labor unions endorse, fund and mentor candidates with like minded ideology to support labor unions, union workers and the communities they live in. When voting rights are threatened, labor unions are also at risk. The candidates chosen by the locals are unable to fairly be elected due to voter suppression. Union members are unable to vote due to the inability to properly get to the polls, long lines at polling sites, inability to mail in ballots, early voting shortened and the worst of them all identification requirements. When voter suppression is used as a tactic to defer voters from voting it also infringes on labor backed candidates a fair shot to run and be elected.

Gerrymandering is also disrupting labor unions, the candidates and the communities that they come from. By redistricting maps governments are able to unfairly skew election results by moving districts in order to pack state and federal legislators. These legislators that are anti union when elected continue to repeal or present anti union laws that affect everyone, union or not. These anti union candidates, pro company profit candidates are able to then roll back benefits and push money making extortion agendas on the state and federal levels.

Voting suppression unfairly affects working class citizens. Many of them are of color, women and poor. These voters are generally pro labor, in unions or organizing for labor in order to advocate for safer and more equitable work conditions and benefits for all. One roadmap for voter suppression in one state can become the roadmap for voter suppression in other states. When voters are unable to cast a true honest ballot the threat immediately attacks organized labor and their members.

Here are some notes from the keynote speakers on day 1 of the event
Some are quotes others are summaries of long statements,

President Metro Washing Labour Council
Dyana Forester

Children of this generation are living in a world of first
Obama, Judge Brown, VP Harris

Civil rights movement and organizers are rarely appreciated especially women in the movement
Our time (Women, POC) to take up space

President Maryland and DC AFL CIO
Donna Edwards

Maryland making history for the first of many in changing the demographic
Gov., LT Gov, Comptroller

1869 true start of the labor movement

Young workers are the head of the movement and the issue is more important than
ever

**President and Executive Director of Working America
Matt Morrison**

4.1 Million members across 50 states unable to join a union but want to and are
interested

Organize at scale

Analytics

Digital Communications

That's how you move the movement

Building Relationships

Engage with those relationships, with consistency

Organize for economic gains as well

**President and CEO The leadership conference on civil and human rights
Maya Wiley**

The power of the better question

The story of the 22 midterms shows the pattern of the establishment was wrong

Currently more laws infringing on voting rights since Jim crow

How do we defy your history in order to make our own, because when they write our
history they write us out of it

Power of partnership

We are the experts in our own communities

68% the government should do more to end racial inequality (via a mixed coalition poll)

We all benefit from each others liberations

Tailor your message to your local community in a relative way to their culture

Why does it matter, what does it mean, and what do I choose

Panel: Building Power

Jennifer Rodriguez

Marybe McMillian

Melvin Montford

Denicia Willaims

Have no doubt workers can win in the south, working building a strong peoples unions
movement

Strong partnerships with labor, faith and communities specifically in NC (The South)

Getting resources in the south for the long term

Workers are being exploited the most in the south even though there's record
population growth and job growth

Building a movement specifically in the south takes time, trust and investment to
organize people in the south

Change is available in the south, just give us the resources

To build power is to recognize individuals for the power they have and make it noticed for the change and ownership it can become

Report From:	DEBM - HOU
Submitted Report:	
David reports he attended the Executive Board Meeting in Dallas on January 11-12. David spent several days in the lounge during the month of January answering Member questions and updating the Union Red Rack and glass case. David has been assisting the Grievance Team with the operational meltdown grievance. David remained in constant contact with Inflight Management and the Executive Board.	

Report From:	DEBM - LAS
Submitted Report:	
Bryan Orozco reported that he attended a parking meeting with Addie Crisp. Bryan attended via zoom 556 COPE meeting. Maria Teresa Hank and Bryan attended a meeting with Metro police. Bryan attended the NV state conference meeting. Bryan worked a 3 day trip. Bryan did 4 airport/lounge mobs. Bryan did 2 fact finding meetings. Bryan had 2 meetings with the LAS base manager. Bradley Steffens, LAS base manager, the 3 assist. base managers and Bryan met for lunch. Bryan coordinated with Addie and Bradley for 2 other airport/lounge mobs.	

