

# **UNITY**

JULY 15, 2004

Are You  
Registered  
to Vote?

*Read more on page 12!*



## **UNITY**

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

2520 W. Mockingbird Lane  
Dallas, TX 75235  
Phone: 800-969-7932  
Fax: 214-357-9870  
Hotline: 800-806-7992

<http://local556.twuatd.org>

**WEBMASTER:**

Jerry Lindemann  
HOU F/A #18327

**UNITY EDITOR:**

Allyson Parker-Lauck  
OAK F/A #17928

**TWU EDITORIAL TEAM:**

Kathy Anderson, Sonia Hall,  
Kelly Lane, Michael Massoni,  
Thom McDaniel, Portia Reddick,  
and Jimmy West

**TWU Local 556 Editorial Policy:**

Letters to the Editor may not be considered if the length of the submission exceeds 200 words (depending upon space available in the issue). All letters must contain your name, base, employee number, and contact information.

Submissions of articles to be printed in **UNITY** will not be considered if they are too long, libelous, defamatory, not factual, in bad taste, or are contractually incorrect. The TWU Local 556 Editorial Team reserves the right to edit any submissions that are received for the purpose of publication in **UNITY**. Submissions are due by the first of the month prior to the month of publication, and are considered on a space available basis.

The views expressed in **UNITY** do not necessarily represent those of TWU Local 556 or TWU International.



## **From the Editor's Desk**

Whew! It's finally done... this issue of UNITY, I mean. Back in late June, just about the time I was neck deep in getting the articles and graphics lined up for this issue, I got the call from Thom. "How quickly can you get to Dallas?" he asked. I said, "I can be there tomorrow. Why? Do we have a T.A.?"

I flew to Dallas Wednesday, June 23 to participate in the Executive Board's meeting to decide whether or not to present this Tentative Agreement to the Membership for a vote. The Board met and voted on Thursday, I flew back to Oakland on Friday, only to return to Dallas less than 48 hours later. I planned to stay in Dallas for 3 or 4 days to help the Negotiating Team get the T.A. informational packet together. I ended up staying for 2 1/2 weeks to help the N.T. prepare for the Road Shows and to work on the video presentation that many of you viewed online and in the lounges.

When I finally came home on July 14th, my dogs and bird didn't remember me, and I had to reintroduce myself to my husband! Just kidding, but it sure was nice to come back home to after a long, demanding, but rewarding stay in Dallas.

Needless to say, the preparations for this issue of UNITY were put on hold due to the many tasks that had to be handled to make sure each of you had the information you needed to make an informed vote on our T.A.

So here is the July 15th issue... better late than never. This issue is a little shorter than some due to the fact that some of the planned articles became obsolete once the N.T. announced the T.A. Even though we have all been concentrating all of our focus on our T.A. at this time, there are still many important issues that we, as Union Members and as Americans, must not lose sight of.

National elections are coming up, and although our Local does not endorse individual candidates or political parties, we do suggest that you become informed on the issues and vote for candidates who support Labor issues. We can be a powerful force if we make our voices heard as Members of organized Labor. If you are not registered to vote, we encourage you to do so. Voter registration packets are available in the Flight Attendant lounges.

In solidarity,

Allyson Parker-Lauck  
Communications Coordinator, TWU Local 556  
OAK F/A #17928  
princess70@earthlink.net

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# PRESIDENT'S PAGE

*by Thom McDaniel - TWU Local 556 President*

**T**he focus of UNITY this quarter is the importance of voting and the political process in the Labor movement. In the past, we have urged you, as TWU Members, to register

to vote and to make sure that you vote for Labor friendly candidates who will protect our rights as working men and women in the airline industry. This year, because of our Contract negotiations, we have seen first hand how important it is to elect candidates who don't just say that they care about working people during election time, but show it with their actions and their votes in Congress.

When Southwest Airlines announced that we would begin service in Philadelphia, we knew that it could have important implications in our fight for a fair Contract. Philadelphia is a Labor town. As a good corporate citizen in our newest city, it is important that Southwest Airlines treat its employees fairly and negotiate the Contract that our Flight Attendants deserve. Our Local began working with Labor and community groups to educate them about our battle for a fair Contract and the issues that were on the table. The Labor community in Philadelphia responded to our basic issues of fairness and equity, and gave us tremendous support.

It didn't stop with Labor groups though. When Congressman Robert Brady from Philadelphia found out about our 2-year fight for a fair Contract, he immediately wanted to know more. When we explained the difficulties that we were experiencing, Congressman Brady immediately wrote a letter to Jim Parker notifying him that although he welcomed Southwest Airlines into his city, he felt that they should resolve their Labor issues before coming to his town. Mr. Parker responded with a letter and phone call, so Congressman Brady used the opportunity to remind Mr. Parker that he should stop attempting to bargain directly with our Membership and deal with the Union.

Congressman Brady then went to the extraordinary effort of distributing a "Dear Colleague" letter throughout the House of Representatives to send a strong message to Southwest Airlines that they should settle the Flight Attendant Contract fairly and treat our Members fairly. The letter was eventually signed by 47 Members of Congress as a show of support for Southwest Airlines' Flight Attendants. In addition,

Congressman Martin Frost from Texas wrote his own letter to Mr. Parker urging him to settle the Contract fairly.

Okay so what is the point? Congressman Brady and the others who signed on to the "Dear Colleague" letter did not have to support us in our fight for a fair Contract. SWA is a new and very welcome addition to Philadelphia, but Congressman Brady stood up for working people even when it might mean offending voters who welcome a low fare carrier into their city. Congressman Brady went out on a limb for our Members because he supports working people even in a time when it is not popular or easy to do so.

As the National election approaches, please make sure that you are registered to vote and cast your vote for the Representatives, Senators, and state and local leaders who will support you as a Flight Attendant and a working person. Look at the 47 Members of Congress signed on to the Brady letter. Is your Representative's name there? If so, go to the polls and vote for him or her to protect your interests as a worker in the airline industry. If not, pick up the phone and ask them why they did not sign. We need to elect leaders who will stand up for us, and hold them accountable for their votes and actions.

There are many other important issues that will be voted on in the near future in Congress including mandatory self defense training for Flight Attendants, foreign ownership of domestic carriers, and "baseball style" arbitration may even rear its ugly head again. Familiarize yourself with these issues that affect your job and workplace and find out your Representative's and Senators' position on them. Let them know your position on these important issues and hold them responsible for their votes. If they don't vote for your issues as a worker in the airline industry, vote against them and find a candidate who will vote for your future. As workers, our biggest power is to vote against people who vote against us.

You have a vote and your vote matters. Please get involved and cast that vote for leaders that support you at home and in your workplace. Thanks again to Congressman Robert Brady and the rest who signed on to his letter for a fair Contract for Southwest Airlines Flight Attendants. We need men and women of principle who will stand up for workers even when it is not popular. We cannot put them there unless we are registered to vote and go to the ballot box. Cast a vote for your future. Vote for leaders who support working men and women.



# Letters to the Editor

*Letters to the Editor should be 200 words or less (depending upon space available in the issue). All letters must contain your name, base, employee number, and contact information. Letters will be considered for publication on a space available basis. Letters may be emailed to [aplauck@twuatd.org](mailto:aplauck@twuatd.org) or sent via US Mail to the Union Office at 2520 West Mockingbird Lane, Dallas, TX 75235.*

**W**ords cannot fully describe my disappointment after reading the article in your April 15th issue of UNITY titled: "I had bills to pay". Written by "Anonymous", it claims to be "A true story from a former scab". It details acts of violence and crimes committed against the author who claims to have crossed the picket line in another airline.

In response to this article, I would like to remind the Union and all of our Membership regarding the first Article in our Contract: Nondiscrimination. It states:

"No employee covered by this Agreement will be interfered with, restrained, coerced or discriminated against by the Company or the Union because of membership in the Union. All employees shall be free to engage in lawful Union activities or to refrain from such activities."

