

July 2007

UNITY



HISTORY



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

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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.

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From the Editor's Desk

Wow, what a summer! Over the last 2 months I've moved halfway across the country, then spent 3 weeks in Spain at the World Aerobic Championships (for those who aren't aware, in my spare time, I'm an aerobatic pilot and member of the United States Aerobatic Team). I am pleased to report that the U.S. Women's Team which includes myself, HOU Captain Debby Rihn-Harvey and two other women, won the silver medal. While I was gone, my internet access was very limited, and since I store the files for *UNITY* online, my ability to work while I was gone was very hampered. My apologies for this issue coming out a little late, but I'm already hard at work on the August issue of *UNITY* Update, so next month we'll be back on track.

I'm very excited about this month's theme - History. While in Spain, I witnessed a Labor Movement that is very strong and gaining in power. Some were critical of the movement's momentum, but I found it inspiring to see workers joining together for better working conditions.

The history of our own Labor Movement is no less inspiring. I hope you enjoy reading the history of the Transport Workers Union and the colorful history of our very own Local. Gwen Dunivent and Gayle Ross also look into the lives of 3 important figures in the history of the Labor Movement. I also want to give HUGE kudos to James Gordon for providing us with a more personal history of the Labor Movement - his own family's.

I hope you enjoy the issue. We have a long history and should be proud of our accomplishments.

In solidarity,

Allyson Parker-Lauck

TWU Local 556 Board Member at Large and
Communications Coordinator
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President's Page

by Thom McDaniel - TWU Local 556 President

It is often said that those who don't learn from the mistakes of the past are doomed to repeat them. This statement was never more true than in our Union today.

For many years and many contracts, our Union tried to negotiate behind closed doors at the bargaining table and after many years, our efforts left our Contract far behind the industry and our Members feeling frustrated and apathetic. In 2002, we tried a different approach by involving our Members and our communities in our fight to correct the "sins of the past". Our Unity not only left us with an industry leading Contract, but also a Membership that was involved, informed, and inspired.

It is obvious that Southwest Airlines Management has also learned some valuable lessons from our last Contract battle. During our last Negotiations, there was a tremendous amount of mistrust of Management that trickled all the way down to Supervisors. As the heat rose on our Contract campaign, Supervisors were put in the unfortunate position of being the foot soldiers for Management. During picketing events, some Base Managers and Supervisors were observed trying to intimidate our Members. When Mr. Parker tried to do an end run around the Union with his proposal, Supervisors sat in the lounge and did "file reviews" where they told Flight Attendants that they should look at "Jim's offer" and telling them they would be fired if "the Union caused a strike".

Not all Supervisors were guilty of this blatant Union busting. Most stood on the sideline hoping for a Tentative Agreement, so that they would not be placed in the middle of the battle, but those who placed beating the Union above solving the problems in our Contract further widened the gap between our Members and Management.

Since Negotiations, Management has participated in or conducted surveys and base visits partially in an effort to break down the wall of mistrust that has developed between our Members and Management. As a result, Management has invested millions of dollars to "build relationships" with our Members and here are the results and analysis:

- Spending millions to remodel Inflight lounges so that the Supervisors are more accessible to Flight Attendants – It's nice to see the Supervisors out of their offices, but c'mon, they're there to monitor Flight Attendants.
- Adding concourse duty to Supervisor responsibilities to assist Flight Attendants – It's always nice to have help, but then again the real goal is to monitor Flight Attendants.
- Expanding Office hours with early and late shifts – Longer hours are great and it gives more time to monitor Flight Attendants.
- "Inflight Leaders" working in the "D" Flight Attendant position – Once again a creative way to monitor our Flight Attendants AND as a bonus, a blatant violations of our Contract.

Am I the only one noticing a trend here? It seems that there is a lot of time, money, effort and good will (in terms of the Contract violations) being spent to improve relationships when all Supervisors and the rest of Inflight Management need to do to improve relationships is to be fair, be helpful, understand our jobs, uphold our Contract, and do the right thing whether we are in Negotiations or not. Relationship building takes time and trust. While some of the efforts by Management to improve those relationships on the surface seem positive, however based on past experience, the same IROCS program that asks Supervisors to "Refocus On Customer Service" today can easily be turned into IRUB or "Inflight Return to Union Busting" if things get tough in negotiations.

After we ratified our Contract, we pledged to move forward with a "renewed spirit of cooperation". I believe our Union has done this. We have partnered with Management and created mutually beneficial solutions that have benefited our Flight Attendants and our Company. We have not and will not agree to violate the Contract in any way to preserve that relationship. To do so would be to neglect our duty of fair representation and our commitment to our Members.

Based on our history, attempts to reach out to our Flight Attendants during tense times have been to "bust the Union" and unfortunately it appears that Management is heading in the same direction. We will continue to move forward to the future, but we must not forget the past or we risk repeating it.

Calendar of Events:

What's going on in your Union?

CALENDAR OF EVENTS

AUGUST 2007 MEMBERSHIP
MEETING* - ALL TIMES ARE LOCAL

OAK

DATE/TIME: Thur., 08/09/07 at 10:00 AM
LOCATION: OAK International Airport
Esther Love Conf. Room
(Take elevator to 2nd Floor,
Go through wheelchair
accessible door, turn left,
room is on right)
(510) 563-6424

PHX

DATE/TIME: Fri., 08/10/07 at 10:00 AM
LOCATION: PHX Sky Harbor Airport
Terminal 3 - Level 2
HMSHOST Conf. Room
(Go to the end of hallway
next to Sbarro Restaurant)

DAL

DATE/TIME: Mon., 08/13/07 at 10:00 AM
LOCATION: Holiday Inn Select Love Fld.
3300 W. Mockingbird Lane
(214) 357-8500

HOU

DATE/TIME: Fri., 08/17/07 at 10:00 AM
LOCATION: HOU Hobby Airport
The Astro's Room
(713) 641-7723

MDW

DATE/TIME: Wed, 08/22/07 at 10:00 AM
LOCATION: American Legion
Clearing Post 600
4352 W. 63RD Street
(773) 767-0230

BWI

DATE/TIME: Thur., 08/23/07 at 10:00 AM
LOCATION: BWI Airport
BWI Conf. Room NTE 247
(At the end of the Air Tran
counter, turn right to the
Meditation Room, then take
another right. The BWI
Conf. Room, #NTE 247, will
be to the left behind the Air
Tran ticket counter)

MCO

DATE/TIME: Fri., 08/24/07 at 10:00 AM
LOCATION: Hawthorn Suites MCO
7450 Augusta National Dr.
(407) 438-2121

MEETING AGENDA: - General Business;
Negotiators' nominations, discussing &
voting on Bylaw Amendments.

* All sessions constitute the meeting.

**GENERAL UNION MEETING - OPEN TO
MEMBERS ONLY - ID'S WILL BE CHECKED**

Crew Member Self Defense Training Schedule

To enroll in the CMSDT Program, simply select the community college location of your choice from the list below and call or write the designated point of contact. They will provide you with all necessary details and requirements for attendance, and assist you in enrolling in a training date of your choice. Please be sure to check www.tsa.gov often (click "What We Do", then "Crew Member Self Defense" under the "Law Enforcement" header), as new training dates will be announced. Class availability may change, so please refer to the website for the most up to date information. The following are the classes that are scheduled at this point for 2007. All classes for 2007 are now scheduled in the one-day format. Precise Locations and contact information for these classes is available on the TSA website.

Atlanta, GA:

August 10, 27
September 10, 28
October 15, 26
November 5, 30
December 7, 17

Charlotte, NC:

August 24
September 28

Chicago, IL:

August 1, 15, 22
September 6, 13, 20
October 11, 18, 25
November 8, 15, 22
December 6, 13, 20

Dallas, TX

August 8, 21, 30
September 12, 20, 25

Denver, CO:

August 24
September 21
October 5, 6, 19
November 15, 16, 17

Los Angeles, CA:

August 23
September 27

Miami, FL:

August 15, 21

Phoenix, AZ:

August 9, 11

San Francisco, CA:

August 8, 22
September 5, 19

Motions to Amend the TWU Local 556 Bylaws

The Motions made in the April, 2007 Membership Meetings to Amend the TWU Local 556 Bylaws will be voted on in the August, 2007 Membership Meetings. You can find a complete list of the Motions that will be voted upon on at www.twu556.org.