Report From:	DEBM - LAX
Submitted Report:	
<u>Los Angeles Domicile Executive Board Member Report</u> January 2023 Mark reported that he continues to be available to the membership and available in the base. He would like to thank Shop Steward Michael Quattlebaum and Sabina Zajac, as well as member Lorrie Robertson, for their lounge mobilization efforts in January. He assisted LAX members with many issues including but not limited to: • LSCK days • Scheduling/Bidding • Contract Questions • OJI • CA Supplemental Disability Executive Board • Reviewed & edited Post Hearing Brief 01/03 • Requested a meeting with SWA re: California Protected Absence Settlement for clarification of implementation • Attended Executive Board Meeting 01/09 - 01/11 • Assisted Scheduling Committee 01/12 • Formed the RAC - Audit Team as directed 01/13 • Worked the the RAC - Audit Team 01/16 - 01/17 • EB Touch Base 01/18, 01/25 • Primary Line Writing 01/28 - 01/29 • Coordinated Open Enrollment to begin 01/31 • Mark began preparing for a Board of Adjustment Mark is working with Oakland Domicile Executive Board Member Josh Rosenberg regarding California Meal and Break issues. There has been no real updates in January. He also met regularly with members of the Research and Analysis Committee as well as new RAC members that comprise our audit team. He worked closely with Contract specialists on the Grievance team to streamline the Audit process. Mark assisted Scheduling Committee Chairperson Xander Ricker addressing member concerns. He is working with Tech Services to revise the Satellite Base page and where CA forms are located on the website. Domicile Executive Board Member • Assisted Members with the aftermath or the meltdown 01/01 -01/06	

- Posted CHRC materials in lounge
- Sent a Econnection for January
- Lounge Visit 01/31
- Updated Shop Steward List in the Glass Case.

Mark has designed and implemented a regularly scheduled lounge/terminal/airport mobilization schedule for increased visibility for the Local. He has requested his Shop Steward list be updated on the Union website to accurately reflect current Shop Stewards.

Report From:	DEBM - MCO
Submitted Report:	
DEBM / Executive Board Meet with MCO Base Manager Val Doyle weekly to address Member concerns and issues. Assist Members via phone and text, contract and IROP issues Coordinate and assist all Domicile Executive Board Members with joint plans and actions. Assault Won't Fly weekly meeting with TWU International PR firm Red Rack / Glass Case - updates Monthly Welcome Letter sent to all Flight Attendants that transfer into Orlando/Ft Lauderdale (this will be a recurring email that sends automatically) Continued Monthly Welcome email campaign for all bases; five additional bases added to the program Built January E-connection Template for DEBMs Discussed Lounge Mobilization for Human trafficking Assist in development Resolution for Company Work with TS to update the TWU website and the TWU Connect App with the current Satellite Base Test Agreement Work with New Hire Committee, Education, and Tech Services to update the New Hire Welcome email. IROP Task Force Committee formed in Executive Board meeting, Drew Shy appointed Chairperson Conference with Mob/Org - comm with picket, pass the pin. 01-05-2023 Lounge Mobilization and Flight Attendant Appreciation 01-03-2023 Communication Recap with Ashley Breuer 01-04-2023 Meet with Tech Services, Education, and Communications 01-04-2023 Executive Board Round-Up video call 01-05-2023 Lounge Mobilization 01-10-2023 Executive Board Meeting - Dallas 01-10-2023 Meet with Melissa Grube, Gayle Middleton, Marcy Vineyard, and Drew Kennedy - Shop Steward Program 01-11-2023 Executive Board Meeting - Dallas 01-16-2023 Meeting with Communications and Tech Service 01-16-2023 DEBM Monthly Round-Up 01-17-2023 Build and submit five additional base welcome letters for the DEBM email project 01-18-2023 EB Touch base 01-18-2023 Comm/Tech Services/Salesforce call 01-19-2023 Tech Services Conference call 01-19-2023 New Hire Committee Call Joe Skotnik and Danny Modelo 01-19-2023 Conference call with Mob/Org 01-20-2023 Central FL LCLAA meeting TWU 556 Amendment adopted and supported. 01-24-2022 Call American Roots	

01-24-2023 Video call with Communication's Local 579
01-25-2023 Weekly Top 5
01-26-2022 Zoom with International LCLAA (volunteer)
01-30-2023 Video Update with Shop Steward Test Program

IROP Task Force Committee

IROP Task Force Committee formed in Executive Boards, Drew Shy appointed as Chairperson.

Outline the plan for the Committee, including a review of the old IROP plan

Work on a team to begin Committee

Planned first Meeting in February

Shop Steward Committee

January 11, 2023, Shop Steward Committee/Drew Kennedy/Gayle

Middleton/Marcy Vineyar - meeting

January 16, Committee Meeting

01-30-2023 Video Update with Shop Steward Test Program

Drew Shy would like to thank Tech Services for their continued assistance in assisting with projects he is a part of. The asks are many, and the team at Tech Services always assists with efficiency and speed.

Report From:	DEBM - MDW
Submitted Report:	
Donna reports she attended the Executive Board Meeting in Dallas on January 9-11. Donna assisted the Grievance team with phones and filing grievances during the month of January. Donna was in the Chicago Lounge during the month, assisted with the setup of the supplemental insurance representative, was in the base to conduct to represent members in Fact-Finding Meetings, represented members in virtual Fact-Finding Meetings, Donna was the emergency officer on call January 16-23. Donna participated in the Elliot Group Grievance conference call on January 17. Donna met with management during the month to discuss various issues pertaining to the base. Donna has been in communication with Members in the base and been available to them via phone, text, and email.	

