

FALL 2016 ISSUE

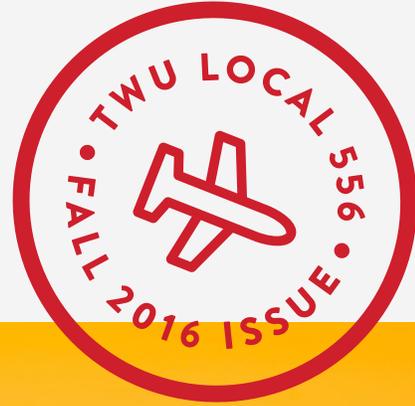


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UNITY

THE MAGAZINE OF TWU LOCAL 556





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Unity is the official publication of Transport Workers Union Local 556, representing the Flight Attendants of Southwest Airlines.

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LETTER FROM THE EDITOR



Cuyler Thompson is an Oakland-based Flight Attendant and serves as the TWU Local 556 Recording Secretary and Communications Committee Chairperson.
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Per a decision of the TWU Local 556 Executive Board, the Fall 2016 issue of Unity Magazine has been abbreviated to address only the recent Ratification Vote on Tentative Agreement (TA) 2016. The Winter 2017 issue of Unity Magazine is scheduled to be published in its usual format.

MESSAGE FROM THE PRESIDENT

October 31, 2016 will go down as another important milestone in the history of TWU Local 556: the day our Membership ratified our third consecutive industry-leading Contract, maintaining and building upon the highest wages, shortest duty day and best work rules in the industry.

Since the vote closed, we have received congratulatory messages from several other Flight Attendant Unions. They appreciate the significance that since 2004, TWU Local 556 has continued to raise the bar for all Flight Attendants in the industry. We should take pride in strengthening the profession, again.

I thank both our TWU Local 556 Negotiating Team and the Southwest Airlines Negotiating Team for working so hard to deliver this Contract. I am also thankful to our Union's Leaders and Flight Attendants who worked tirelessly during the roll out to answer your questions before you cast your vote. I appreciate each of you who took the time to attend a Ratification Meeting, or have a one on one conversation with me.

While the Membership of TWU Local 556 has ratified yet another industry-leading agreement, I see two major hurdles ahead of us; we must begin to plan our path moving forward.

First, there were strong opinions both for and against the TA, expressed in passionate

debate. While a vigorous discussion can be a good thing, the debate must not divide us a Union of Southwest Airlines Flight Attendants. Some of the discourse regarding the TA became unacceptably personal and divisive, and that saddens me. Each Member had the right to cast a vote on the Contract, and was entitled to their personal feelings regarding the outcome. But no matter the outcome, we are all still Co-workers and should treat each other with respect.

Second, the operational problems at Southwest Airlines are real and are affecting the quality of Flight Attendants' lives. While our Contract and our RIGS address some of these issues, operational challenges still exist that can negatively impact your work and personal lives. We must continue to address your concerns.

So what's next? We are excited and committed to move forward with the timely implementation and enforcement of our new Contract. We must unite our Membership so that our Union is ready to build upon this Contract when it becomes amendable in just under two years.

Your Union Leadership will continue to meet with Southwest Airlines Management to address key quality of life issues as well as the everyday issues that destabilize our work environment. We will work with Management to address the operational and IT changes that are necessary. We will also continue to settle and/or arbitrate Grievances in order to fix breaches of the Contract.

The vote is over; we have a new industry-leading Contract under which all of us must work. We will have TWU Local 556 Officer elections coming up in just over a year. A united Union is the foundation of our joint success and we must "double down" on our commitment to one another.

I will continue to fight for you, but I am also counting on you to do your part to unify our group. We will consistently display our resolve to support one another on the line, in future negotiations and in standing up for our Union.

**WE ARE MOVING FORWARD
...TOGETHER.**



AUDREY STONE President & Lead Negotiator

Audrey Stone is a Las Vegas-based Flight Attendant and serves as the President & Lead Negotiator of TWU Local 556.