BALTIMORE

by Lucy White-Lehman, BWI Executive Board Member

Hey BWI! Hopefully, the construction by B Pier security check point should be completed by the time this

article goes to print and the elevator accessing the lounge on the ticket counter level is up and running.

There is no doubt that BWI is constantly changing. BWI has a high turn over rate in the Inflight Office, so along with that comes a learning curve. Please do not assume that all the information you receive from the BWI Inflight Office or even from Scheduling is accurate. Always call the Union to double check the information you receive, or if something doesn't sound right follow your gut and verify that information especially when it comes to points.

SURPRISE, HERE WE GO AGAIN

Lydia DaCosta has been promoted to Assistant Base Manager. BWI's newest Supervisor is Steven Monteiro #75791, and we will get another new Supervisor from Class 233. Janelle Hawley #72570 joined Jennifer O'Connell as the new RT Supervisor in April.

MISCELLANEOUS ITEMS

- SWA is offering "pre-paid" moves for the LAS

vacancy. This is a new procedure as an incentive to transfer to LAS. This is similar to the Pilot's moving package. The details for the vacancy moves are outlined in Article 29 in the CBA. Good Luck.

- Your uniform allowance account is replenished on the 1st of your Anniversary month. The most you can bank is \$500. Use it or lose it.
- 3rd Quarter BWI. Membership Meeting August 23rd @10AM at B.W.I. Conference Rm NTE 247
- Welcome Class 231 and 232 on line.
- Appreciably delayed flight information can be obtained on the VRU 1-800-447-9291. Select option#3, option #1, enter employee number, enter last four digits of S/S#, then option #7.
- Probationary Flight Attendants are entitled to Union Representation in meetings with Management.
- The new Inflight IROCS Program starts construction in BWI this summer.
- Special thanks to all of you who have helped me stuff the mailboxes and distribute our Union Publications. I really appreciate it.

If you have any questions, need advice or want to know what options are available to you, call the Union at 800-969-7932. I hope you're all having a great summer.



CHICAGO

by Kyle Whiteley, MDW Executive Board Member

Hello MDW! We have had a very interesting second quarter in our base.

At the end of May, we learned that Base Manager Simon Reid was stepping down from his position, and returning to fly the line out of Baltimore. Simon and I each had a job to do when we worked together, and we certainly didn't always see eye-to-eye on disciplinary issues. However—and more than you may have realized when it came to such matters—there were

many times when he did give our Flight Attendants the benefit of the doubt. Simon and I had a very frank relationship; I enjoyed that interaction, knowing that he would at least listen to what I had to say. I wish Simon happiness in his new position and on his move to Baltimore.

Now we welcome our newest Base Manager, Reen Emlet. Reen was an Assistant Base Manager in Oakland, and has now relocated to the Chicago area. Reen and I have had the opportunity to meet and discuss several issues over the past month. We have discussed the job I have of protecting my Flight Attendants, and I understand her

News from your Domicile • News from your Domicile • News from your Domicile

duties to ensure the smooth operation of the Chicago Base. I look forward to working with Reen and welcome her to Chicago.

The liquor drop safe on the "A" side was mentioned during one of the conversations I have had with Reen. Yes, I am as sick of this issue as I am sure most of you are. Inflight Vice President Mike Hafner was brought into the picture, the safe has been ordered, and will hopefully be in place shortly.

With the additional check rides, or "audits" as they are called by Management, there has been an increase in the number of Flight Attendants receiving discipline for being on the phone during boarding and off the plane if you have through Customers.

Before you leave the front desk at an overnight, everyone should be in agreement with the lobby time. There have been occasions when the time provided by the hotel was incorrect due to human error. If there is a discrepancy, ask to speak to the Front Desk Manager to ensure space will be available on the correct shuttle. Keep in mind that the hotel staff is unaware of the stiff

penalty issued by Southwest if we are the cause of a delay.

On May 22, I was notified that the check-in phone at the ticket counter had been removed due to construction. Despite having asked several Supervisors to notify the Flight Attendants via CWA about the removal of the Check-In phone, or, alternatively, to issue an RBF, this was not done in a timely fashion, and, in fact, it was not until May 30 that an RBF was issued. This resulted, unfortunately, in several MBLs, but I would like to thank David Curry for removing these MBLs from affected Flight Attendants.

Summertime will be winding down before we know it. It's sort of a last call for the season. Please, don't let yourself get so busy making a living that you forget to make a life.

Finally, remember that all the latest news and information from your Union is available online at www.twu556.org under the Base Information link to the left of the page. I work for you, so if you have any questions or need assistance, please feel free to call me anytime at **773-960-1702**.



DALLAS

by Gwen Dunivent, DAL Executive Board Member

We are continuing to enjoy growth in the Dallas base, and hope to reach 1,000 Flight Attendants before the

end of the year. Growth once again brings new faces to the Base leadership team: Bryan Smith, a Chicago-based Flight Attendant since 2004, and Ed Schneider, who has held numerous positions with the Company (including over eight years of flying), are our newest Supervisors. While there is the potential for all bases to lose some flying to the Las Vegas base, Dallas may be able to offset any loss with this growth spurt. How many Flight Attendants each base will lose depends on the flow of the aircraft, and how the schedule optimizes as it pulls the flying for Las Vegas from each base.

A new Scheduling Survey will go up on the website at www.twu556.org on July 1. PLEASE participate in this survey; it is very short and very important. The reduced four-day test period has come to a close, and the Scheduling Committee must

hear the Membership's wishes in order to continue responsive line-writing. Please log on and let your voice be heard.

Recently we have had some issues come up regarding liquor money. In order to avoid liability for "missing money", several key things have to happen. First, you must fill in every blank on the front of the envelope, including number of coupons and LCIs, and exact amount of cash. Your envelope AND your drop on the Liquor Deposit Sign-in Log must BOTH be witnessed.

Some of you have been reporting computer glitches. Always call Scheduling immediately if you are having difficulty putting trips in give-away, or any other type of problems. If Scheduling is not cooperative, call the Union office at 1-800-969-7932.

As always, please do not hesitate to call the Union office if you have a question or a concern. Over the years, I have heard a lot of Flight Attendants say "I didn't want to bother the Union with that", and then they make bad decisions based on incorrect information. There are no "stupid questions". You pay monthly dues for the Union's

services; take advantage of our help and knowledge. My phone number at my desk is **214-640-4309** and my e-mail address is **dal-debm@twu556.org**

Our next Membership Meeting is Monday, August 13 at 10:00 AM at the Holiday Inn Select on Mockingbird. We had a fantastic turn-out last time,

and this meeting will involve voting on Bylaw changes, so please try to attend. Feel free to call or e-mail me anytime, and let me know if you'd like to be added to my list of Dallas Flight Attendants to receive a reminder about Membership Meetings, and other pertinent base business.



HOUSTON

by Jill van der Werff, HOU Executive Board Member

Greetings Everyone! As of May 23rd, the "A" and "C" Concourses have been shut down and

all Airlines are operating out of the Central Concourse. That means more traffic going through the Central Concourse security lanes, but there are more lanes open because of the extra man power, so it seems to be moving along quite well. There is an opening on the right side of the security line queue where badged airline and airport Employees can skip the queue and uniformed Employees can move to the front of the line. I have been told that we will be getting a specific lane for Employees, but I have yet to see that.

On May 25th, our Houston TWU556 Leadership met with our Houston Base Management to build an even stronger working relationship with one another. All of those in attendance felt the informal meeting was a great way to get to know each other and share base news and information from both sides. I'd like to thank Victor Conejo, Crystal Rains, and Javi Garcia for making the time to

attend and I'd like to thank Kevin Clark and Caroline Jernigan for providing the eats and drinks and special thanks to Linda Kerr for putting everything together!

In May, I attended the first Safety meeting between our Union Leadership and Senior Inflight Management in Dallas. The increased focus on the safety of our workgroup is to be commended, but Management needs and wants our help. If you see an area or situation that could improve our safety, please let Management and our Union know. We were shown many of the ways that Management has been working with the Provisioning Department in order to improve their safety and the ideas for the improvements came from the Agents themselves! Crystal Rains attended the Safety at Southwest meeting in Dallas in June.

I'll close by congratulating Jerry Lindemann to the Office of TWU Local 556 Treasurer and thanks to Gayle Ross for serving out as much of her term as she was able to. I hope you all have taken the opportunity to sign up for the short term disability, accident and or cancer insurance. As always, please don't hesitate to call me if you need help or guidance at **832-754-8110**. Cheerio!