Report From:	DEBM - PHX
Submitted Report:	
<u>January 2023</u> • 1/9-1/11-Executive Board Meeting • 1/14-worked PS1N • 1/16-DEBM Conference Call • 1/17-Lounge Visit • 1/19-Lounge Visit • 1/23-Fact Finding Meeting/Lounge Visit/Write January E-Connection • 1/23-2/6-Emergency Officer on Call • John wants to thank Board Members Kristen Loucks and Kristie Scarbrough for helping John with Emergency Officer on Call while he was on an airplane during his vacation • John wants to thank Board Member Drew Shy for preparing a monthly E-Connection template to include in all base e-connections. This template helps provide a consistent message to the Membership in terms of hot topics • Stayed in touch with the Executive Board and the Membership via phone, email, text, and social media <u>February 2023</u> • 2/8-Lounge Visit • 2/9-Review reports prior to the February Executive Board Meeting • 2/10-Review reports prior to the February Executive Board Meeting • 2/13-Review reports, Grievances, and Financials prior to the February Executive Board Meeting • Stayed in touch with the Executive Board and the Membership via phone, email, text, and social media	

Report From:	President
Submitted Report:	
President's Report February 2023 • January 16, Lyn attended a meeting with Southwest Airlines Chief Executive Officer Bob Jordan and Chief Operating Officer Andrew Watterson. Also in attendance was Board Member at Large Gayle Middleton. During the meeting, Lyn and Gayle informed the Executives about the problems Flight Attendants experienced during the December 2022 Operational Meltdown. Lyn reiterated to Bob the importance of delivering a contract that contains provisions to protect Flight Attendants during extreme irregular Operations. • January 17 - 20, Lyn attended meetings with the Negotiating Committee to draft language. Lyn also attended a meeting with The Gentry Agency and the Negotiating Committee to discuss upcoming informational pickets. • January 18, Lyn participated in a media interview with Bloomberg news. • January 20, Lyn attended the Flight Attendant Coalition Meeting. Lyn met with International Legal Counsel Denis Engle. Lyn also attended a meeting with 1st Vice President Michael Massoni to discuss an upcoming meeting with the Department of Transportation. • January 23, Lyn attended the TWU President's Catch up call with Christa Gifford TWU Local 577 President (Allegiant Air Flight Attendants) and Tyesha Best President of TWU Local 579 (JetBlue Flight Attendants). The three discussed similar challenges and how best to resolve them. Lyn met with the Negotiating Committee to review Reserve language. Lyn also met with SWA Director of Base Operations Rachel Loudermilk and SWA Senior Manager of Labor Administration Meggan Jones Southwest Airlines to discuss issues from the operational meltdown; also in attendance was Grievance Chair and Board Member at Large Gayle Middleton and Grievance Specialist Brandon Hillhouse. Additionally Lyn attended another meeting with Grievance Chair and Board Member at Large Gayle Middleton and Discipline Coordinator Marcy Vinyard to discuss grievance team matters. • January 23, the Company notified the Union it intended to sell a new non-alcoholic coffee product. The offering requires a transaction from Flight Attendants. This is in violation of our CBA Article 3.9 Onboard Sales. Lyn sent the following letter to Southwest Management and legal counsel Kevin Minchey. February 1, Lyn sent the following letter via email to Kevin Minchey Associate General Counsel in regard to onboard sales of the Community Coffee Espresso Drink. <i>February 1, 2023</i> <i>VIA EMAIL</i>	

Kevin Minchey, Esq.
Associate General Counsel Southwest Airlines Co.
2702 Love Field Drive HDQ-4GC Dallas, TX 75235
RE: Unilateral Changes to Status Quo

Dear Mr. Minchey,

This letter is to object, in the strongest possible terms, Southwest Airlines' unilateral and illegal changes to the terms and conditions of employment for Southwest Airlines Flight Attendants. As you know, during the amendable period of our collective bargaining agreement, SWA is prohibited by federal law from changing Local 556 Flight Attendants' working conditions. The United States Supreme Court has defined the status quo as "those actual objective working conditions and practices, broadly conceived, which were in effect prior to the time the dispute arose." *Detroit & T.S.L. R.R. v. UTU*, 396 U.S. 142, 153 (1969). Despite the longstanding provisions of our CBA, Southwest Airlines has unilaterally determined to compel Flight Attendants to engage in onboard sales of Community Coffee Espresso + Cream – a clear attempt to evade the Company's bargaining obligations under the RLA. Coffee has always been free to passengers and does not require a payment/monetary exchange. Southwest Airlines is altering the status quo by requiring Flight Attendants to engage in onboard sales of Community Coffee Espresso + Cream, notwithstanding that the SWA Bargaining Team has made expanding onboard sales a contract demand – to which TWU Local 556 has not agreed. It should also be noted that SWA has included a contract proposal for expanded onboard beverage sales by Flight Attendants in previous negotiations, without success. Unilaterally implementing such expanded work responsibilities while the parties are actively engaging in negotiations is unacceptable.