It is my understanding that a strike is a lawful Union activity and that to refrain from such activity amounts to crossing the picket line or becoming a scab. The law is on the side of the members who choose to refrain from a strike. Therefore any acts of violence or crimes committed against a scab is nothing but illegal retaliation by the Union, its membership, or sympathizers.

Furthermore, it is my opinion that your article amounts to coercing members to participate in a strike even against their will. By publishing the article by "Anonymous" you have violated your editorial policy; Non-factual information have no place in UNITY! The crimes committed against the scab are punishable by law. If the former scab did not prosecute the perpetrators of those crimes, it is either because they did not occur or they are coincidental. One cannot even determine factually that there was even a scab who wrote the article and not the editor.

Most readers do not realize that you also have the following disclaimer:

"The views expressed in UNITY do not necessarily represent those of TWU Local 556 or TWU International."

It is too easy to publish an article anonymously but then claim that the views expressed do not necessarily represent those of the Union. By doing so, you

are sending the wrong message and reducing the value of your entire newsletter. I look forward to receiving factual information in the future or I suggest all members to avoid reading your newsletter, especially since the views expressed do not necessarily represent those of TWU Local 556 or TWU International.

Respectfully,  
Ali Bahreman  
SWA Flight Attendant, BWI #48545

## **Editor's Response:**

**T**he article to which Brother Bahreman refers was not written by the Editor. It was written by a former scab from another airline who wanted to tell her/his story. We do accept Member submissions here at UNITY Magazine, and we encourage any Member who has an experience or has expertise on a topic that they would like to share to submit their story for consideration.

The Editorial Policy Brother Bahreman mentions in his letter has been published on page 2 of each issue of UNITY since its makeover in January of 2002. As he points out, it states, "The views expressed in UNITY do not necessarily represent those of TWU Local 556 or TWU International." There are many reasons the Local has this editorial policy, but one of the most important reasons is to allow Members such as Brother Bahreman to write a letter of discourse. It is this very policy which is allowing Brother Bahreman's letter to be published in this issue.

I'd like to thank Brother Bahreman for his letter, and encourage others to write in if they have comments regarding UNITY Magazine. In the event that publication space is limited, letters will be considered on a space available and first come-first served basis.

In solidarity,  
Allyson Parker-Lauck  
UNITY Editor

# DOMICILE



## **LOCKDOWN HAS BEEN LIFTED!**

The BWI Flight Attendants are out on parole. You may now come and go as you please. Lockdown was officially lifted on June 9th. The changing room doors have been removed and curtains have been put up for privacy. Also, the quiet room is now open 24/7 as well. I was told, that if any future vandalism occurs, lockdown will return again indefinitely. This is a victory for the BWI F/A's, even though it took almost a year for the decision to get reversed. Management finally did the right thing and unlocked the doors. That wasn't so hard, was it?

## **AS THE BASE TURNS...**

Supervisor Jen Scott was supposed to come back on line in June, but has changed her mind and will now stay in the office. Surprise, BWI has another new Supervisor, Janet Lamy. Janet was a SWA Flight Attendant for a couple of years, so she brings some experience with her into the office.

## **INTERNAL TRAINING HIRING**

For all of you who may not have heard SWA's little secret, here it is. SWA announced on June 10th that Internal Employees will be paid for Inflight training for classes starting June 28th, August 2nd and August 30th. The Internals who are selected will be paid "in their usual manner (their current pay) at straight time for each day (8 hours of pay) of class". Also, SWA will offer a "Right to Return" to their previous position and location if they do not pass training. Also, another little secret for those of you who may not know, Supervisors who are hired off the street or from another department directly as a Supervisor are paid for training while their classmates receive nothing.

## **GATE CHECKS**

You must be at the gate at least 30 minutes prior to departure, according to the local Flight Information Display (FIDs) monitor. During a gate check, if a Supervisor says you are late, make sure the time he/she goes by is the local FIDs monitor time. You may be late according to their watch, but on time according to the FIDs screen. Also, a Supervisor should never conduct a gate check once the boarding process has begun or conduct a gate check in the gate area in front of Customers. Gate

checks should always be done out of the direct view of Customers.

## **CHECK-IN PHONES**

Recently, a Flight Attendant brought to my attention that BWI does not have a check-in phone on the C concourse. Since, I'm not a commuter I've never noticed the disparity. After some research, I discovered that is a violation of our contract Article 10, section 9, page 26. I immediately addressed this with Tonja. Tonja said, she would make some calls and do whatever needed to be done to take care of this issue. Hopefully, by the time this article goes to print BWI will have a check-in phone on the C concourse.

## **MISCELLANEOUS**

The following are some tips and information resulting from issues that have come up in BWI:

- SWA provides, at Company expense, one pair of ear plugs per year. You may request ear plugs from the Inflight office at any time and you don't need to have a file review with your Supervisor in order to pick them up.
- If you have vacation scheduled at the beginning of the new month and pick up a single day of reserve on the last day of the month, you can be assigned a trip that overlaps into your vacation block. Your vacation block does not protect you from being used for additional days. Also, you will not get your vacations days back, added to the end of your block or get VJA pay for the additional days. So, yes, you get screwed.
- After utilizing the contractual single doctor's note per quarter, you can turn in another doctor's note linking further sick calls as a single continuous occurrence of illness with a maximum of 2 ½ points.
- If you have complaints regarding the monthly lines or pairings, contact the Scheduling Committee Chairperson, Cindy Ritner at the Union Office.
- If you are on intermittent FMLA you will still record improve 2 points at the end of the quarter if you do not have any other occurrences.
- The non-rev passes are now available in the lounge 24/7, you no longer have to go to the Inflight office during business hours to get non-rev passes.
- The Inflight office is now keeping a supply of pillows and blankets for F/A's in the lounge in the cabinets under the shelves.
- If you are selected for random drug/alcohol testing while on duty, your duty period will be extended 30 minutes or the time actual testing was

# REPORTS

completed; However, you MUST call Scheduling at the completion of testing to get the additional duty time added to your screen. It will NOT be automatically added.

- Congratulations to all the New Hires who successfully completed Probation. If you lost the Union Pin the Union issued you during training, please drop a note in my box #34900, and I'll see to it that you receive one.

Remember, you have the right to Union Representation when you are called in for a meeting or called in for a "talk" with Management. If you have any questions, do not hesitate to call the union directly at 1 800 969 7932 for guidance.

*Lucy White #34900 - BWI  
Domicile Executive Board Member*



**I**t is with great sadness that I begin this quarter's report with the news that HOU Based Flight Attendant Coline Weathersby passed away from injuries suffered in an automobile accident. Coline was a beautiful person, who was deeply committed to her faith.

She had a strong support group of family and friends that remained by her side during her final hours. I will never forget witnessing the strength that these individuals showed during this tragic time. I ask you to keep them all in your thoughts and prayers. A fund has been set up for Coline's family at the Southwest Airlines Credit Union. Any amount will most assuredly help her family during this difficult time. Checks may be sent to:

Coline Weathersby Fund  
Account #50005601  
Southwest Airlines Federal Credit Union  
8441 Gulf FRW #103 Houston, TX 77017  
713-649-6550

I would also like to offer my condolences to Cindy McGregor who lost her loving husband due to an illness. Cindy is a wonderful Flight Attendant and a great friend to many. Cindy also has a beautiful daughter named Samantha. Please keep Cindy and Samantha in your thoughts and prayers.

By the time you all read this, you will be voting on the Tentative Agreement (TA). Regardless of how you cast your vote, I think we can all agree that our Negotiating Team did a fantastic job of sticking to the issues that we told them were important to us as Members. I also appreciate Herb and Colleen for bringing themselves to the table for what I consider to be a truly tiresome process for both sides.