OAKLAND

by Mark Torrez, OAK Executive Board Member

I'd like to start off this time by saying thank you to everyone who read and appreciated last quarter's article. I received

great feedback and hopefully we have all seen an improvement in how we are all treating each other. In keeping with this issue's theme, *History*, I'd like to say thanks to all who have come before me as your OAK Domicile Executive Board Member. Flight Attendants Jimmy West, Cuyler Thompson,

and Will Browne each served in this position and helped to pave the way for me to be able to represent our Flight Attendants fairly and firmly with our local Management here in OAK.

Since OAK became a base it has changed dramatically. No longer are we the "junior base" we once were. As many of us more junior Flight Attendants know, we are sitting Reserve every other month with no end in sight. We continue to see those highly desirable VR lines slip further and further away from our grasp and it certainly gets frustrating. I have also been listening to many of the more senior Flight Attendants who are very concerned with the quality/commutability of pairings and lines lately. Please know that your concerns are not falling on deaf ears and that I continue to bring them forward to the Executive Board and Scheduling/Line Writing Committee. I hope that you can see that while we are experiencing some "growing pains" as our schedule evolves, that the quality of lines continues to improve as we learn what the needs of our OAK Flight Attendants are.

On a different note, even our facility has changed much since OAK became a base. We no longer have to leave Terminal 1 in order to get to our gates at Terminal 2 since the addition of the skybridge linking the two terminals together several

years ago. Recently the Port of Oakland has added an extension to Terminal 2 which, once finished, will almost double the size of that terminal. We have seen the addition of a second liquor drop safe in Terminal 2. It's currently located in the Baggage Room by Gate 20 but will soon relocate to a cabinet behind the Customer Service Center next to Gate 24. Thankfully, we also have many new dining options and continue to see our entire airport being renovated transforming into something we can all be proud of instead of looking like what many of us refer to as the "ghetto airport".

Finally, construction on our lounge is supposed to begin in June. It is my hope that when it is completed we will no longer look or feel like the stepchild base. Our lounge will be comfortable, our airport simple and clean, and our facilities convenient (except our lounge which is currently practically located in San Francisco relative to our gates). The thing that won't change though is that the OAK Flight Attendants are simply the best. Although much has changed in the 9 years since OAK has become a base, that is the one thing that has and always will remain the same. Thank you again for allowing me to continue to serve you and bear the mantra of our strong, united and steadfast group.



ORLANDO

by Susan Kern, MCO Executive Board Member

Well Orlando, how do you like our new lounge? What, you ask- what new lounge? Why, the one

that they've been trying to construct ever since the creation of the IROCS program way back last year, that's what lounge! Sit down and make yourself comfortable; I'm here to tell you there's been another change, and frankly it's a great one as far as I'm concerned.

You've probably all heard that the anticipated growth in MCO will reach 1300 by this fall. The original plan was to rearrange the existing space in our lounge, but fortunately someone had the foresight to realize that it would not be feasible to squeeze 1300 people into the existing area

(remember what the new PHX lounge looked like when the new terminal was opened? It would have been that bad.). Given our lounge is an island surrounded by corridors, SWA has arranged to lease a new space for RT; it will be moved to the 3rd floor of the terminal above the old bag room/\$10 Dollar Store. Most of the Supervisor office space will be transferred over to the existing RT space, and the lounge will be expanded back all the way to the offices on the very back wall, where Helen, Santana, and Evita are currently located. There will be a Customer Service desk and those few offices, the computers will be moved to the approximate location of Jim Mitchell's office, the kitchen and dressing rooms will be relocated, but the majority of the space will be our lounge. The corridors will remain where they are so we'll still be an island, with most of the

Supervisors' offices across the hall. Think Oakland. It will take at least 3 if not 4 phases to complete the project. Reissuing the permit and badging the construction workers has been in process throughout June, so maybe there's a chance it will start in July?

Sabastian Page will be leaving his position as Recurrent Trainer and coming out on line July 1st. Please make him feel welcome; remember, that includes any and all practical jokes that we might play on someone who's on Probation!!!! You know you love it, Sabastian... And a great big Welcome to all of our New Hires! We're pleased to have you here in MCO; we've seen very slow growth here for many years, and so many new faces in such a short timeframe is a little overwhelming! You'll find MCO to be a great base- friendly and helpful Flight Attendants, so don't hesitate to ask your fellow Crewmembers a question.

We won't learn the ruling on the April Open

Time Arbitration until somewhere in the September timeframe. However, I CONTINUE to receive phone calls from Flight Attendants telling me that Scheduling has put trips on their screens and they then explain it by saying, "we're running out of Reserves and we don't want people trading down". Does that even remotely sound like the agreement we came to in our Contract??? All means ALL. We all know of people who have been terminated on grounds of dishonesty. We have all read LuvLines or heard Gary Kelly and Darryl Krause asking for our Warrior Spirit and Servant Heart. Does this behavior of disregarding our Contract strike you as being in alignment with honesty, Warrior Spirit and Servant Heart? It certainly doesn't to me. Come to the August Membership meeting on Friday, August 24th at 10:00 AM and learn more about it.

Fly safe, Orlando, and feel free to email me at mco-debm@twu556.org.



PHOENIX

by Michael Broadhead, PHX Executive Board Member

When out flying a trip or in the lounge answering questions and getting information for coworkers, several

questions are asked quite frequently. In fact, I would say they are questions that occur several times a day. I figured this would be the perfect place to put the questions with some answers for all to read.

Here is what co-workers are asking me about:

Q-"Are you the guy that does the PHX-E Connection, and how do I get on your email distribution list?"

A-PHX based F/A's drop a note in my box #33877 or an email at: phx-ebm@twu556.org

Q-"Do you still fly"

A-Yes, I still fly and I usually fly a lot. I do most of Union work on top of my regular flying schedule. I do spend at least one work week a month in Dallas

for Board Meetings.

Q-"Is the Union pushing the issue of minimums?"

A-"It appears to be an issue largely talked about by the Membership in general. The TWU Local 556 Executive Board is not talking minimums.

Q-"I sure hope we get medical insurance on our next Contract for retirement"

A-We do have available medical insurance for retirement in our current Contract. It is in Article 16, sections G, H, and I.

Q-"How can I get a copy of the Contract?"

A-The fastest way is to log onto TWU556.org and use the contract that is available online with a search engine. If you need a paper one, contact the Union Office 800-969-SWFA and they will board mail you a copy.

Q-"I was told it is an FAR violation to leave the aircraft as soon as we pull into the gate before we are done deplaning Customers to catch my commuter flight home-is that true?"

A-Yes, that is true. Make sure you are familiar with the language in the manual in "Your Flight Beginning To End" at "End of duty day". If you leave early, you put yourself at risk of discipline and enforcement action by the FAA.

Q-"If I test positive after having a random drug or alcohol test, my Doctor and/or Attorney said I can enter a treatment program and that will save my job".

A-The DOT drug screening for Flight Attendants does NOT permit this.

PHX Flight Attendant Janette McDonald Retires

by Michael Broadhead, PHX Executive Board Member



Janette after her final SWA flight

On June 26th, 2007, a Flight Attendant career spanning the globe for thirty nine years came to a close. When flight 2974 SLC-PHX pulled into gate C-6 in PHX, PHX Flight Attendant Janette McDonald walked off the plane and into the next exciting chapter of her life - retirement.

Janette began her career in 1968 with TWA. During these twenty seven years at TWA, Janette experienced a lot. Her first year's pay in 1969 was \$6,152.00. Her total monthly pay was roughly \$500.00. TWA went through bankruptcy twice; the first bankruptcy cut their pay by 22% and the second cut it again by 15%. After a Flight Attendant Strike, it took her over two years for her to get her job back. Janette also knew most all the Crewmembers on the high-jacked B-727 in Tel Aviv and

more recently, she knew many of the Crewmembers, Dead-headers and Non-Revs on TWA 800 that exploded off the coast of New York in 1996.

When Janette came to SWA, she describes with great fondness when she first met Herb and Colleen during training. She describes it as "The most amazing thing... The fact they would come to our class to meet us was amazing, and it was magical".

Janette was diagnosed with Leukemia in 1999. She met Herb one day while at the treatment facility in Houston, where he was also receiving treatment for prostate cancer. Janette gave Herb a card, and she said he could not have been more appreciative judging by all of his hugs and kisses and very kind words.