One of the main purposes of the status quo provisions of the RLA is to prevent interruptions to Interstate commerce - strikes. One can hardly expect that Local 556 will sit idly by while Southwest Airlines rushes to implement changes in working conditions for Flight Attendants during the amendable period. If SWA can engage in self-help, Local 556 believes it can resort to its own self-help remedies as well. TWU Local 556 demands that Southwest Airlines will issue a written retraction of its breach of the status quo. In the absence of this written assurance Local 556 will engage all legal remedies against Southwest Airlines.

Sincerely,

Lyn Montgomery, President
Transport Workers Union Local 556

The Company responded with the following:

- Lyn also received a letter from Kevin Minchey regarding the Onboard Sales of Community Coffee.

Southwest Airlines Co. Kevin Minchey
VP Legal- Labor Litigation Southwest Airlines Co
2702 Love Field Drive Dallas, TX 75235-6143

February 6, 2023

Via Email: montgomery@twu556.org

Lyn Montgomery, President Transport Workers Union Local 556
8787 N. Stemmons Frwy. Suite 600
Southwest®
Dallas, TX 75247

RE: Onboard Sales of Community Coffee Espresso + Cream

Dear Ms. Montgomery:

This is in response to your February 1, 2023 letter claiming that the Company would engage in a unilateral change to the status quo if the Company proceeds with its plan to offer for sale, on a trial basis for 90 days, a single new ready-to-drink coffee beverage, Community Coffee Espresso + Cream.

We strongly disagree with your characterization of this as a unilateral change to the status quo. As you know, the Company has offered to discuss this new beverage with you and has delayed the beginning of the 90-day trial period until February 8, 2023 in order to give you additional time to express your concerns and engage in collaborative discussions to address them. During that time, I understand you have not made any specific proposals with respect to the Community Coffee Espresso + Cream beverage.

Offering this beverage for sale is consistent with the terms of Article 3.9 of the CBA and a longstanding practice - 15 years at least - of offering new beverages for sale on Southwest flights. Not only has the Company introduced many new types of alcoholic beverages for sale during that time, the Company also has offered new types of non-alcoholic drinks for sale, such as Monster Energy Drinks and Vitamin Water.

Changes in the types of beverages that are offered for sale are part of the status quo that existed before the B A became amendable. Offering a particular new beverage for sale does not "affect the ability of Flight Attendants to fulfill their overall duties and responsibilities" within the meaning of Article 3.9. Therefore, the Company does not have an obligation to bargain with the Union when a new beverage is offered for sale. Although bargaining is not required, the Company has - as it has done in this case - welcomed the Union's feedback and been willing to discuss any specific concerns that the Union may have about a particular new beverage.

*Lyn Montgomery,
President
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If the Union disagrees with the Company's interpretation of Article 3.9, we are willing to submit that minor dispute to arbitration on an expedited basis. We are also willing to continue discussing potential modifications to the language of Article 3.9, without prejudice to either party's position concerning the meaning of the current language.

In the meantime, the Company plans to begin the trial period for the Community Coffee Espresso +Cream beverage on February 8, consistent with the status quo under the existing terms of Article 3.9 and the longstanding practice of introducing new beverages for sale without engaging in the type of bargaining that you are now demanding. Please let me know if you would like to submit this dispute to arbitration on an expedited basis. If the Union engages in self-help over this minor dispute, as you have threatened to do, please be advised that the Company will pursue all available legal remedies.

*Sincerely,
Kevin Minchey*

President Montgomery responded. A grievance was filed and the matter will continue through the process.

Dear Kevin,

I am in receipt of your letter, which states in part that the Company's offering and charging of a new coffee product are not in violation of Article 3 Scope. Unfortunately, the Company's assessment is not congruent with past bargaining history. We have documented evidence from the bargaining history to support our claims. The selling and charging of a beverage that has historically been offered without the need for a Flight Attendant to transact payment are, in fact, a violation of Article 3.9 ONBOARD SALES. The most compelling evidence is found in the initially proposed tentative agreement from the 2013 contract negotiations, commonly referred to as TA1, which Local 556 Members did not ratify. In this failed tentative agreement, the parties agreed to exclude beverages. The language from TA1 read:

ARTICLE 3

Existing Language

9. ONBOARD SALES

Prior to the Company engaging in future product or service sales conducted or transacted by Flight Attendants onboard any aircraft operated by the Company which would affect the ability of Flight Attendants to fulfill their overall duties and responsibilities, the Company agrees to bargain with the Union concerning the terms and conditions of these additional responsibilities.

Newly Proposed language

***Excluding beverages**, prior to the Company engaging in future product or service sales conducted or transacted by Flight Attendants onboard any aircraft operated by the Company which would affect the ability of Flight Attendants to fulfill their overall duties and responsibilities, the Company agrees to bargain with the Union concerning the terms and conditions of these additional responsibilities.*

The language ultimately did not change, and to this date, beverages are included.