Next, I want to remind you all, that if it was not for you, the Membership, we would not have a TA

now. Your impeccable ability to remain focused and United during this process is something that I would not ever have envisioned six or seven years ago. As proud as I am of your NT and Executive Board for standing strong and supporting your issues, it is outweighed by your commitment and dedication in demanding that your Union brings you nothing less than a fair and equitable Contract.

Regarding the HOU Base... Southwest added one additional originator in July, and some new non-stops are coming our way later in the year.

I want to remind you that it is VERY important that you know your point status at all times. Your Union Leaders want to help all Flight Attendants whenever possible, but I'll be honest with you... point cases are difficult to win. Inflight Management does make mistakes from time to time when documenting points, but when the documentation is correct, it is difficult to receive a favorable decision for Flight Attendants who reach 12 points. The easiest way to keep yourself out of trouble is to be aware of your point status, and wear the proper uniform.

My wife Shanna continues her battle with cancer. And although it has started to grow, we continue to take it day by day, and your thoughts and prayers are strongly felt in our hearts. Our thoughts are with all of you as well.

I want to close with a little humor... we have a Flight Attendant in Houston who has turned into a "crazy cat lady". I cannot reveal who it is (Jessica Parker), but she always has a party the day after her birthday. Truthfully though, her dedication to helping all animals in need is to be admired. Jessica volunteers at the League City Animal Shelter. Check out the flyers in the lounge if you want to adopt one of the many wonderful animals at the shelter who needs a home.

*Stacy Martin #21007 - HOU  
Domicile Executive Board Member*

# DOMICILE



**H**ey Chicago! For those of you who missed the 10 year anniversary party for MDW Inflight, you also missed your first chance to congratulate Simon Reid on his promotion to Base Manager of MDW. I'm looking forward to working with Simon to keep MDW the

best base in the system.

The National elections are coming up fast. I urge everyone to take the time to vote. I don't care how you vote, just vote. We will be in the lounges helping people get people registered. I know that a lot of you have moved and are unsure where or how to register. It can be done on the internet at [www.twu556.com](http://www.twu556.com) by following the links. It's more than just your right; it's the right thing to do. We have learned a lot in our visits to Capitol Hill to talk with Representatives and Senators. They are a lot more helpful when we show that our group is politically active and show up to vote.

It's now the middle of summer and we have had numerous Flight Attendants injured in turbulence. Summer heat means summer storms and you should be prepared to sit down if it gets bumpy. No one has died yet from not getting a drink or peanuts. I don't

want to see anyone get injured over them. The Pilot group as a whole has become much more diligent at giving a heads up when they think it might get bumpy. They don't want anyone getting hurt either. Together we can prevent turbulence related injuries. Also, for those of you who have never been on OJI, it doesn't pay that good!

Some MDW Flight Attendants have started a website on Yahoo called MDW Rocks. It is a site for MDW based Flight Attendants to chat, trip trade, vacation trade, and jetway trade. It also has areas where you can trade passes, get information on crash pads, buy things, sell things, and a whole lot more. This site is run independently of the Union, but it's still a great resource for Flight Attendants. If you're not a member yet, stop by at <http://groups.yahoo.com/group/mdwrocks/> click on "Join this group" and answer the questions. The Moderators will get you set up quickly. If you try to join while you are on leave, e-mail the moderators and let them know as they verify the new members by checking the current bid packet.

That's all for now, have a happy and safe rest of the summer.

***Bunkie McCarthy #3838 - MDW  
Domicile Executive Board Member***



**I**t's just plain 'NUTS' that we have waited over two years to vote on a Contract! By the time all of you read this, we will FINALLY be well into the voting process of the Tentative Agreement (TA). I get asked the question "Do you think this TA is going to pass?" on a daily basis.

While I certainly do not have the answer, I will say that if it is not ratified, we will negotiate as long as it takes to get an agreement our Members can live and work under. I thought about contacting that Psychic Miss Cleo, but found out she is out of business. Then I thought about contacting Ivanna Know in the "IMBORED" magazine but figured Ivanna would "Think NOT!" about answering my question regarding when we would sign our next Contract.

Speaking of our Contract, in accordance with Article 24, all letters of discipline are to be removed after 18 months from the date of occurrence. If you have requested a copy of your file (in writing) from

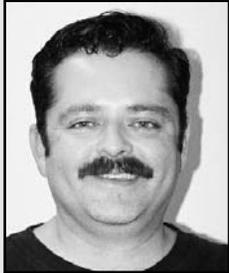
your Supervisor and noticed there are still letters of discipline in your file, you need to request (in writing) from your Supervisor that you file be purged.

Since our last UNITY publication, I have attended several fact finding meetings regarding points. It is YOUR responsibility to know the status of your points. If you are high in points, please do all you can to get your point total lowered. While we never mean to No Show or UTC, sometimes things happen. If you are high in points, your job could be in jeopardy.

In closing, two years is too LONG! If our Contract is ratified, I hope it meets, no, make that EXCEEDS the needs of our Flight Attendants. If it is not, we all MUST stand behind our Negotiating Team to fight to QUICKLY resolve the necessary issues. If you haven't been to a Union event yet, it's time to clear your calendars and make standing up for your Union your top priority.

***Jimmy West #24715 - MCO  
Domicile Executive Board Member***

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**S**ummer is here and our planes have been full. All I keep hearing is we are the best Flight Attendants and we've made their flight the best, GREAT JOB! By the time you read this article we'll be well into the voting process on our new Tentative Agreement (TA). I would like to talk about VOTING! We have over 7200 flight attendants and we need 100% eligible voter participation. We have shown the company that we're UNITED, and your vote is just another way to show them this. We must educate ourselves on the TA and look at the big picture when we vote. Please contact anyone on the Negotiating Team, Executive Board, or a Precinct Captain so that we can answer any questions that you may have. If we do not know it, we will get the answer for you.

This is election year and we have some important issues to consider when voting for our next President, Senator, or Representative. As Flight Attendants, we're in the service industry, and we are proud Members of organized Labor. We must look at each candidate and see how they voted on Labor issues, and if they are not an incumbent, we need to see where their loyalties lie. We all know that Congress passed a bill to help Airlines after 9/11. Did you know that there was a bill to help out the airline employees who were furloughed during this dif-

icult time, and that it did not pass? This bill fell short of passing by only 3 votes. THREE VOTES. We need to have Labor friendly people in OUR Government. I'm asking you to look at the record of the people running, ask yourself if they are LABOR friendly, and research how they have voted on our issues. Keep these things in mind when you vote.

In the PHX base, less than 500 of our Flight Attendants are registered to vote in Arizona (this information is from the Arizona AFL-CIO). I understand that we do have some commuters here who may be registered in other states, but that aside, this is not a good statistic! As Americans, and as Members of organized Labor, everyone should be registered - this is your right, and it directly affects your livelihood! Union Representatives will be in the lounges helping to register Flight Attendants so that they can vote in the upcoming election. Please remember to get "Vote by mail" info as well since many of us will be serving our Customers in the skies on Election Day. Please contact me if you would like to help out with "Arizona Labor 2004", an AFL-CIO program to help get Arizona Union Members active in the political process.

In closing, please contact me at any time if you have a grievance, parking, or other issue that I can help with. In the meantime, have a great summer.

**Bill Bernal #9335 - PHX**  
**Domicile Executive Board Member**



**T**hanks to the hard work of all of the Flight Attendants and Precinct Captains, we now have a Tentative Agreement (TA) to vote on. Whether you vote yes, or vote no, make sure to vote and make your voice heard!

Speaking of hearing voices... oh wait, that came out wrong... Anyway, National, state, and local elections are just around the corner so please make sure you sound off by casting a vote. Every vote counts! Please take some time in following months to make sure you are up to date on the issues and give yourself the opportunity to make an informed decision. If you are not registered to vote, now is the time to register! There will be informational items on how

to register available in the Union red rack as well as at your local post office or library.