During her career at SWA, Janette met and married the "love of her life," Jim. He is now a retired SWA Captain. Janette described with deep appreciation of the fact that our Contract allows her to accumulate her sick bank hours in exchange for insurance coverage in retirement.

Janette's first AND last flight as a SWA Flight Attendant was flown with her good friend and former co-worker from TWA, Lynn Huff. What a way to start and end a career!

Much to Janette's surprise, I had planned a surprise for her

retirement from SWA. Friends and Co-workers met her at the gate and cheered for her and gave her flowers and gifts. Then, over 300 Customers in the airport gave her a standing ovation as she entered the terminal as a SWA Flight Attendant for the last time. We went to the Flight Attendant lounge where she was surprised with a cake from PHX Inflight and was met by more friends and Co-workers wishing her well. It was an emotional and celebratory event I will always remember with fond memories.

There have been countless other SWA Flight Attendants retiring after years of dedicated service prior to now, and this article is dedicated with the utmost respect and admiration to all of you for your years of dedicated service and contribution to the Union, our Customers, and Co-workers.



Janette with Lynn Huff

The History of the Transport Workers Union



73 Years in the Making

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The remarkable journey of TWU began, ironically, in undramatic fashion more than 70 years ago when a small group of beaten yet unbowed New York City transit workers - most of them exiles from Ireland's civil wars - met secretly on Manhattan's West Side to plot the formation of a Union that could take on the robber barons of the transportation industry.

Numerous previous attempts to unionize New York's vast population of abused transit workers had failed. Strikes in 1905, 1910, 1916 and 1919 had been brutally put down by the all powerful transit companies which utilized an army of plain clothes hired goons and spies, known as beakies, to do their dirty work.

The year of TWU's formation, 1934, marked a very dangerous but opportune time for unionization. The transit companies were taking full advantage of the nation's deep depression which had spawned unemployment rates as high as 25 percent. For every transit job available, there were upwards of 20,000 applicants.

The transit companies used these hard times to hire and fire at will, slash wages and impose even harsher terms of employment on the employees. Yet by the same token, the workers were sick and tired of paltry wages, aggressive, Neanderthal bosses and medieval working conditions.

But for this Union to succeed where others had failed, a special kind of leader was needed. That leader was the legendary Michael J. Quill, a change maker on the IRT subway line. Quill, an Irish-born militant, who came to the U.S. to escape British rule in his homeland, was a unique blend of guts and charisma. He was a dynamic public speaker and a public relations genius, who utilized the media of the day perhaps better than any Labor Leader in history.

Quill was aided by an incredibly able group of lieutenants led by Douglas McMahon, who later

served as TWU's International Secretary Treasurer. In fact Quill and McMahon were TWU's first full-time organizers. It would take Quill and his supporters a number of years to solidify TWU's presence in New York. But there were a few incidents, which can best be described as 'defining moments' in the Union's history, that brought TWU attention and credibility.

The first occurred on July 9, 1935. It was known as the "Squeegee" strike. Management at the Jerome Avenue Barn in the Bronx tried to speed up workers by forcing them to use a 14-inch squeegee instead of the customary 10-inch tool. This "straw that broke the camel's back" resulted in a two-day TWU inspired walkout after six Car Cleaners were fired for insubordination. Management caved in and reinstated the men.

Another important incident happened a month later when Quill and numerous cohorts were jumped by company goons at Grand Central Station, which incredibly led to Quill and four other Union activists, including Herbert C. Holmstrom, Thomas H. O'Shea, Patrick McHugh and Serafino Machado, being arrested. A court later threw out the charges. But the incident gained much attention in the press and at the job sites, where it symbolized all the harassments the workers were subjected to by the bosses year after year.

Probably the most important event of the early years occurred on January 3, 1937 when nearly 600 workers at the BMT Kent Avenue Powerhouse staged a sitdown strike over the firing of three engineers for Union activity. The sit-in lasted three days and ended in the reinstatement of the fired workers. After this incident, thousands of New York transit workers flocked to the Union. It marked the beginning of TWU as the most important force in New York City transit, and it marked the beginning of the end of harsh management dominance of transit workers in the nation's largest city.

In the years since, the Union has continued to move forward, often in very exciting fashion. TWU's citywide bus and subway strikes in 1966 and 1980 remain the most memorable Labor/management confrontations in the history of New York City.

BEYOND NEW YORK

TWU's growing number of victories in New York City served as a springboard to expansion for the Union to other cities, and to other industries. Transit workers on Long Island, New York, in Akron, Ohio, Columbus, Ohio, Omaha, Nebraska, and Hackensack, New Jersey all signed up around 1941. Philadelphia's transit workers came into TWU in 1944 after a seven-year battle to organize. Houston's workers joined in 1947, and San Francisco's in 1950. Other transit workers, including Miami and Ann Arbor came in much later.

Brooklyn Union Gas employees affiliated with TWU in 1941, and blue collar employees at Columbia University joined up two years later.

AIRLINE VICTORIES

Another crucial move for TWU began in 1942 when employees at Pan American World Airways began a three-year effort to come into TWU. The Union reached its first collective bargaining agreement with Pan Am in 1945 gaining the 40-hour workweek with 48 hours pay and overtime after 40 hours. It was a first in the rapidly growing airline industry and it paved the way for another dramatic win in 1946 at American Airlines. Today, TWU represents more than 40,000 airline employees at numerous major and commuter carriers - this despite the tragic loss of thousands of TWU Members at the liquidated Eastern Airlines and Pan Am.

RAILROAD BEGINNINGS

TWU's Railroad Division was formed in 1954 when the Locals of the United Railroad Workers

Organizing Committee, which had been formed in 1943 by the old CIO, voted overwhelmingly to join with TWU. The Union was immediately involved in a critical dispute with the huge Pennsylvania Railroad that culminated in, at that time, the largest wage package increase in railroad history. The Union has continued to protect its Members throughout the turbulent years of railroad breakups and government takeovers, and despite the tragic loss of employment throughout the American railroad industry, TWU today remains a strong force for progress for its members at Conrail, Amtrak, SEPTA, Metro North, PATH and other carriers.

LEADERSHIP STABILITY

One important reason for the growth and stability of TWU has been political stability at the International Union level. In the Union's six decades, there have been only eight International Presidents to lead the Union including: Michael J. Quill, 1934 to 1966; Matthew Guinan, 1966-1979; William G. Lindner, 1979-1985; John E. Lawe, 1985-1989; George E. Leitz, 1989-1993; Sonny Hall, 1993-2004; Michael T. O'Brien, 2004-2006 (stepped down for medical reasons); and our current President, James C. Little, 2006-present.

ORGANIZING CONTINUES

Throughout TWU's history, the Union has never lost its energy to organize new workers. The Union's Leadership has readily recognized that a Union must, at the very least, attempt to expand its protection to new groups of employees, or the organization will become stagnant and begin to decline. TWU has been very successful in very recent years bringing TWU representation to new groups, including several thousand airline workers employed at the American Eagle commuter carriers, as well as workers of smaller private and public bus companies and public service employees.

Negotiations Update:

During the last week of July, your TWU Local 556 Executive Board will be interviewing the candidates for the Negotiating Team who submitted letters of interest for the two Executive Board Appointed positions on the Team. Your Executive Board plans to announce these two appointments in early August, so please check the TWU Local 556 Website at www.twu556.org for this breaking news.

Additionally, two Negotiators will be elected by the TWU Local 556 Membership. Nominations will be made during the August, 2007 Membership Meetings. Please attend to be a part of this important early step in the Negotiations process. A complete listing of Meeting dates and times can be found on page 5.

Great Labor Leaders of the Past

Characters, agitators, and motivators...
Three people who weren't afraid to stir the pot

by **Gwen Dunivent and Gayle Ross**



Mary Harris Jones
1830-1930

low fever epidemic. After that devastating tragedy, she moved to Chicago, began life as a factory worker, and then lost everything in the Great Chicago Fire. Perhaps as a result of these twin shocks, Mary became a fearless labor leader and an outspoken social activist.

From the 1890s through the 1920s she worked tirelessly for many causes, including the abolition of child labor and organizing the United Mine Workers (UMW). Coal miners and their families called her "the miner's angel" and after she began referring to the miners as "her boys", she took on the nickname 'Mother Jones'. When she began working for the UMW in the 1890s, there were 10,000 members. Within a few years, the membership was up to 300,000. The core of her beliefs were that justice for working people depended on strong families, and strong families required decent working conditions. She also believed that working Americans acting together could free themselves from poverty and powerlessness, but only if they participated in public affairs. Mother Jones frequently argued that working families possessed vast, untapped power to fight the corporations that bound them to starvation wages, but only through democratic organizations of citizen-activists.