As you are aware, Arbitrators frown on those who attempt to gain from arbitration what they could not get in negotiations.

Additionally, the current electronic transaction system is highly laborious and in poor working condition, adding significant issues to a Flight Attendant's duties, especially during short-haul flights. The addition of a non-alcoholic coffee drink will add to the current issues experienced with this system, including failed card readings, failed updates, and a lengthy online procedure to process transactions. Coffee is not a controlled beverage meaning that more transactions may be required without the same limitations as alcoholic beverages sales. This new requirement comes at a time when Flight Attendants are fatigued, overworked and abused.

Collaborating with the Union would have allowed the proper address of these issues. In addition, the relationship among the parties should have been prioritized over that of Community Coffee. Further, this matter has been directly addressed at the bargaining table. It appears you were not informed that we addressed the matter. Kevin Allen committed that he would return with information, yet, we are still waiting on his input.

I appreciate the delay to the eighth, but the time period has yet to provide ample time for the parties to work out the details, especially with the impact of Southwest's December operational meltdown and negotiations occurring.

TWU Local 556 is open to discussing and partnering with Southwest Airlines on these issues. I hope to find a resolution together. However, in the absence of a solution, we will be continuing the grievance through the process. Once the Union notifies the Company that it will be slating the arbitration case, we will be open to expediting as indicated in Articles 3 and 20.

It is unfortunate that this matter escalated to this level. It makes current negotiations difficult when agreements made at the table are trespassed upon so egregiously. Please be aware the Union is not making threats of any sort, simply pointing out the rules by which BOTH parties are bound.

I hope we find a resolution, but the fact that Southwest is moving forward without agreement complicates not only this instance but the ability to engage in future contractual agreements as well.

*Sincerely,
Lyn Montgomery
President TWU Local 556*

- January 24-26, Lyn led the negotiating sessions for TWU Local 556 in mediation with Southwest Airlines in Dallas, Texas. For more information please visit the twu556.org for the Negotiations update.
- January 27, Lyn attended the discussed lessons learned from the December 2022 winter technology event with the Oliver Wyman Group and Southwest COO Andrew Waterson. In attendance at the meeting were Vice Presidents Michael Massoni and Corliss King, and BMAL Gayle Middleton. It was disappointing that the Company scheduled only one hour to discuss the numerous mishaps and issues that occurred. COO Waterson committed to following up with the Union. Lyn indicated the need for us to discuss solutions to prevent further incidents.
- January 30, Lyn traveled to Fort Lauderdale to meet with TWU International Executive Vice President Alex Garcia. To discuss current events at Southwest Airlines and to prepare testimony for the Senate congressional hearing on the Southwest Operational meltdown. Lyn and

Vice President Massoni met virtually with the Department of Transportation officials Senior Attorney, Office of Aviation Enforcement and Proceedings Stuart Hindman, Director of Consumer Advocacy Jessica Llich, Senior Counsel Kyle Joseph Office of Aviation Consumer Protection and Assistant General Counsel for the Office of Aviation Consumer Protection Blane Workie. The DOT is investigating the operational meltdown.

- January 31, Lyn appeared on the labor friendly America's Workforce Union Podcast. Lyn also attended a discussion regarding the winter storm of 2022 with Grievance Chair and Board Member at Large Gayle Middleton and Director of Crew Scheduling & Crew Ops Support Crew Scheduling Cetta Larabee.
- February 2, Lyn returned from Fort Lauderdale after being stranded for several days due to the ice storm in Texas which led to many flight cancellations. While on the road Lyn continued to meet virtually with the Negotiating Committee and attended the virtual sessions with the mediators. The session was previously scheduled to be virtual in order to keep the parties moving towards agreement. Lyn appreciates the Mediator honoring her requests to continue negotiating as often as possible to secure an agreement. For more information on this session, see twu556.org. Lyn attended a discussion with Legal Counsel and other TWU Local 556 Grievance Specialists regarding a grievance.
- February 3, Lyn continued working with the Negotiating Committee for mediation preparations.
- February 4, Lyn and Vice President Massoni attended a zoom meeting with Tom Kochan. Mr. Kochan is is a professor of industrial relations, work and employment. He is the George Maverick Bunker Professor of Management at the MIT Sloan School of Management, where he has been a faculty member since 1980. Mr. Kochan reached out to Lyn offering his expertise at no cost. He co-authored an op-ed in the Dallas Morning News with Judy Gitall who wrote The Southwest Airlines Way. The op ed reads

As colleagues who have studied Southwest and other airline strategies, operations, and labor and employee relations and worked with companies and unions to build productive labor-management partnerships, we are dismayed by Southwest's colossal meltdown over the holidays that produced chaos and hardships for thousands of passengers.

We had touted Southwest as a model for other companies and labor organizations, and rightly so. For many years, Southwest has been consistently the most profitable airline in the industry, ranked at or near the top in customer satisfaction high on lists of the best companies to work for and has long been the most highly unionized firm in the industry. But the massive cancelations over

the holiday season suggest to us that Southwest has lost its way on business and technology strategies, labor relations and employee collaboration — three areas where it originally excelled. The company can work its way back to the top of the industry, but only if it sees these are interrelated issues that need to be fixed in an integrated fashion.