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LOOKING FORWARD TOGETHER

We thank you for an excellent voter turn-out, topping 89%. This has been a journey filled with rewards and difficulties for all of us and we are very pleased to be writing this on the day all of us will be enjoying the first rewards of our new Agreement, a 6% pay raise in effect November 1, 2016.



NEGOTIATING TEAM TWU Local 556

Bill Holcomb, Don Shipman, Trish Krider, Brett Nevarez and Audrey Stone are Members of the TWU Local 556 Negotiating Team.

Soon every eligible Flight Attendant will be receiving bonuses based on their work since June 2013. You will be gaining industry-leading Per Diem by December 1, your non-existent “Near” International passport will go the way of non-existent “Near” International flights, you will be able to conveniently Jetway trade from a location of your choosing, your training pay will increase next year and you will have an extra hour to make options regarding your flying legalities. There will soon be an implementation schedule published regarding the changes within this Agreement. Remember, until the implementation schedule is released, all current work rules and practices remain in effect.

This new Contract and our new future comes with a second responsibility for all of us: the responsibility to care for and support your Union Sisters and Brothers. It begins a two-year opportunity for all of us to unite, educate and accept one another. Early in 2018, you will make equally important choices by electing an Executive Board, including a Lead Negotiator. Later in 2018, there will also be an election for two Negotiating Team (NT) Members.

On behalf of Audrey Stone, Bill Holcomb, Trish Krider, Brett Nevarez and Don Shipman, it has been our privilege to serve you. Each of us will honor and fully support our next NT. We encourage you to look among our

colleagues to encourage that next Leader and next Negotiator to run for office or join a committee. If you yourself are considering a position or committee, do it! There are daily opportunities to volunteer time, engage in committee work and be of service to not only our TWU Local 556 family but also those families in your community struggling for representation and fair work rules.

We have put Southwest Airlines Management on notice that this is not a “get out of jail free” card for the next twenty-four months. We expect them to use all available resources to prepare for and be responsible bargaining partners, recognizing our needs and professional expectations when both parties meet again. Our new NT will need all of us to be informed and ready so that they can maintain and improve the best Contract in the industry. Remember, our NT’s strength lies in the Unity it represents, and that strategies and tactics need Membership participation to succeed.

Our final work in these last few days will be to ensure the implementation of our new Contract, and to make sure that the next NT has all available resources to “hit the ground running” when they return to the table. In the words of Senator Hubert Humphrey “This, then, is the test we must set for ourselves; not to march alone but to march in such a way that others will wish to join us.”

TENTATIVE AGREEMENT (TA) VOTE 2016

TWU LOCAL 556 BOARD OF ELECTION (BOE) REPORT



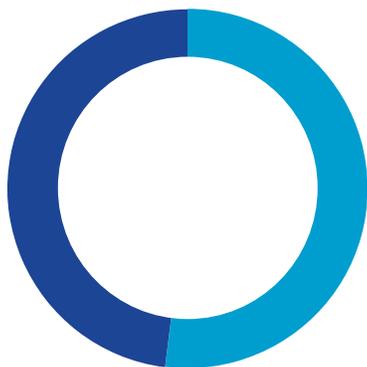
WILL BROWNE
Board of Election Chairperson

Will Browne is a Chicago-based Flight Attendant and serves on the TWU Local 556 Board of Election Chairperson.

I want to thank the Membership for another large turnout, exercising your right to vote.

The voter turnout for election was the second highest in recent memory (second only to the Ratification Vote on Contract 2002), with 89.21% of Members casting ballots. This is a great demonstration of an engaged Membership. I think the time given for this vote, based on a recent change to the TWU Local 556 Bylaws, was a great help to the Membership and the BOE. More ballots were “in Members’ hands” at the opening of the vote period, reducing the number of calls and emails to Votenet and the BOE.

Here are some interesting facts about the recent Ratification Vote:



52.29%
VOTED ONLINE

47.71%
VOTED BY PHONE

1,495 MEMBERS

chose not to vote and 7 Members opened the ballot but did not vote.

215 VOTES WERE CHALLENGED.

These represent Members separated from employment or not in a current standing to allow them to vote. Of these, only 114 cast a ballot.

MEMBERS IN GOOD STANDING

on a leave, including Medical, were eligible to vote and did vote.