Your Union leadership is growing in OAK. We've recently added three Shop Stewards and two Lead Precinct Captains to our ranks. You can find an updated list on [www.twu556.org](http://www.twu556.org). If you would like to get involved please don't hesitate to contact me.

Finally, there has recently been a change in the parking fee structure in OAK. I know many people played a part in get the fees reduced and I would like to thank all the Flight Attendants who voiced their dissatisfaction to the port of OAK. It just goes to show that if we stay united and stay informed we can achieve anything.

**Mark Torrez #68952 - OAK**  
**Domicile Executive Board Member**



**R**ecently, there have been some questions asked in Dallas as to why Dallas does not have more than one check in phone, when other bases do? The answer is that Dallas only has one concourse and therefore we are only entitled to one phone. Our Contract

requires that there should be a check in phone in every concourse in all bases. It would be great to have a phone in an area outside of the security check points in the event that you are held up while going through security, however the Company is not currently willing to address this issue.

May 20th, the new uniform pieces rolled out and packets have been sent to your homes. Please note that the target date for having all orders in is August 1st and that the new uniform items should be received by September 30th.

Please take a moment to check your I.D. as they

are now beginning to expire. The expiration falls on the last day of one's month of hire. Your new I.D. should be in base on the first day of the month of expiration, so that you have a thirty day window in which to exchange your old I.D. for your new one.

There are two new Supervisors in Dallas. Tom Alexander is taking over Chris Wilson's Flight Attendant Group. Tom comes from the Training Department and was a Flight Attendant for 2 years prior to working in training. Danny Powell took over Jan McNutt's Flight Attendant Group. Danny has been a Flight Attendant with Southwest for 13 years.

For any Flight Attendants that opted to take the Freedom 04 early retirement program, please know you will be missed, we appreciate your contributions to Southwest Airlines, and we wish you the best of luck in your future endeavors.

*Karen Amos #1544 - DAL  
Domicile Executive Board Member*



# SAFETY TEAM REPORT

*SAFETY & REGULATORY ISSUES AND ANSWERS  
Part Three in a Series*

*by Michael Massoni - 1st Vice President and Safety Coordinator*

**Q - What type of infractions can cause a Flight Attendant to receive a "personal" fine, who issues them and do they have to be paid?**

A - Technically speaking a Flight Attendant may be fined for not complying with any applicable Federal Aviation Regulation (FAR); Transportation Security Regulation (TSR) while on duty and/or not informing passengers you are charged with of an observed violation on their part. Fines are issued in the form of civil penalties by the FAA or TSA and are usually initiated by FAA/TSA Inspectors on aircraft or TSA check-point personnel in airports.

From a practical standpoint this really means that you are responsible for complying with all regulations related to your particular job within the operation and performing **safety** procedures as prescribed in the

Flight Attendant Manual. Some examples of common violations that receive fines are: serving or taking drink orders on taxi, not being in your jumpseat with your seatbelt or shoulder harness secured on taxi (other than to tend to a safety related duty or issue), not having an up-to-date manual in your possession while on duty, and getting caught with prohibited items in your carry-on luggage while clearing airport security.

Of special importance as of late is the issue of prohibited items being found in crew carry-on. Please be advised that the TSA will not only confiscate prohibited items found but have also issued civil penalties without warning... meaning that there are no second chances. If you are caught with a prohibited item you may in all likelihood be fined just like the general public. FAA/TSA fines range from a low of \$250 to over \$10,000. **The average fine levied against SWA Flight Attendants over the last five years was \$1100.** Oh, and yes, they have to be paid.

However, in certain instances they allow payment in installments. For further information on FAA Regulations, guidance and policy refer to the following website: [www.faa.gov/regulations/index.cfm](http://www.faa.gov/regulations/index.cfm). For a list of TSA Sanctions on prohibited carry-on items refer to: [www.tsa.gov/interweb/assetlibrary/Sanction\\_Guidance\\_for\\_Individuals.doc](http://www.tsa.gov/interweb/assetlibrary/Sanction_Guidance_for_Individuals.doc).

**Q - I've heard of a number of Flight Attendant and even passenger injuries occurring recently due to turbulence...what can I do to protect myself?**

A. Regardless of the length of the flight, the very first thing you should do whenever you feel unsafe during a turbulence event is SECURE YOURSELF NOW. If in the galley take the Jumpseat. If in the aisle take a Passenger seat, if there are none and the situation warrants it, sit on the floor or a Passenger's lap and have someone hang on to you.

After you secure yourself, you or one of your Crewmembers should contact the Cockpit and inform them that you have taken a seat until the turbulence subsides. Also, ask the Pilots to inform you when they think the turbulence will subside and/or end.

We cannot stress how important it is for you to not be concerned so much with getting your drinks out as keeping yourself safe. We have already surpassed last year's record for Flight Attendant injuries due to turbulence and the severity of those injuries continues to get worse. We must use all precautions necessary to protect our personal safety even if it means not getting all our drinks out.

We are also recommending that you communicate clearly with the rest of your crew on the possibility of turbulence en-route, when informed by your Pilots. Furthermore, if you are flying in a particular area of the country that has weather conducive to turbulence, brief with your Pilots on actual flying time, are turbulence forecast, and if it is practical to attempt a service based on the amount of anticipated service time. If your crew (including your Pilots) believes that

it is in the interest of safety to not serve, inform the Passengers accordingly. We can assure you that you will not be disciplined if you cannot finish or do not perform a service due to turbulence that you and your crew have deemed potentially dangerous. In contrast, we can just as assuredly tell you that some of the most serious and severe Flight Attendant injuries are sustained due to turbulence. Please, please, be safe and careful.

**Q. - Why do we dim the cabin lights at night when it makes it so hard to take drink orders?**

A. - From a safety standpoint there is a very good reason why we dim cabin lights. To put it simply - cabin lighting should reflect the lighting outside the aircraft erring toward the side of dim versus bright, this is so passenger and crew eyes are acclimated to the lighting they potentially have to evacuate into. In other words, if its light outside the plane it should be light inside, if its dark outside the plane it should be dark inside. This concept is **critical** during taxi, take-off and landing (aka: critical phases of flight) which, statistically holds the highest potential for an emergency evacuation.

A good rule of thumb is lights to bright during boarding, adjusted to outside conditions for taxi, take-off, cruise, landing and taxi-in. Lights back to bright for deplaning (after seatbelt sign is turned off-and NOT during taxi to the gate). And of course, lights to full bright if you are unfortunate enough to have to give a planned emergency demonstration and adjusted back to outside conditions before touch-down.

There is also an aesthetic and convivial side to lighting and you may use the following as a Customer Service tool if you wish. If you are trying to calm or cool off individuals who are physically hot or stressed it is widely accepted that lighting should be dimmed, especially the sidewall lighting. If you are trying to get people's attention or heighten awareness, bright lights will do the trick.

***SAFETY NEWS FLASH - SAFETY NEWS FLASH - SAFETY NEWS FLASH - SAFETY NEWS FLASH***

**W**e are happy to report that the effort to have security mirrors installed in the galleys of our aircraft is finally coming to fruition. Mirrors will be installed on all aircraft (with the exception of the -200's due to eminent retirement of the fleet). This will allow Flight Attendants to observe anyone approaching from behind when facing the galley preparing beverage trays. Your TWU Local 556 Safety Team spearheaded this project at the suggestion of one of our Members and ensured that Management knew how important this tool would be to the overall safety and security of Flight and our Flight Attendant Group. These mirrors will improve Flight Attendant situational security awareness at numerous times when our backs are to the cabin preparing service in the galleys. This security improvement should lessen vulnerability and give us better visual access to the cabin during service. Look for installations to begin soon along with the usual RBF/Bulletin/Revision communiqués from the Company.