Southwest's point-to-point network model long served as a competitive advantage, with the ability to get people where they want to go without going through a hub. Their quick turnaround times at the gate have been essential while paying their workers well. But a point-to-point network with quick turnaround times is more vulnerable to disruption than the traditional hub-and-spoke network.

In other words, for Southwest to succeed with its uniquely successful business model, a culture of collaboration is not just a good thing to have, but a requirement that must be nurtured continuously. But our observations suggest that Southwest today has significantly lower levels of relational coordination than in the past, making it difficult if not impossible to run a quick-turnaround point-to-point network in the face of a massive disruption.

Our research indicates that an up-to-date, shared information system can strengthen coordination if implemented in partnership with workers and is informed by their expertise. Unfortunately, Southwest has been slow to invest in automation over the years. Union leaders have been calling for an upgrade to the Company's technology systems and staffing practices, but so far company leaders have only promised to do so. The time for promises without actions has run out.

Hopefully, this will be the wake-up call for Southwest leaders to address all three dimensions of the problem in a coordinated way. In fact, we see no way out of this mess unless they do learn that the way to update their IT system is to integrate it with their work systems, ones that rely on close coordination of work teams and scheduling. And the only way to ensure that this happens is to engage employees and their union representatives with their technical staff (IT and others) at each stage of technology strategy development, implementation and continuous improvement processes.

This, of course, requires a labor relations strategy that supports employee and union engagement and unions that see the value in rebuilding relationships of mutual respect, trust and partnership.

Rebuilding partnerships

is never easy but can be done if the parties first develop a joint vision and commitment to do so, invest in training management and union leaders as well as front-line employees in teamwork and coordination skills, and share in the benefits of improved performance if and when it is achieved.

Jody Hoffer Gittel is a professor at The Heller School for Social Policy and Management at Brandeis University and author of "The Southwest Airlines Way." John August is the program director of the Cornell ILR School Scheinman Institute. Thomas A. Kochan is the Post-Tenure George Maverick Bunker Professor at the MIT Sloan School of Management. He is coauthor of "Up in the Air: How Airlines Can Improve Performance by Engaging Their Employees". They wrote this column for The Dallas Morning News.

Lyn agrees with Mr. Kochan's assessment of the issues and appreciates the time and advice Mr. Kochan delivered during the meeting. She agreed to meet with him again.

- On February 6, Lyn traveled to Fort Lauderdale for the IEC/IEB Meetings where she further serves the interests of Southwest Flight Attendants as an TWU International Council member. She collaborated with International Leadership on obtaining a tentative agreement and gave input for TWU's testimony to be entered at the congressional hearing on the Southwest Meltdown. Lyn also continued working with the Negotiating Committee for mediation preparations.
- February 7-9 Lyn attended the TWU International IEC/IEB Meetings. Lyn appeared live on the mainstream FOX Business's The Big Money Show. The show is watched by investors, and executives and focuses on market information. Appearing to this audience is a key strategy to ensuring our viewpoints are shared with audiences who invest in Southwest Airlines. Lyn appeared on NewsNation.
- February 9, Lyn worked with communications and sent the following email to Members
- February 10, Lyn participated in a module development discussion with Senior Director of Inflight Steven Murtoff and Senior Manager of Inflight Initiatives & Design Randall Miller. Also in attendance was 1st Vice President Michael Massoni and Safety Vice Chair Jannah Dalak. The Company informed the Union of a new required professional development computer based workshops for all Flight Attendants. The workshops will be rolled out as quarterly modules within LMS. The content will focus on well-being and professional development. The first module will be released in mid-March. The content for this series is being built in partnership with organizational psychology doctoral students and professors at Northern Illinois University (NIU), and is intended to provide tools for all Flight Attendants to invest in themselves in areas such as emotional regulation, conflict management, self-development, etc., and how all of those factors play into playing a role in the service industry. In 2020, SWA partners at NIU interviewed a group of Southwest Employees including FAs, Pilots, and Inflight Leaders and evaluated SOPI and LINK submissions to gather data. Analyzing this data provided a broad understanding of the wide variety of issues faced in the role of the Flight Attendant and insight into the best path forward for developing resources to further equip our workgroup. In building out this first module, the Company held a few

FA feedback sessions to enhance the information. The plan is to release a CBT module each quarter in 2023 (a total of 3-4 for the year). The modules will be required for all Flight Attendants to take, they will have 90 days to complete from date of launch, and they will be paid for taking each module. The first module that will launch in March will pay 1 TFP and is approximately 75 – 90 minutes to take based on the pace of the person taking it. Additionally, SWA will be launching the first module to a group of FA's that are early-adopters (FA's on special committees, special awards – FA of the Year, Kindness -, etc.) around the week of February 20th. The Company will also include Union designees as part of this early launch as well. In addition to the first communication being sent on 2/16, the Company will have a few more communications leading up to the official launch of module 1 the week of March 13th. During the meeting Lyn inquired about how returning from leaves will be handled. Flight Attendants will be required to take the trainings once they return. Lyn asked how the Company will handle those who do not take the training or do not complete it on time. Rachel Loudermilk states they will be notified and asked to complete it in a week. If there is no compliance they will scheduled a fact finding and at that point discipline could be issued.