Mother Jones was particularly passionate about the coalminers in West Virginia and Colorado, who worked and lived in deplorable conditions. She worked in many campaigns on their behalf, including the infamous Colorado Coal

Mother Jones, once called the "most dangerous woman in America", was born as Mary Harris in Ireland in 1837. She grew up in Ontario, then came to the United States where she worked as a teacher and a dress-maker. In 1867, she lost her husband, George Jones, and all four of her children in the yel-

low fever epidemic. She was a charismatic speaker, and very adept at staging public events to get publicity for striking workers. Her physical courage was legendary, and she was denounced on the floor of the U.S. Senate as "the grandmother of all agitators". Her response to that nickname was that she only hoped to live long enough to be the great-grandmother of all agitators.

In her almost one hundred years on earth, Mother Jones helped garment workers in Chicago, bottle washers in Milwaukee breweries, El Paso streetcar operators, steelworkers in Pittsburg, Calumet copper miners, and countless others. Mother Jones is honored today by the political magazine that bears her name. She lived in a time when women were not allowed to vote, and about that she said "You don't need a vote to raise hell, you need convictions and a voice". Probably her most notable quote was "Pray for the dead, and fight like hell for the living."



Cesar Chavez
1927-1993

Cesar Chavez founded and led the first successful farm workers' Union in U.S. history. When he passed away in 1993, he was president of the United Farm Workers of America, AFL-CIO. Chavez had only an eighth-grade education when he left school to help his family in the vineyards of Northern California. He

later spent two years in the U. S. Navy, and after World War II ended, he returned to the apricot orchards around San Jose and got involved in the Community Service Organization (CSO). He became a full-time organizer for the CSO, coordinating voter registration drives and battling racial and economic discrimination against Hispanics. In

1962 he resigned his CSO job, the first regular paying job he had ever had, and moved his wife and eight children to Delano, California where he founded the National Farm Workers Association (NFWA).

The following years were difficult ones for Chavez and his family. He traveled to dozens of California farm communities, slowly building a nucleus of dedicated farm worker members. In September of 1965, the NFWA joined a strike against major table and wine grape growers. Against the odds, Chavez led a successful five year strike-boycott that rallied millions of supporters. The strike-boycott gained national attention when Senator Robert Kennedy gave his full support to the action. Chavez was a true visionary who formed a national coalition of unions, churches, minorities, students, and consumers, and in 1966, the NFWA became the United Farm Workers and affiliated with the AFL-CIO.

The United Farm Workers believed in the principals of non-violence practiced by Gandhi and Martin Luther King, Jr., and Chavez conducted a 25 day fast in 1968 to reaffirm the UFW's commitment of non-violence. The late Senator Kennedy called Chavez "one of the heroic figures of our time" and flew to be with him in Delano when he ended his historic fast. During the 1970s, the UFW organized strikes and boycotts for higher wages for grape and lettuce growers. By the early 1980s, tens of thousands of farm workers were working under UFW contracts, and enjoying higher pay, family health coverage, pension benefits and other contract protections.

A little known fact about Cesar Chavez is that he was an avid animal rights activist. He was an ethical vegan, and accepted a Lifetime Achievement Award from In Defense of Animals in 1993. "Kindness and compassion towards all living beings is a mark of a civilized society", said Chavez. "...Only when we become non-violent towards all life will we have learned to live well ourselves."

In 1991, Chavez received the Aquila Azteca (The Aztec Eagle), Mexico's highest award presented to people of Mexican heritage who have made major contributions outside of Mexico. In 1994, he became the second Mexican American to receive the Presidential Medal of Freedom, the highest civilian honor in the United States. He was also nominated three times for the Nobel Peace Prize. Cesar Chavez is hailed as one of the greatest civil rights and labor leader of our time, and his birthday has become a holiday in four U.S. states.



George Meany
1894-1980

George Meany was born into an Irish Catholic family in New York City. His father was President of the Bronx Local of the United Association of Plumbers and Pipe Fitters of the US and Canada, which Meany joined as an apprentice at the age of 16. In 1920, Meany was elected as the youngest

member of the local Union's executive board. 1934 was the year Meany ran successfully for the Presidency of the New York State Federation of Labor. Meany built a powerful political organization, passing one of the nation's first unemployment insurance laws, supporting the reelection of Franklin Roosevelt, and leading a successful strike for fair wages of craftsman working on the public works projects of the New Deal. Meany was elected Secretary-Treasurer of the national American Federation of Labor (AFL) in 1939. He served on the National Labor Relations Board during World War II, and insisted on the inclusion of worker's rights in the post war Marshall Plan. His leadership led to the creation of the International Confederation of Free Trade Unions at the end of the war.

Meany was elected president of the AFL in 1952. Many of the nation's Industrial Unions were members of the Congress of Industrial Organizations (CIO); Meany immediately sought to unify the movement, an effort that made him the founding father of the AFL-CIO in 1955. Meany used his influence to help oust the International Brotherhood of Teamsters from the body of the AFL-CIO in 1957, after the Teamsters were criticized for unethical practices. During the 25 years he led the merged AFL-CIO, he was the nation's strongest voice for human and civil rights, he spoke for the common citizen, the "people's lobby". He served as a delegate to the United Nations in 1957 and 1959. He put the federation's support behind the Civil Rights Movement, insisting that the historic 1964 Civil Rights Act call for an end to both workplace and community discrimination. The AFL-CIO was the center of support for important social programs such as Medicare. He stepped down as the president of the AFL-CIO in 1979.

George Meany died in 1980. He was a molder of the modern Labor Movement, a citizen and fierce defender of our country, and this Union plumber became one of the most accomplished men in the world.

The History of TWU Local 556

Many people outside our Membership do not understand the need for Unions at Southwest Airlines. The public views Southwest as employee-friendly and profitable and Southwest Employees as well paid and happy. While many of their perceptions are true, the compensation, benefits, and work rules at Southwest have all been negotiated and protected by the Unions at Southwest Airlines. Southwest Airlines is the most Unionized Airline in the Industry. Southwest is a good place to work because of the gains made by our Unions and will continue to be a good place to work because our Union will continue to protect your rights.

When a Flight Attendant Union was initially organized at Southwest in 1975, the Union attracted little interest. Initially, the thought of "Unionizing" at Southwest was regarded as rebellious and organizers were labeled as "troublemakers". Strong leaders, however, prevailed and our first Contract was written and ratified that year.

Even though it had established written work rules, the Union had only 35% Membership in 1980. People were afraid to be associated with "troublemakers" and Southwest Management constantly challenged and ignored Contract rules and pressured Union Members. Ironically, Southwest Flight Attendants finally found an issue that they could all rally behind - HOT PANTS! The Flight Attendants filed petitions to have their uniforms changed, and the Company refused. The Union threatened a lawsuit, the Company conceded, an alternative uniform was designed, and Union Membership jumped to 75%.

With the Membership motivated by the "Hot Pants Issue", Transport Workers Union chartered Local 556 and prepared for Contract Negotiations in 1981. The airline industry was extremely unstable from 1981 to 1983 after deregulation. The 1983 TWU Contract, while managing to maintain progressive work rules, also adopted a "B" scale paying New Hires less while offering a 26% raise to "A" scale Flight Attendants. Unfortunately, the practice of creating new pay scales has continued to haunt our Membership so that even in times of prosperity, we have never recovered from the creations of the "C" scale in 1986, and additional scales in 1992 and 1997 through the addition of numerous "steps" to reach top pay, which placed every Southwest Flight Attendant far below the industry standard. These "scales" and "steps" divided our Membership with every new Contract.



TWU Local 556 President Thom McDaniel (left) with the following former TWU Local 556 Presidents (L to R): Paul Sweetin 1994-2000, Kay McKinney 1991-1994, Mary Longobardi 1988-1991, and Susan Goodman 1981-1988.

Fortunately, in 2002, TWU Local 556 Leadership realized that the only way to overcome this division was to make a real effort to Unite the Membership of our Local. The Executive Board agreed that Negotiations would have to be done in a different way that many had never seen before. Membership involvement was paramount. The Negotiating Committee committed that EACH Member would receive representation whether they had been on the seniority list for 30 days or 30 years, and the number one priority was fairness for ALL Members. The result was a Contract that included New Hire Training Pay, reduced steps to top-out, elimination of the different pay scales, and Industry-Leading work rules and pay.