***SAFETY NEWS FLASH - SAFETY NEWS FLASH - SAFETY NEWS FLASH - SAFETY NEWS FLASH***

# VICTORY OVER TYRRANY ENDURED

*by Deborah Danish, DAL F/A #1666  
TWU 556 Committee on Political Education*

## Voting...

**A right. A responsibility. A requirement. You be the judge.**

It's hard to believe that just 80 years ago, women were not able to vote. And although black men had been granted that privilege in 1870 with the 15th Amendment, it wasn't until the Voting Rights Act of 1965 that even they were allowed to exercise their rights according to the Constitution.

Unfortunately, the 15th Amendment was more remarkable for what it "did not" than what it "did" contain. It did not guarantee the right of blacks to hold office. And by not prohibiting state-induced regulations, the 15th Amendment allowed many states to impose the following as conditions of voting: poll taxes that poor voters were hard pressed to pay; property ownership; and literacy tests, which the uneducated were ill-equipped to pass. These were all imposed to keep black voters away from the polls. If these methods failed, electoral districts would be gerrymandered to dilute the strength of black voters.

A grandfather clause that allowed anyone whose father or grandfather had been registered to vote before the 15th Amendment was also included to allow individuals to vote without meeting the above-mentioned criteria. Feminists strongly fought against the Amendment, as it completely left out women.

In 1872, Susan B. Anthony demanded that women be extended the same civil and political rights that the 14th and 15th Amendments gave to black males. Those who made the laws believed that a woman's

place was in the home, not in politics. This belief extended to voting. They believed that their wives, daughters, and mothers weren't informed enough about the men running for office to decide themselves whom to vote for. Susan campaigned endlessly for a Federal Woman Suffrage Amendment by lecturing throughout the country. She was arrested, tried, convicted and ordered to pay a \$1,000 fine for violating voting laws when she led a group of women to the polls in Rochester to test the right of women to vote. Susan never lived to see the consummation of her efforts to win the right to vote for women, but the establishment of the 19th Amendment is deeply owed to her efforts.

A lot has happened over the last 134 years to promote social justice, and great strides have been made. But don't think we are in the clear yet. Did you know that in most states, released felons are deprived of the right to vote, in some cases for the rest of their lives? A criminal released from prison has paid his debt to society. This notion of "disenfranchising" felons is an archaic practice that dates back to the dark ages where criminals are exiled from the community and suffer civil death.

The south in more recent times has employed this behavior of "felony disenfranchisement" for racial motive: white legislators in states like South Carolina and Alabama have tailored laws to deny blacks to vote. Convicted felons are not allowed to vote in Florida unless granted clemency. After George W. Bush won the state by a mere 537 votes, and with it the presidency, the felon list became a subject of national controversy and numerous lawsuits. Apparently more than 1,100 voters had been wrongfully turned away from the polls.



*Deborah Danish and Thom McDaniel with Massachusetts Senator and Presidential Candidate John Kerry.*

There are 14 states where ex-offenders who have completed their sentences may not vote, usually for life. Nationwide, nearly four million people are disenfranchised by these laws, with the impact most severe on minority communities. Taking the vote away from people after their release from prison eternally brands those whose misdeeds may be minor and long in the past. A first offender that pleads guilty to a minor felony, with no jail time, can end up disenfranchised. Under these conditions, even Susan B. Anthony could have been prevented from voting.

I hope that this brief review of history will encourage, motivate and inspire you to take seriously your precious "right" to vote. It is a hard earned "right" long past alluded to many.

This year I made the decision to not only actively work in a Congressional campaign, but to become a Deputy Voter Registrar. As a Deputy Registrar, I can register you to vote, give you a receipt and make sure your application gets to where it needs to go. Your receipt is all you need as proof of your registration. A Deputy Registrar can also follow up with applicants to ensure they received their voter registration card and that they have voted. A Deputy Registrar can also assist you in changes and corrections to your voter registration.

Now, this is really important. Half of our life we're away from home. Go ahead and admit it. You've missed at least one election at some time in your life. Let the madness stop!!! You can request to vote by early mail. If you are a qualified registered voter and you expect to be absent from the county on election day and during the entire period of early voting you can request a ballot by mail beginning 60 days prior to an election up to the 7th day prior to that election.

Contact your Governmental Unit calling the election. If you're in town for early voting, make it a priority. Don't wait to see if your schedule allows you your right to vote.

In the upcoming months, there will be individuals in the lounges assisting Flight Attendants in voter registration. If you are not registered, please do so. You must register in the County that you reside.

This upcoming November election will be extremely important for Labor. No matter what your party affiliation, some tough questions are in order. Look at each candidate's voting record and see where he/she stands on issues that effect the pocketbook of America. What are your candidates' stands on:

#### **1) OUTSOURCING:**

U.S. companies are taking advantage of technology and the Internet to send jobs overseas. We were promised that "free" trade would result in the development of "good" technical and white-collar jobs that would offset the loss of manufacturing jobs. This U.S. trade deficit is unsustainable and must stop. It can only cause long-term damage to the U.S. and the global economies.

#### **2) CAFTA:**

*(Central American Free Trade Agreement)*

The son of "NAFTA" extends the agreement to Central American countries. It has allowed U.S. companies to ship jobs south of the border. Over the last three years, 2.8 million manufacturing jobs have been lost. If this continues, the U.S. dollar will further weaken and our children can expect a lower standard of living than their parents.

#### **3) CABOTAGE:**

*(Outsourcing of Airline jobs)*

This is the practice of allowing foreign air carriers to service U.S. domestic routes. Right now it deals with transporting cargo to and from Alaska. Since the door has been opened, it is expected that attempts will be made to expand to other airports and even passenger air travel. This allows foreign carriers to take jobs from U.S. workers on domestic airlines.

#### **4) FOREIGN MAINTENANCE:**

Foreign aircraft maintenance bases are working on U.S. domestic airplanes without the same FAA certification requirements. This puts U.S. airline passengers at risk when security standards are not met.

#### **5) BASEBALL ARBITRATION:**

An effort to abolish our rights to collective bargaining and take away Union members' rights to accept or reject negotiated agreements.

*(Continued on page 12)*

**V.O.T.E.**

*(Continued from page 11)*

**6) UNION REPORTING REQUIREMENTS:**

This is a strategy under the current administration to weaken Unions. This regulation attempts to force all Unions with over \$250,000 in dues a year to expensive, burdensome new financial reports that will tie them up in paperwork instead of negotiating contracts, representing workers, handling grievances, and taking care of other Union business.



*Sharon Crain, John Danish, Deborah Danish, former U.S. Secretary of State Madeleine Albright, U.S. Representative Martin Frost, Denny Sebesta, and Thom McDaniel.*

**7) FLIGHT ATTENDANT SECURITY TRAINING:**

Flight Attendants, who are required to act as security personnel in the aircraft cabin, will be recognized as professionals by now being certified. How did your candidate vote on this issue?

The other is to give the employee additional time off at the employer's choosing (up to 13 months later) when overtime situations are needed.

**8) FLIGHT ATTENDANT OSHA PROTECTIONS:**

Currently, Air Carriers can volunteer or refuse to be subject to safety and health protections under OSHA. Should the health and safety of employees be voluntary?

**10) SOCIAL SECURITY PRIVATIZATION:**

The current administration wants to siphon money from the Social Security Trust Fund and create individual investment accounts. Any attempt to replace or undermine the system with private investment schemes will place working Americans at risk while making Wall Street rich.

**9) TAKING AWAY OVERTIME:**

The Dept. of Labor has become very creative under the current administration and has been working diligently to pass bills to change the 40 hour work-week and the definition of overtime. One scheme is to make hourly workers "management" so they become

salariated. In closing, I'm not telling you how to vote. I'm not telling you what to think. I'm telling you what's true. Make an informed vote.