- Lyn attended a SWA meeting to discuss Crew Technology; in attendance was Chief Operating Officer Andrew Watterson, SWA Technology Priya Narayan and Stacie Arce, 1st Vice President Michael Massoni, 2nd Vice President Corliss King and Safety Vice Chair Jannah Dalak . Vice President King wil provide a report to the Excutive Board for their information. Souhtwest leaders will host a technology townhall on February 14, 2023 where they will share some of the information.
- February 13, Lyn attended a meeting with the Negotiating Committee to continue work for mediation preparations.
- Lyn continues to assist and advise the grievance team daily. She responds to Member emails and returns phone calls. Lyn appreciates Members extending patience to her with response time, as negotiation meetings are frequent and out of town. Further, responding to the aftermath of the meltdown takes considerable time. Lyn thanks the Grievance Committee for their dedication and hard work. She also thanks the Research and Analysis Committee for manually auditing over 400 pairings. The results from this audit have indicated numerous issues with how Southwest Airlines calculates flight attendant pay. Lyn is highly concerned about the pay discrepancies, resulting in potentially massive losses to the workgroup. Lyn will bring the matter before the Executive Board for further investigation and remedy. In addition, Lyn continues to respond to incoming national media inquiries, and participates in numerous meetings with Management to resolve Member issues.

Report From:	Recording Secretary
Submitted Report:	
January 2023 • Top 5 Call ○ January 4, 2023 - Ashley Breuer and Corliss King ○ January 18, 2023 - Ashley Breuer, Michael Massoni, and Lyn Montgomery • Executive Board Touch Base Call ○ January 4, 2023 ○ January 18, 2023 • Executive Board Meeting - January 10-11, 2023 • Weekly Communications Meeting with Co-Chairperson Drew Shy - ○ December 12, 2022 ○ December 19, 2022 • January 4, 2023 - Strategic Planning Session with the Communications, Education, and Tech Services Committees. Discussed having better services to Members during extreme IROPs and website enhancements. • January 6, 2023 - Met with Communications Co-Chairperson Drew Shy and Tech Services Chairperson Drew Kennedy to discuss Salesforce Marketing Cloud Journey Builder and SMS. • January 9, 2023 - Grievance Review Committee • January 10, 2023 - Met with Communications Co-Chairperson Drew Shy, Tech Services Chairperson Drew Kennedy, 1st Vice President Michael Massoni and various executives from Salesforce to discuss Salesforce and Journey Builder • January 16, 2023 - Met with Communications Co-Chairperson Drew Shy, Tech Services Chairperson Drew Kennedy, and Member Erich Schwenk to discuss upcoming Communications and Technology projects/enhancements. • January 17, 2023 - Met with Communications Co-Chairperson Drew Shy and the NT to discuss email submissions. • January 18, 2023 - Communications Committee and Tech Services Committee with Salesforce to discuss Marketing Cloud Deliverability Best Practices. • January 19, 2023 - Dallas AFL-CIO CLC Meeting • January 22, 2023 - Met with Communications Co-Chairperson Drew Shy • January 24, 2023 - Communications Committee met with the Communications Chairperson of Local 579 to assist with their committee implementation • January 26, 2023 - Communications Committee and Tech Services Committee met with Salesforce to discuss SMS • January 31, 2023 - Met with Communications Co-Chairperson Drew Shy to discuss Calendar planning for the month of February	

- December Executive Board Meeting - Closed-out meeting (Minutes, Attendance report, voting record, Board and Committee Reports, etc.)
- January Executive Board Meeting - Meeting Preparation (Draft minutes, agenda, scheduling, etc.)
- Worked as Communications Co-Chairperson