While the Industry, our Company, and our Union have gone through various ups and downs, it took every piece of our history to arrive where we are today. While the times presented many stumbling blocks, gains in work rules have been made in each and every Contract. We will forever be indebted to those who have stepped up to the plate to lead our Union for their commitment, determination, and their perseverance through good times and bad.

Now it's your turn. The Leaders of this Local, both past and present, started out just like you. A concerned Flight Attendant who is educated on the issues and has a desire to become involved. Take that first step by joining us at the August 2007 Membership Meetings. A full schedule is available on page 5.



Put Up or Shut Up

It's time to stop complaining and get involved

by Brett Nevarez, TWU Local 556 Board Member at Large

In conjunction with this quarter's "History" theme, and with Contract Negotiations coming up next June, I wanted to present some historical facts and demographics specific to Flight Attendants. My goal is to stimulate thinking and recognizing both the similarities and differences between us. In anticipation of Management attempting to drive wedges between us to attain changes that they want, I want to reinforce the concept of Unity that made our last Contract possible. We all certainly did not agree on everything, yet we were able to stand together. I have participated in countless galley and lounge conversations in which the perception of our Flight Attendants by our Flight Attendants is that we are generally very open minded enlightened and tolerant.

I would like to present some facts about the diversity of our Flight Attendants in an effort to support this perception. We must remember that we do not have to see eye to eye on every single issue to stand shoulder to shoulder. We can always agree to disagree in a respectful manner. I also must stress the fact that whether you have been here 36 years or 36 days, your Union will be looking out for you.

As of 5/25/2007 we have 9004 Flight Attendants.

We have 7128 female Flight Attendants and 1876 male Flight Attendants.

We have 469 Flight Attendants on inactive status.

We have:

1 Flight Attendant that lives in Alaska.
34 Flight Attendants that live in Alabama.
66 Flight Attendants that live in Arkansas.
1483 Flight Attendants that live in Arizona.
925 Flight Attendants that live in California.
57 Flight Attendants that live in Colorado.
10 Flight Attendants that live in Connecticut.
14 Flight Attendants that live in Washington, D.C.
10 Flight Attendants that live in Delaware.
854 Flight Attendants that live in Florida.
26 Flight Attendants that live in Georgia.

1 Flight Attendant that lives in Hawaii.
15 Flight Attendants that live in Iowa.
39 Flight Attendants that live in Idaho.
647 Flight Attendants that live in Illinois.
81 Flight Attendants that live in Indiana.
43 Flight Attendants that live in Kansas.
53 Flight Attendants that live in Kentucky.
62 Flight Attendants that live in Louisiana.
14 Flight Attendants that live in Massachusetts.
349 Flight Attendants that live in Maryland.
2 Flight Attendants that live in Maine.
42 Flight Attendants that live in Michigan.
8 Flight Attendants that live in Minnesota.
146 Flight Attendants that live in Missouri.
18 Flight Attendants that live in Mississippi.
7 Flight Attendants that live in Montana.
67 Flight Attendants that live in North Carolina.
20 Flight Attendants that live in Nebraska.
13 Flight Attendants that live in New Hampshire.
7 Flight Attendants that live in New Jersey.
171 Flight Attendants that live in New Mexico.
170 Flight Attendants that live in Nevada.
66 Flight Attendants that live in New York.
74 Flight Attendants that live in Ohio.
130 Flight Attendants that live in Oklahoma.
56 Flight Attendants that live in Oregon.
86 Flight Attendants that live in Pennsylvania.
19 Flight Attendants that live in Rhode Island.
8 Flight Attendants that live in South Carolina.
1 Flight Attendant that lives in South Dakota.
186 Flight Attendants that live in Tennessee.
2535 Flight Attendants that live in Texas.
168 Flight Attendants that live in Utah.
49 Flight Attendants that live in Virginia.
149 Flight Attendants that live in Washington.
20 Flight Attendants that live in Wisconsin.
6 Flight Attendants that live in West Virginia.
3 Flight Attendants that live in Wyoming.
1 Flight Attendant that lives in Ontario, Canada.

We have:

18 Flight Attendants born between 1930-39.
433 Flight Attendants born between 1940-49.
1854 Flight Attendants born between 1950-59.
3084 Flight Attendants born between 1960-69.
3011 Flight Attendants born between 1970-79.
704 Flight Attendants born between 1980-86.

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TWU Local 556 Grievance Team

Defending Your Rights!

**by Denny Sebesta,
Grievance Committee Chairperson**

Since the theme of this issue of *UNITY* Magazine is about our Union's history, I think that the Membership should see how vital our history of grievances, including previous settlements have and continue to be a very valuable resource.

GRIEVANCES PAST - Prior to implementing the web-based Laborsoft program last November for our day-to-day grievance operation, the Union relied upon paper documents for maintaining all grievances and archiving them in filing cabinets. Try to imagine over 3,100 grievances in filing cabinets at the Local Union Office. Research consisted of searching an excel file maintained on the Union's server, the grievance log book, and manually pulling files that may or may not apply to the problem being researched. Many, many hours have been spent on this manual process over the years. The Union does maintain a settlement book for quick referral to precedent setting cases.

GRIEVANCES FUTURE - Moving forward, this web-based Laborsoft program enables the Local's Grievance Team, as well as any Union Executive Board Member, access to view all cases; pertinent documents can be uploaded directly into the system and attached to the case number, and research is at the click of a button vs. digging through a mountain of filing cabinets.

It's important to note that our Local has and will continue to utilize all valuable Member resources; this includes previous Union Leaders, Grievance Staff and Negotiators for grievance history and intent of our Contract language.

As you will see by the 3 examples to follow, how crucial it is that our Union maintains an archive of all past grievances and Negotiation notes.

INFLIGHT LEADERS FLYING - Management is once again violating our Contract on this issue by allowing Inflight Leaders to assume the duties of a Flight Attendant by flying in the "D" position. In 1994, the



Your Grievance Team (seated L to R): Denny Sebesta, Catherine Rea, Amy Montgomery, and Amy Lynn Neeper. Standing (L to R): Shae Grajeda, Kathy Anderson, Becky Parker, Gwen Dunivent, and Stacy Martin. Inset: John Parrott. Not pictured, Lyn Montgomery.

Union filed a grievance on this very issue and won a Board of Adjustment decision. In 1995, Management violated the Board of Adjustment award and another grievance was filed by the Union. On September 7, 1995, Management agreed to abide by the original Board of Adjustment disposition and the settlement included a stipulation that if Supervisors are flown outside of the agreement, or that the Union is not notified, this agreed upon settlement would become null and void. In other words, our Union Leadership's position is that Inflight Leaders do not meet the definition of a Flight Attendant under our Collective Bargaining Agreement and should not be allowed to perform the duties of a Flight Attendant for any reason. We have filed 2 Group Grievances and are presently conferring with our Legal Counsel on this very important issue. We will keep you informed as soon as any new information becomes available.

RESERVES GIVEN UTC/NO SHOW ON SCHEDULED DOMICILE BREAK - In 1998, the Union grieved this very issue. The problem was that Scheduling would consider a Reserve a UTC/No Show if they did not answer their phone or pager during a Domicile break. On June 2, 1998, Management signed a settlement that clearly outlined that any Crewmember is not responsible to contact Scheduling until her/his legal domicile break is complete. Once again a previous settlement has become a very valuable resource. In July 2006, your Union had to re-address this problem. The then current Manager of Scheduling assumed that the new AR/PR Reserve system changed the Domicile break language in
(Continued on page 29)

for fyour information



by Kathy Anderson
TWU Local 556 Grievance Team

fyi: As most of you know, the Union office hours have been extended to 800-1800 CST. However, if you need to leave a message on the Union's After Hours Line or the Union's Emergency Line, please speak slowly and clearly, leave your name, employee number and phone number at the beginning of the message and repeat the information at the end of your message. This will help the person retrieving the messages organize the information about your call.

fyi: Whenever you call the Union office make a note of who you spoke to. If you call back to follow up or need additional information your call can be expedited much more efficiently.