*Deborah Danish (left) with Portia Reddick in Washington, D.C.*

**CISM Accepting New Members**

The Critical Incident Response Team (CISM) is pleased to be adding new Team Members. Anyone interested in joining the CISM Team should leave a MAESTRO message for George Wyatt (37048) or Mary Riding (16336) and we will send you, by board mail, an information package and application.

Please review the information and return pages 8-10 to:  
Hou 9 F/A, Attn.: CISM Application

Applications must be received  
NO LATER THAN AUGUST 7, 2004

Those who may already have an application on file, need to update using the new application.

# ***To VJA or NOT to VJA, That is the Question...***

*by Marcy Vinyard - 2nd Vice President*



**I**t is that time of year again. Summer has arrived and Scheduling has frequently been accepting VJAs. The Local Union Office receives many questions regarding VJAs. There continues to be confusion about VJA trips and pay on VJA trips when irregular operations occur. The following is a question and answer guide involving frequently asked VJA questions. Hopefully this will educate you on VJA. Please feel free to contact the Union office if you have any additional questions.

**Q: Scheduling is accepting VJAs and I would like to pick up a trip. What do I do?**

*A: You must contact Scheduling and they will assign you a trip and code it VJA.*

**Q: I picked up a trip from Open Time on a day that Scheduling was accepting VJAs, will I receive VJA pay?**

*A: No, you must go through Scheduling to receive a VJA trip.*

**Q: Once Scheduling is accepting VJAs, do they have to continue taking VJAs for a certain period of time?**

*A: No, it is up to the discretion of Scheduling when, if, and for how long they will be accepting VJAs.*

**Q: How do I sign up on the VJA list?**

*A: Via Maestro.*

**Q: How does Scheduling contact Flight Attendants listed on the VJA list?**

*A Flight Attendants on the VJA list will be contacted in the order they appear on the list.*

**Q: I received a Maestro message that Scheduling is accepting VJAs, I am not listed on the VJA list, can I still call and receive a VJA trip?**

*A: You can contact Scheduling, but the VJA list must be contacted prior to assigning VJA trips to Flight Attendants not listed on the VJA list.*

**Q: I am based in Orlando, can I list myself on the Dallas VJA list?**

*A: Yes, Flight Attendants may place themselves on the*

*VJA list outside their Domicile, but will be called in the order they appear on the list after all Flight Attendants based in that Domicile and on the list have been called.*

**Q: I was contacted by Scheduling for VJA, do I have to accept the assignment?**

*A: No, Flight Attendants have the option to accept the assignment. (If the Tentative Agreement is ratified, this will change. Please see the implementation schedule or contact the Union Office for more information.)*

**Q: I called in sick for my VJA trip, how will I get paid?**

*A: If you have sick bank, you will only receive straight time for your trip.*

**Q: What if I sick leave recover my VJA trip, how will I get paid?**

*A: You will be paid VJA pay for the trips that you recover off of your original trip.*

**Q: What is the minimum compensation for a VJA trip?**

*A: No VJA will be compensated at less than 4.0 TFP. (This is another item that will change if the Tentative Agreement is ratified. Again, please see the implementation schedule or call the Union Office for more information.)*

**Q: I am flying a VJA trip and encounter cancellations, how will I be compensated?**

*A: You will be compensated VJA pay for such cancellations.*

**Q: I am on a VJA trip and I encountered an illegal duty day, how will I be compensated?**

*A: You will be paid double time and a half for the flight(s) that exceeded 12 hours.*

**Q: I am on a VJA trip and I receive illegal crew rest, how will I be compensated?**

*A: The day following illegal crew rest will pay double time and a half.*

# Coffee Talk

By Tina ☐MamaJava☐ Coffee  
PHX F/A #24301



This is an actual letter that I sent to Colleen...

Dear Colleen:

*Please have Paramedics on hand at the 10 year party. I will be wearing a very tight full body girdle, and could pass out. Please do not let them cut my undergarments off in an effort to revive me. The girdle and water bra were very expensive and I will be putting them on E-Bay after the gala, to try and recover some of my expenses. Please just let one of the handsome firemen give me mouth to mouth.*

Latte' LUV:  
Tina Coffee  
PHX/FA #24301

## "Oh, How this Airline had grown and changed."

I am having a little anxiety over my 10-year party this month (June). Last night I dreamed that I was a tall, sleek, beautiful, young, stewardess, named "Tinarella", wearing a sequined ball gown, dancing with a rich, witty, fun, drinking and smoking, Ex-CEO, named "Herbert the Great." We were talking about the Contract, getting things all worked out! He was saying, "Anything you want beautiful." THEN, The clock struck midnight and I turned into ME! A short, middle aged, Flight Attendant, in a "Cinta's Special" uniform, with a yellow P.C. button on.

I fled from the party leaving my white work sneaker in the revolving door of the hotel. Herb was going house to house to see who the sneaker belonged to. He wanted to discuss economics with the dancing debutante, Tinarella. He passed right by my doublewide, because he didn't think that one of his 10-year F/A's could possibly be living there! I saw him cruising by in his "Canyon Blue" Prince outfit (Tights and all), on his Harley. As he passed, I ran out into the street in my bathrobe screaming, "Herb come back, It's me," he turned around and saw me and kicked his hog into high gear, and rode off into the sunset... with my sneaker!

(Dream continued)... I needed that sneaker for work that day! Now what? I put on my favorite pair of tennies, my Red High-Top Converse's (I dream in vivid color!). It was briefing day in the F/A lounge

and the Sup's were checking to make sure that we were within the manual guidelines of "Appearance Standards," and that we had our cleaning forms and flashlights handy.

Well, I tried to explain to the Supervisor that "Herbert the Great," had my other shoe and was looking for me, to return it. The Sup recommended that I call up Clear Skies right away, and gave me a loaner pair of shoes that were a mans size 12. I stuffed the ends with toilet paper, and I went to my gate. I tripped on the Bozo shoes while serving beverages in the plane, and spilled tomato juice on a businessman who just happened to be a stock holder. Luckily, I had my handy cleaning forms stocked. He wanted my name and employee number so he could write a bad letter. I gladly gave them to him, with my address as well, and asked that he would have Herb send my shoe to me overnight FED-EX. There I was, explaining to the man, so the entire plane could hear, that I could not afford to buy another pair of work shoes unless my used undergarments sold on the Internet. (I think this was a nightmare not a dream.) The air pressure must be getting to me!

Right now, I am sitting in the Therapists office (This is not a part of the nightmare)... I am typing away trying to finish my article for the "UNITY," which is due today. Another SWA Flight Attendant whom I recognize, is leaving her office. (How embarrassing!) We greet each other as we do while passing in the airport. I sit down on the couch, then mention that the anxiety of attending my 10 year party is getting to me, and that I am having bad dreams. She tells me, "Don't sweat the small stuff." I respond with, "If I was small, I wouldn't be sweating." Her \$75 an hour advice is for me was to go home and look into the mirror and say, "I am a beautiful woman." I agree to do this and the session is over. I'm cured for another month.

So, home I go, and proceed to the mirror. Looking at myself, I see wrinkles, and some gray hair. This is NOT the person who attended Flight Attendant training 10 years ago! I really do not want to do what the Therapist advised me to do, but I smile and say, "I am a beautiful woman."

I see that under all the laugh lines, the smile hadn't changed. Those little creases and gray hairs are "character badges" of what makes me who I am today. I am the same person that was voted one of the two class favorites. (Even though I think it was because

they felt sorry for me for messing up on my ABA's, and having to retake them.) I'm still the fun F/A who did a rap for Herb in front of the entire training class in 94. I am "Mamajava," hear me roar, as I pick peanuts off of the floor! (To the tune of "I am Woman"). Maybe I should try some of that medication the therapist suggested!