Report From:	Vice President - 1
Submitted Report:	
February 2023 1st Vice President Report • Tuesday, January 17, Michael attended the Health and Safety Regulatory Meeting organized by Senior Director of Inflight Operations Steve Murtoff. In attendance at the meeting was Senior Director of Inflight Operations Steven Murtoff, Manager of Inflight Safety, Standards and Regulatory Compliance Dominick Renteria, Manager of Inflight Safety and Regulatory Compliance Chase Magness, Safety Vice Chair Jannah Dalak and Health Chair Michele Moore. • Wednesday, January 18, Michael attended the Top 5 Weekly Catch up. Michael also attended the Executive Board Touch Base Virtual Meeting alongside other members of the TWU Local 556 Executive Board. • Monday, January 23, Michael attended the ASAP ERC Meeting as the voting Member. • Tuesday, January 24, Michael attended the Health and Safety Regulatory Meeting organized by Senior Director of Inflight Operations Steve Murtoff. In attendance at the meeting was Senior Director of Inflight Operations Steven Murtoff, Manager of Inflight Safety, Standards and Regulatory Compliance Dominick Renteria, Manager of Inflight Safety and Regulatory Compliance Chase Magness and Safety Vice Chair Jannah Dalak. • Wednesday, January 25, Michael attended the Top 5 Weekly Catch up. Michael also attended the Executive Board Touch Base Virtual Meeting alongside other members of the TWU Local 556 Executive Board. That evening Michael traveled to Dallas. • Friday, January 27, Michael, President Montgomery and 2nd Vice President Corliss King attended a meeting with the Oliver Wyman Group and Southwest Airlines COO, Andrew Waterson to discuss the SWA melt down and related technology issues that occurred in December 2022. Michael also attended a meeting with the alternate FAA ERC Representative and the alternate Company ERC Representative to dispose of a pending ASAP Report.	

- Monday, January 30, Michael and President Montgomery attended a meeting with the Department of Transportation to discuss the issues that occurred during December 2022.
- Tuesday, January 31, Michael attended the Health and Safety Regulatory Meeting organized by Senior Director of Inflight Operations Steve Murtoff. In attendance at the meeting was Senior Director of Inflight Operations Steven Murtoff, Manager of Inflight Safety, Standards and Regulatory Compliance Dominick Renteria, Manager of Inflight Safety and Regulatory Compliance Chase Magness and Safety Vice Chair Jannah Dalak.
- Wednesday, February 1, Michael attended the Top 5 Weekly Catch up. Michael attended an Infoshare Spring 2023 Planning Session with Catherine Burnett FAA, Leanne Risley Hillwood Airways and Jannah Dalak Safety Vice Chair. Michael also attended a KCM/Expedited Crew Access (ECA) Update Meeting, also in attendance was Jannah Dalak Safety Vice Chair.
- Saturday, February 4, Michael attended a meeting with President Montgomery and MIT Sloan School of Management Professor Emeritus Thomas A. Kochan concerning underlying causes of Southwest Airlines Meltdown.
- Monday, February 6, Michael traveled to Fort Lauderdale to attend the IEC/IEB Winter Meeting. Also in attendance was IEC Member Lyn Montgomery and fellow IEB Member Alison Head.
- Tuesday, February 7, Michael attended day one of the IEC/IEB Winter Meeting.
- Wednesday, February 8, Michael attended day two of the IEC/IEB Winter Meeting. Later that afternoon Michael virtually attended the winter ASHRAE SPC161P (Air Quality within Aircraft Standard) committee meeting.
- Thursday, February 9, Michael attended the final day of the IEC/IEB Winter Meeting. Later in the day Michael traveled to Dallas.
- Friday, February 10, Michael attended a meeting with Senior Director of Inflight Operations Steven Murtoff, Senior Manager of Inflight Initiatives and Design Randall Miller, President Montgomery and Safety Vice Chair Jannah Dalak to discuss Professional Development Modules for Southwest

Airlines Flight Attendants. Michael also attended a meeting to discuss Crew Technology also in attendance was President Montgomery, 2nd Vice President Corliss King, Safety Vice Chair Jannah Dalak, Southwest Airlines COO, Andrew Waterson and several Members of SWA Technology.

- Monday, February 13, Michael attended an all day Discipline Grievance Review Committee Meeting.
- Tuesday, February 14, Michael attended day one of the February 2023 Executive Board Meeting.
- Wednesday, February 15, attended day two of the February 2023 Executive Board Meeting.

Report From:	Vice President - 2
Submitted Report:	
The 2nd VP spent much on the month on projects and meeting related to the recovery efforts of the meltdown and projects with Mob Org as well as fielding meetings, emails and inquiries for the President as she was delegating for negotiations. Some highlights for the month of January were: • Represented Local 556 to the AFL-CIO and the Chicago Federation of Labor Boards. • Co-chaired the Aviation Labor Committee coalition • Met with the Attorney General on Illinois regarding noncompliance issues • Worked with the Grievance Chair on issues related to policies and reviewed legal responses • Various meetings with base leadership regarding proposed new hire initiatives. • Met with the COO and hired consultants to provide insights on the tech and operational failure of December 2022 • Worked with CHRC on the AFL-CIO MLK conference and BHM initiatives. • Attended MLK conference in Washington DC Jan 16-19 • Was present in Dallas office throughout month for VP and Mob Org duties • Worked with the Supplemental insurance Broker to verify the policy issues were corrected in totality. • Performed general duties of the office as needed including leading the weekly EB roundup meetings, fielding calls and meetings as needed and providing DEBM and committee support as needed. The 2nd Vice President will continue working with the President and 1st Vice President on the technology project and modernization with upper Management at Southwest.	