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, you can delay the meeting until you can arrange for a Union Representative. If you make the mistake of meeting with Management without a Union Representative, remember that you can stop the meeting at any time to ask for Union Representation.

fyi: If you have a VJA pairing that overlaps into Reserve days, you will only receive straight time for the portion of the pairing that is on the Reserve days.

fyi: Any time your flights are cancelled or rescheduled, you must contact Scheduling.

fyi: During overlap, Scheduling can pull your pairing from the current month at the SIP if the SIP falls in the new month.

fyi: When on Reserve, you are not responsible to answer your phone from 12 hours after block-in at your Domicile. If you do answer your phone during that 12 hours, Scheduling can give you an assignment that checks in at the completion of the 12-hour Domicile break.

fyi: If you are on probation and you have been inactive due to a Leave of Absence such as an OJI or Medical Leave, your probationary period will be extended the duration of the leave.

fyi: If you are on Workers Compensation and your vacation falls during this time, your vacation can be moved outside the Workers Compensation period to the beginning of your active status only. It is the Flight Attendant's choice to forgo the vacation until returning to work or to take it while on leave, or to receive compensation.

fyi: If you feel you have suffered an OJI (On the Job Injury), please fill out an injury report immediately, regardless of the severity of the injury. If you do not report your injury in a timely manner, it could result in the denial of your claim.



Safety Team Report

Taking the mystery out of post accident/incident debriefs and interviews
(And don't think for a minute that you shouldn't read this!)

**by Michael Massoni, TWU Local 556 1st Vice President
and Safety Coordinator**

One of the things most of us [thankfully] will never have to experience is a post incident or accident debrief. But since it's one of the most important representational functions your Safety Team offers, it's paramount that each of you at least: a) consider and b) understand the process, should you be placed in the unenviable position of having to be debriefed and/or interviewed by Management, the regulators or even law enforcement. The following Q&A is not exhaustive but should at least give you a taste of what goes on in post accident/incident debriefs and interviews:

Q – What is the purpose of a Post Accident/Incident debrief or Interview?

A - In short, the purpose of the debrief/interview is to obtain information that would otherwise be unobtainable. The debrief information is subsequently used to develop safety recommendations, such as training and/or changes to procedures and regulation.

Q – Can information I give during the debrief/interview be used against me by Management?

A – No. Southwest's debrief policy states: In order to encourage Employees to provide unrestricted information (even in the case of potential FAR and/or Southwest Operating Procedure violations), SWA will conduct all debriefs under a non-punitive policy for all participants. Information obtained from the debrief will not be used for any form of discipline, but rather for the sole purpose of developing recommendations to prevent recurring events.

Q – Can information I give during the debrief/interview with a regulator or law enforcement agency be used against me?

A – Only in situations of gross negligence, I. E.; disregarding procedures, regulations or training standards thereby causing serious injury or death to others or, intentionally breaking the law in a criminal manner thereby causing harm to others and/or serious damage to property.



Q - What type of events usually trigger a debrief or interview?

A - The following criteria are examples of circumstances that might warrant a debrief and/or interview:

- Operational "high" risk events, e.g., a near mid-air collision, evacuation with slides
- Significant aircraft damage events
- Significant Employee injury, e.g., injuries to one or more Employees during turbulence
- NTSB reportable events

If it is reasonable to assume that no additional information will be obtained by conducting a debrief (relative to existing information derived from Irregularity Reports, ATC tapes, etc.), then a debrief will not be held.

Q – Who will attend these debriefs or interviews?

A - The debrief attendees may include the people directly involved in the event, their Union Representative(s), and individuals who are deemed to be subject matter experts. The goal is to balance having the fewest number of participants (so as to foster an "open" and confidential environment) with having sufficiently broad participation (so as to enhance our ability to understand what happened and why). As an example, the

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Capitol Hill Update

Everything an 8th Grader knows about US Government

Lesson Two: How a Bill Becomes a Law

by Portia Reddick White, TWU Legislative Representative

It's not such a simple process. In fact, there are several processes and/or stages that a bill must go through before it becomes law. It is a complicated process that can be confusing, so I am going to attempt to simplify some of the more complicated lingo and process language.

First, it's important to know that a bill or legislation is simply a policy idea that is translated into a group of words and presented by a member of Congress for consideration to a chamber. Remember from the last article that we have two chambers, the Senate or the House of Representatives. Not to complicate things further, but certain bills can only originate in a certain chamber. And of course, the clincher is that a bill only becomes law after it is passed with identical language by both chambers and signed by the President or passed over his veto.

Here are the simple steps to passing legislation:

First the bill must be **"INTRODUCED"** according to the rules of the Senate or the House. They abide by different rules regarding pretty much everything. During the process of "introduction" the bill is assigned a number, gets labeled with the sponsor(s)' name, and copied. This part of the process comes to an end when the bill is referred to the appropriate committee or committees.

"IN COMMITTEE" – Some bills never get acted on once in committee. But others will follow the process of (1) getting assigned to a subcommittee of the committee, (2) having a hearing on the proposed legislation, (3) "marking up" the bill in subcommittee and/or committee, ("Marking up a bill" means adding or revising a bill), and (4) the bill is voted on and a decision is made whether the bill will proceed with the revisions to be the floor.

"FLOOR ACTION" – Floor action of legislation includes debating and voting on the bill. In the House bills are placed on a calendar; however, some bills never reach the floor at all because the Speaker of the House and the Majority Leader

decide what comes to the floor and when.

In the Senate, bills are placed on the legislative calendar and scheduled by the Majority Leader. A bill can be brought up whenever a majority of the Senate decides to bring it up.

"DEBATE" – While flipping through the channels, you may have witnessed the House or Senate in session debating a bill. In the House the time for debate is divided equally between proponents and opponents of the bill by the committee presenting the bill.

In the Senate a debate on a bill can go on forever, and ever, and ever... until a vote is called that ends debate. This vote is called a "cloture" vote. In order to achieve cloture at least 60 Senators must agree. If not, then it is debated, and debated, and debated... this process is what we've heard referred to as a 'filibuster'. This keeps the bill from being voted on.

"VOTING ON THE BILL" – After debate is closed, the bill is voted on. If a bill is passed and the other chamber does not have a similar piece of legislation already in process, the bill voted on is sent to the other chamber. If the same bill is voted on by both chambers, then the bill is sent to the President.

If the House and Senate pass different language or bills on the same issue, the bills are sent to a **"CONFERENCE COMMITTEE"**.

The conference committee is selected to work out the differences between the two pieces of legislation. If a compromise is reached, a conference report is submitted to each chamber and voted on. Both chambers must approve of the report.

Finally, with the approval of both chambers on the language, a bill is sent to the President. The President has 10 days during the time Congress is in session to sign a bill. If the bill is not signed within 10 days and Congress is in session, the bill becomes law. However, if Congress is not in session and the president does not sign the bill within the 10 day period the bill is "Pocket Vetoed" and does not become law. If the President out right vetoes the

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“That’s Life”

A look into the lives of real Flight Attendants

by Stacy K. Martin, 2nd Vice President

Thank you all for the numerous emails and phone calls regarding my last “That’s Life” article. It is clear that many of you are wanting to hear more stories of how real Flight Attendants deal with real-life events – both good and bad. This quarter, our topic is divorce. I had the privilege of interviewing MCO Based Flight Attendant Sondra Carter

I first met Sondra when she was based in HOU. Through our relationship at work, a friendship was born. We always kept in contact with each other, even flew together here and there. The last time I actually saw Sondra, other than in pictures, was in Ft. Lauderdale. Shanna, Kendon, and I were invited to attend her wedding. What a beautiful experience it was. After the wedding, we went to the reception, where we had a great time with the friends and family members of the newlyweds. Sondra still owes me a video that was made, especially with everyone dancing. And Sondra will tell you this, but Kendon pretty much stole the dance floor that night, as he danced with everyone, including himself, when we were all too tired. I remember Shanna and I talking as I reflect back on that time. We both agreed, Sondra had found true love, and we were certain that life for Sondra and Andy was surely destined to be “What Dreams are Made Of”.

Stacy: Sondra, I am asking you to share with us some very personal information. I want to thank you for agreeing to this. So why don’t you tell us a little about yourself.

Sondra: I am Sondra Carter. I am based in MCO. I have been flying for about 12 years. I was married to Andy on March 6th, 2004. And Lucas was born on August 20th, 2005.

Stacy: As you know, I phrased it as “What dreams are made of”. I know this is difficult, but what is different in your life now?

Sondra: Now, I am a divorced, single mother. I have joint custody of Lucas. And I am the primary residential parent.