WHY, am I having anxiety over seeing old friends? That will be the easy part. I should be stressing about getting back to PHX on a Sunday, or about the humidity in Texas, and how I will get that body girdle off if I need to visit the restroom!

Oh, how THIS AIRLINE has grown and changed!

Oh, how WE ALL have changed and grown!

*Latte' Laughs!*  
Tina "Mamajava" Coffee



REGISTER  
FOR OUR  
WEBSITE  
TODAY!

**Just go to:**  
[www.local556.org](http://www.local556.org)

and follow the simple instructions to join!

**See you there!**

# FYI's

by *Kathy Anderson*  
*Recording Secretary*



**NOTE: These FYI's apply only to the current Contract. Some items may change if the Tentative Agreement is ratified.**

**FYI:** If you pick up a day(s) of Reserve that include the last day of the month, be sure to look at the obligation of the Flight Attendant who is giving it away. In other words, if that Flight Attendant would have been good for a multi day pairing, you will be responsible for the same type of pairing.

**FYI:** If you are a Call Out Reserve, don't forget to contact Scheduling between the hours of 1800 and 2359 the evening before your block begins. If you are on a trip during these hours, you are still responsible to contact Scheduling. If you fail to contact Scheduling during the designated hours, you will be converted to a Ready Reserve for that day.

**FYI:** If you are an Airport Standby, you must keep Scheduling informed of your whereabouts at all times, including food runs, etc...

**FYI:** If you are on Reserve, be clear about your break times. You are not obligated to answer your phone during your breaks; however, this does not prohibit Scheduling from calling to assign you a trip.

**FYI:** When you are released from Airport Standby, be sure to clarify whether you are being released from Airport Standby only, or if you are being released for the day. Once again, it is very important to be clear about your times.

**FYI:** If you have a block of COR, and you pick up or give away, you are establishing a new block and creating an adjusted obligation to call Scheduling before the start of such new reserve block. Page 29 of the Contract.

**FYI:** It is the responsibility of Reserve Flight Attendants to check in with Scheduling upon completion of her/his assigned pairing. This means that as soon as your duties on the aircraft are completed, immediately go to the jetway phone and call Scheduling for any further assignment or reserve status. If the jetway phone is unavailable, go to the gate area and ask to use a phone behind one of the podiums.

**FYI:** You must have three weeks of vacation in order to bid a Floating Vacation. Only one of those weeks may be designated as the floating week.

**FYI:** A Floating Vacation cannot be traded with Open Time or with other Flight Attendants.

**FYI:** If you are asked to go see your Supervisor, you have the right to ask what the meeting is about and if discipline will be issued or could result from the meeting. You have the right to take a Union Representative with you to the meeting. If you are approached in the Lounge by your Supervisor and they ask to meet with you at that time and there is not a Union Representative available remember that you can stop the meeting at any time to ask for Union Representation.

# What is a RIG?

by Cindy Ritner  
Scheduling Committee Chairperson,  
and Negotiating Team Member

*The following is an update of the May, 2004 "UNITY Update" article explaining duty RIGs. This updated piece contains the information regarding the RIGs as defined in the Tentative Agreement.*

**T**hat is a great question. A RIG in Flight Attendant terminology for our Contract is a form of pay protection based on your duty day. There are many different RIGs that can be utilized to ensure that a Flight Attendant receives minimum pay for each day she/he comes to work.

The RIGs included in our Tentative Agreement are listed below with an explanation and an example of each one.

## 1. DUTY PERIOD MINIMUM (DPM)

This RIG is the number of TFPs that each day of a pairing must pay. Our current contractual Duty Period Minimum (DPM) is 4.0TFP. That means that each day of a pairing must pay at least 4.0TFP. If you ever see a pairing in the bid packet that pays less than this, and you do not see that it has been brought up to the minimum, please call Inflight Crew Planning and/or Payroll to have it corrected.

## 2. DUTY HOUR RATIO (DHR)

This RIG is applied to each hour you are on duty from check-in (report) to end of debrief. DHR is a form of pay protection to ensure that you are utilized productively each day of your pairing. If you are scheduled with excessive ground time, this RIG can compensate you during that non-flying time.

The DHR would also protect you in the event you went over a 12 hour duty day, but did not fly after 12 hours. Our Contract protects us when we fly over 12 hours in a day

with double time, but currently, you do not receive any additional compensation if you remained on duty over 12 hours without flying, just a very long day working for free.

The DHR in our Tentative Agreement is .70TFP for each hour on duty from check-in to end of debrief. If you apply this RIG to a 10 hour day then the day would pay at least 7.0 TFP.

## 3. AVERAGE DAILY GUARANTEE (ADG)

The ADG is a form of pay protection to ensure efficiency in our pairings. ADG is applied over the life of the pairing and may be used in conjunction with the first RIG we talked about, the DPM. When applying the Average Daily Guarantee (ADG) RIG to a pairing it does not mean that each day has to pay the ADG, but what it does mean is that over the life of the pairing and combining all days, that the pairing must pay that minimum.

The ADG in the Tentative Agreement is 6.5TFP; the same as the Pilots. This means a turn must pay 6.5TFP, 2-day 13.0TFP, 3-day 19.5TFP, and a 4-day 26.0TFP. Remember, each day does not have to pay 6.5 individually. Since the Duty Period Minimum (DPM) is 4.0 TFP a pairing could be built like this: 3-day pairing; day 1 = 4.0, day 2 = 8.5, day 3 = 7.0. The total of all 3 days combined meets the requirements of the DPM (4.0 per day) as well as the Average Daily Guarantee (ADG) since the pairing paid 19.5TFP (6.5TFP x 3 days = 19.5TFP).

## 4. TRIP HOUR RATIO (THR)

This RIG is a form of pay protection that is calculated from the time you check-in for your pairing through the end of debrief back in domicile. For example: The THR in the Tentative Agreement is 1.0 TFP for each 4 hours away from base. However, in an Unscheduled RON or Stranded situation, the calculation of the THR would be 1.0 TFP for each 3 hours away from base from block in at the unscheduled RON until end of debrief back in domicile (see the Tentative Agreement, Article 9 - Additional flying).

**N**ow that you know how each of the 4 RIGs work, you may be asking what do they mean to me and how are they applied? Each of the daily rig credits (DHR and DPM) in a pairing will be calculated separately for each duty period in the pairing. Pay for each duty period will be the greater of the DHR, DPM, or trips flown. The sum of the daily trip totals will then be compared to the THR and ADG and the pairing will pay the greatest of the three. Listed to the right are three examples to further explain how RIGs would be applied to our pairings.

In Scenario #1, you would be paid the DHR for the first two days and original schedule on the 3rd day since they pay more than the ADG and the THR.

In Scenario #2, you would be paid the DHR for the first and third days of the pairing and original schedule on the second and fourth days since they pay more than the

**SCENARIO #1:  
3-day pairing**

Day 1: 6.5TFP - 10 hour day  
Check-in @ 0500  
(DHR = 7.0 TFP)  
Day 2: 5.0TFP - 8 hour day  
(DHR = 5.6 TFP)  
Day 3: 8.0TFP - 9 hour day end of  
debrief @ 1500  
(DHR = 6.3 TFP)  
Pay = 19.5 TFP  
TAFB = 58:00

Based on the above example this is how it would be calculated by RIG:  
Scheduled/Actual = 19.5 TFP  
DHR = Day 1: 7.0 TFP  
(6.5 TFP sched.),  
Day 2: 5.6 TFP  
(5.0 TFP sched.),  
Day 3: 6.3 TFP  
(8.0 TFP sched.)