LESS THAN 100 BALLOTS

were returned as undeliverable.

89%
OF MEMBERS VOTED

I'd like to personally thank Board of Election Members Elizabeth Leapley and Erich Schwenk for being available during the voting process. Elizabeth also dodged Hurricane Matthew, as did many Members, voted, and participated as a BOE Member.

Lastly, I apologize for the failure of the GoToMeeting. Everyone, including our Votenet representative, believed we had unlimited capacity for viewers. I spent a LOT of time talking, checking and communicating with Members interested in viewing the process, only to have that not come to pass. There were a small number of witnesses who were able to access the process and observe, in addition to the Votenet representative, the BOE, and attorney Kathleen Phillips. A video of the vote count is available, at the Union Office, should anyone wish to view the proceeding. The vote tally was recorded and preserved at the Union Office.

Thank you again for rewarding the work of the Board of Election by exercising your Membership right to vote, having a say in your future and the future of Southwest Airlines.

BASE BREAKDOWN

ON THE TENTATIVE AGREEMENT

LOCATION	YES, I VOTE TO ACCEPT	NO, I VOTE TO REJECT
 ATLANTA	492 79.61%	126 20.39%
 BALTIMORE	832 55.88%	657 44.12%
 DALLAS	518 36.17%	914 63.83%
 DENVER	728 58.66%	513 41.34%
 HOUSTON	514 42.44%	697 57.56%

LOCATION	YES, I VOTE TO ACCEPT	NO, I VOTE TO REJECT
 <p data-bbox="306 373 516 411">LAS VEGAS</p>	<p data-bbox="737 338 881 449">820 57.38%</p>	<p data-bbox="1214 338 1359 449">609 42.62%</p>
 <p data-bbox="306 615 506 653">ORLANDO</p>	<p data-bbox="743 577 875 688">627 57.26%</p>	<p data-bbox="1211 577 1359 688">468 42.74%</p>
 <p data-bbox="306 856 493 894">CHICAGO</p>	<p data-bbox="745 821 873 932">915 54.24%</p>	<p data-bbox="1219 821 1347 932">772 45.76%</p>
 <p data-bbox="306 1098 501 1136">OAKLAND</p>	<p data-bbox="737 1062 881 1173">590 63.51%</p>	<p data-bbox="1219 1062 1347 1173">339 36.49%</p>
 <p data-bbox="306 1346 490 1383">PHOENIX</p>	<p data-bbox="737 1304 881 1415">654 50.70%</p>	<p data-bbox="1219 1304 1347 1415">636 49.30%</p>
<p data-bbox="126 1545 488 1612">YES, I VOTE TO ACCEPT THE TENTATIVE AGREEMENT</p> <p data-bbox="126 1640 375 1682">6,691 53.87%</p>	<p data-bbox="602 1545 954 1612">NO, I VOTE TO REJECT THE TENTATIVE AGREEMENT</p> <p data-bbox="602 1640 850 1682">5,732 46.15%</p>	<p data-bbox="1078 1545 1438 1612">NUMBER OF VALID ONLINE BALLOTS CAST:</p> <p data-bbox="1078 1640 1343 1682">12,421 89.21%</p>
<p data-bbox="126 1772 496 1839">NUMBER OF MEMBERS WHO DID NOT CAST A BALLOT:</p> <p data-bbox="126 1866 375 1908">1,502 10.79%</p>	<p data-bbox="602 1772 854 1839">TOTAL NUMBER OF ELIGIBLE VOTERS:</p> <p data-bbox="602 1866 721 1908">13,923</p>	



**THE 16TH ANNUAL TWU LOCAL
556 TOYS FOR TOTS DRIVE, IN
CONJUNCTION WITH THE US MARINE
CORPS RESERVE, STARTS SOON!**

Please help this be a Holiday Season to remember and make a dream come true for a child who might otherwise be forgotten; leave a new, unwrapped toy in the drop box located in the Flight Attendant Lounge. If you would prefer, simply leave a check or money order, made out to "Toys for Tots" in your Domicile Executive Board Member's mailbox.

WWW.TWU556.ORG