ADG = 19.5 TFP  
THR = 14.5 TFP (58:00 hours  
away from base divided  
by 4 = 14.5 TFP)

Total Pay = 20.6 TFP  
[7.0 TFP (DHR) + 5.6 TFP (DHR)  
+ 8.0 TFP (Scheduled)  
= 20.6 TFP]

**SCENARIO #2:  
4-day pairing**

Day 1: 6.0 TFP - 9 hour day  
Check-in @ 1200  
(DHR = 6.3 TFP)  
Day 2: 7.5 TFP - 10 hour day  
(DHR = 7.0 TFP)  
Day 3: 5.0 TFP - 9 hour day  
(DHR = 6.3 TFP)  
Day 4: 7.5TFP - 10.5 hour day end  
of debrief @ 2330  
(DHR = 7.35 TFP)  
Pay = 27.0 TFP  
TAFB = 83:50

Based on the above example this is how it would be calculated by RIG:  
Scheduled/Actual = 27.0 TFP  
DHR = Day 1: 6.3 TFP  
(6.0 TFP sched.),  
Day 2: 7.0 TFP  
(7.5 TFP sched.),  
Day 3: 6.3 TFP  
(5.0 TFP sched.),  
Day 4: 7.35 TFP  
(7.5 TFP sched.)

ADG = 26.0 TFP  
THR = 20.9 TFP (83:50 hours  
away from base divided  
by 4 = 20.9 TFP)

Total Pay = 27.6 TFP  
[6.3 TFP (DHR) + 7.5 TFP (Sched.)  
+ 6.3 TFP (DHR) + 7.5 TFP (Sched.)  
= 27.6 TFP]

**SCENARIO #3:  
2-day pairing**

Day 1: 5.0 TFP - 8 hour day  
Check-in @ 0600  
(DHR = 5.6 TFP)  
Day 2: 5.5 TFP - 9 hour day end of  
debrief @ 1500  
(DHR = 6.3 TFP)  
Pay = 10.5 TFP  
TAFB = 33:00

Based on the above example this is how it would be calculated by RIG:

Scheduled/Actual = 10.5 TFP (must be brought up to the ADG of 13.0 TFP for a 2-day)  
DHR = Day 1: 5.6 TFP  
(5.0 TFP sched.),  
Day 2: 6.3 TFP  
(5.5 TFP sched.)

ADG = 13.0 TFP  
THR = 8.3 TFP (33:00 hours  
away from base divided  
by 4 = 8.3 TFP)

Total Pay = 13.0 TFP  
[ADG is greater than Scheduled,  
DPM, DHR, and THR]

ADG or the THR.

In Scenario #3, the Average Daily Guarantee (ADG) pays the greater, which is 13.0TFP for a 2-day.

Hopefully, you have a better understanding of how RIGs would work under our new Contract. The exact numbers for each of these RIGs are listed here: .70 TFP for the Duty Hour Ratio (DHR), 6.5 TFP for the Average Daily Guarantee (ADG), the Duty Period Minimum (DPM) is 4.0TFP, and a Trip for Hour Ratio (THR) of 1.0 TFP for each 4 hours away from base. Your Negotiating Team fought hard for RIGs that would actually protect the work day as well as your pay on

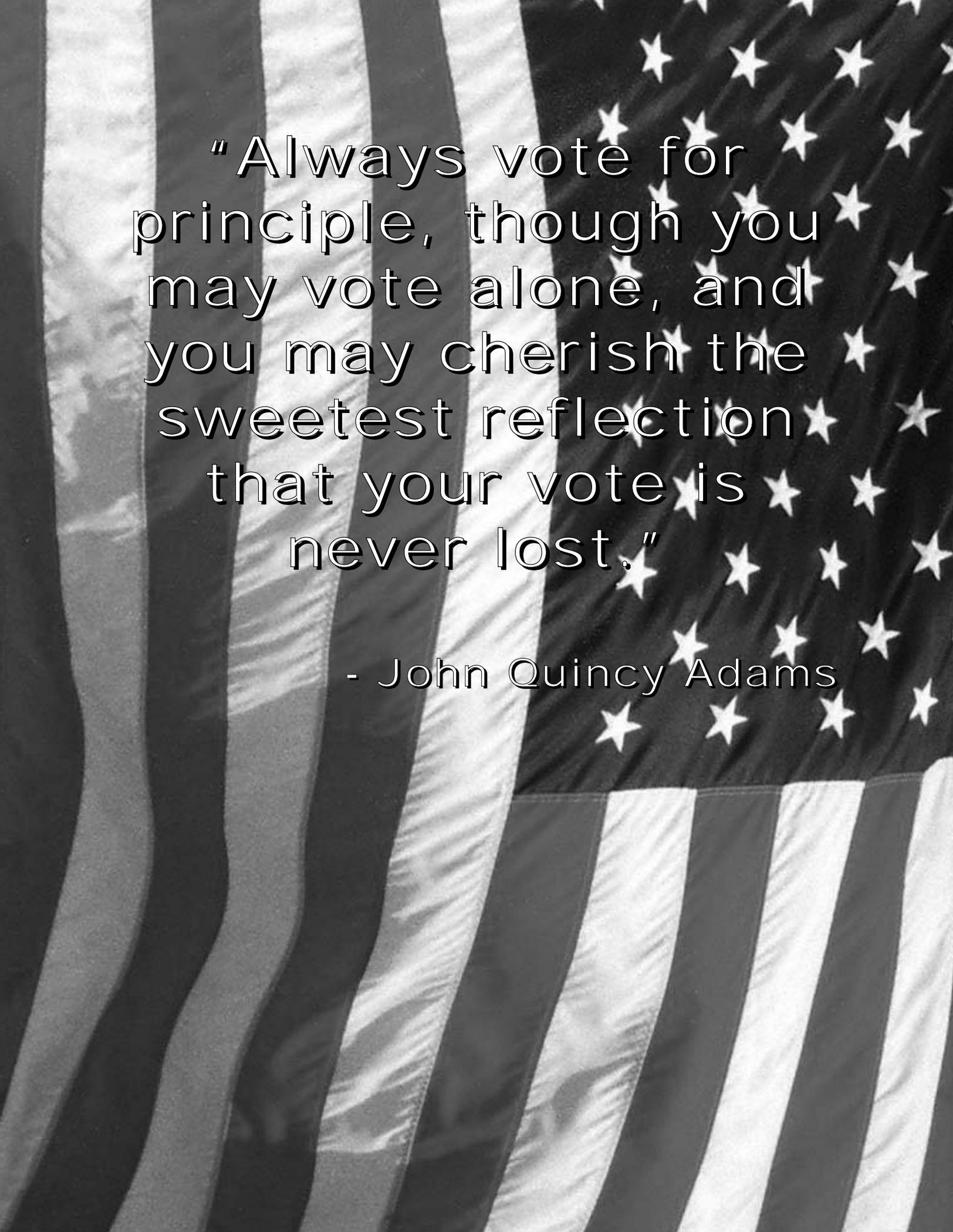
a daily basis.

In order to achieve these RIGs, we did not have to increase our contractual duty day. Our duty day is still 10 1/2 hours calculated from check-in to end of debrief in Domicile and check-in to block on a RON.

We kept the premium pay of Double and Triple Time when the duty day exceeds 12 and 16 hours, as well as having the DHR calculated to protect a long duty day with no additional flying. For instance, if you experienced a delay in your 10th hour on duty and you remained on duty for 13 hours, but had not flown, you would be pay protected by what you flew or

hours on duty, whichever is greater. Currently, you would not have been pay protected for that time since you were not flying and had no additional flying when you went over 12 hours on duty.

Remember, this is our Contract; we have to live under it, and we deserve to be treated fairly, equitably, and scheduled efficiently, so that we may continue to be the best and give the best Customer service in the industry. If you have questions or comments in reference to any of this information please do not hesitate to email me at [critner@twuatd.org](mailto:critner@twuatd.org) or call the Union office and ask for anyone on the Negotiating Team.



"Always vote for principle, though you may vote alone, and you may cherish the sweetest reflection that your vote is never lost."

- John Quincy Adams