Stacy: This is not what anyone could have imagined would happen in your life.

Sondra: You’re right. This is nothing that I could have ever imagined. I went from being married, starting a life with a new son. I thought this would be forever. Suddenly I am by myself, raising Luke, and working my job as a Flight Attendant. Life is nowhere near what I had dreamed of.

Stacy: Sondra, this is a pretty tough question I am asking you, but here it is. You’re not the only one that has been through a divorce. And, certainly not the only single parent raising a child. But tell us, what has divorce brought to your life?

Sondra: How has divorce changed my life? I had always pictured my life with Andy, Luke, Kodi our 3 1/2 year old Lab wedding present, in our lovely home taking vacations and being part of a loving family. I had wanted to grow old together and maybe even have more children. The birth of our son Luke was the highlight of my life. He is truly a gift from God. Due to some unfortunate situations, our future as a family will not be together. I was forced to make many difficult decisions during our divorce such as possibly having to leave my job as a Flight Attendant. I really believe Lucas and this job are what kept me sane during this sad period of my life. I have decided to continue flying. I am only recently divorced as of March 2007, but I am still trying to figure out how to juggle it all. Being a parent is difficult enough working as a team with a spouse, but alone it is even harder. I must work Tuesday through Thursday for now per the divorce agreement since Luke stays with his father those days and is in the care of a sweet lady in her home during the day. Luke is starting a Catholic preschool on his birthday this August. I fly AMs and try to recharge my battery on my overnights with lots of rest and relaxation. I call Luke everyday while I fly and let him hear my voice. I have Luke all day on my days off which is very exhausting at his age. He stays with his Dad every third weekend during which I try to fly a little extra. Luke and I run errands, play in our pool, go for runs with our dog Kodi, and try to visit Grandma and Grandpa in South Florida as much as possible. Not having any immediate family in town faces us with

(Continued on page 30)



To Your Health

Long Term Care: Is it just for the elderly?

by Gayle Ross, TWU Local 556 Health Coordinator

Long-term Care (LTC) includes medical and non-medical care to people who have a chronic illness or disability. When a person requires someone else to help him with his physical or emotional needs over an extended period of time, this is long-term care. Most LTC is required to assist people with support services such as activities required for daily living such as dressing, bathing, and using the restroom. The need for LTC may be due to a terminal condition, disability, illness, injury, or age. Experts estimate that at least 60% of all individuals will need extended help in one or more of the areas during their lifetime. LTC may be provided at home, in the community, in assisted living, or in nursing homes. LTC care may be needed at any age. You may never require long-term care. This year about nine million individuals over the age of 65 will need LTC; over twelve million Americans will need long-term care by the year 2020. 40% of people needing LTC are between the ages of 18 to 64 years old. Many factors increase your risk of needing LTC. The risk generally increases with age. Single people are more likely to need care from a provider. Women are at a higher risk than men, primarily because they live longer. Poor diet and exercise habits can also increase your risk.

So how does someone pay for LTC? While there are a variety of ways to pay for LTC it is important to plan ahead how you will fund the care you want to receive. Medicare pays only for medically necessary skilled nursing facility or home health care and that is only if you meet certain conditions. Most LTC is to assist individuals with support services such as dressing, bathing, and using the restroom. Medicare does not pay for this type of care called "custodial care". Medicaid will cover both medical and non-medical related LTC but in order to qualify, a person has to have less than \$2,000 in assets and income that is insufficient to pay the cost of the care. Basically, you have to be impoverished. The Veterans Administration will cover the cost of nursing home care if the veteran is at least 70% service-connected disabled. Approximately

71% of all LTC hours are provided in the home by the family. Most of this care is provided free of charge by family members, friends or volunteers. Some care is provided by professionals or aides paid from family funds or from insurance. You may think your existing medical insurance plan covers the costs of LTC services, but, in most cases, it probably doesn't.

Paying for LTC services without insurance can be costly. The national average cost for nursing home care is \$58,000 per year and the national cost for home care is \$20,000 per year. LTC insurance is your best option to help protect your savings. LTC insurance helps protect your assets and your family's independence and livelihood, while preserving your independence and quality of life. No one wants to think about a time when they might need LTC, but planning ahead allows you control over your future. Planning ahead also means less emotional and financial stress on your family. If you are under age 45, the premiums are most affordable and you will have coverage should sudden illness or injury strike. 49-59 years of age, you can still take advantage of less expensive premiums and protect your savings. If you are over 60 years of age the odds of needing LTC have increased and LTC insurance can give you greater choices towards future care.

Are you aware that SWA offers employees a LTC policy? All SWA employees are eligible to apply for coverage through Met Life during our annual enrollment. Employees' spouses, domestic partners, retirees and their spouses or domestic partners, parents, parents-in-law, grandparents and grandparents-in-law may also apply. There are different options available, so you may customize your plan. Your rate is based on your age on your effective date of coverage. The longer you wait, the more it cost. Visit the "about me" tab and the health coverage/providers/LTC or call 888-526-8495 for more information.

If you have health questions you would like answered in the next article or have suggestions for future articles, please email me at gross@twu556.org.



Scheduling Committee Update

Tracking the quality of your life

*by Kyle Whiteley, MDW Executive Board Member
Scheduling Committee Vice Chair*

The past year has been such a great experience for me, not only as a first-year Board Member, but also through having the opportunity to become one of the Co-Chairs of your Scheduling Committee. I have had the pleasure of working with our fantastic team of Line Writers as well as Lisa Trafton, Scheduling Committee Chair, and Brett Nevarez my fellow Co-Chair.

Over the past year, I personally have been able to get a much better understanding of the process of building our lines and what goes into putting it all together. I hope that through previous articles, I have successfully given you some insight into the process, and have taken some of the mystery out of what goes into creating the lines each month.

I receive lots of phone calls and emails, and I try to respond to each one, though I admit that there have been times when I have been overwhelmed, and may have missed returning a call or responding to an email. However, when someone calls, I do take note of the comments, and, if they are willing to listen, I am always more than happy to go over the details of the line writing process. I urge you to send us your opinions and ask the questions you would like answered. Drop us an email at schedulingcommittee@twu556.org or call the Union office at **800-969-7932** and they will put you through to me.

When I am out flying or going to-and-from Dallas for Primary line writing, VR line writing, or to our Board Meetings, I always make an effort to talk to the Flight Attendants about the schedules. The first question I always ask is, "Do you like the lines?" The response I hear most often is no. People aren't always sure why they're unhappy with the lines, but that they just don't like them. That being said, let me try to clear up some confusion about what the Scheduling Committee does and what our duties entail.

Our Committee's title doesn't accurately reflect our actual job in the process of putting our schedules together. We don't work with Crew Scheduling, and our involvement in pairing building is minimal at best. That task is more directly under-

taken by Crew Planning. I honestly believe that Crew Planning does the best job possible. The problem they face each month is that there is a set amount of flying that must be done by a minimum number of Flight Attendants. Schedules are built multiple times to ensure your pairings are productive, and that the Company only has to pay a small amount of RIG costs. The flying we do is ultimately at the mercy of the flows of our aircraft.

Once Crew Planning has built the pairing, our committee then comes in and places these pairings on the lines. As you can see the title "Scheduling Committee" is a bit of a stretch when it comes to our actual work. I have made a proposal to change the name to become the "Line Construction Committee." While there will not be any dump trucks or hammers, this new title better reflects our role in the process.

Over the past few months we have been experiencing a lot of computer problems with the software we use to build our lines. We believe that most of these problems have now been corrected, and more time will now be spent fine-tuning the lines. At the request of several Flight Attendants, we will try to match up pairings on the lines to better help our commuters, and to make our lines more consistent. This is a very time-consuming process, and must be accomplished by hand. The information we see when we put the pairings on the lines is simply the pairing number and the length of the trip. The problem with this is that the pairing numbers may change multiple times over the course of a month. For example, a pairing labeled MA01, may become MD47 after a transition. Note: Transitions are any time we get a new aircraft, go in or out of a holiday schedule or regularly planned schedule changes. It's the same set of flights with a different title, and we must investigate that manually.

We promise to continue to do the best job possible, and thank you for all your patience over the past year with all the changes in our schedules. Each change we have made has been carefully considered, and we never forget that our Flight Attendant have lives outside of Southwest Airlines. Please keep the emails coming, and thanks to all of you who took part in the 4-day Scheduling Survey at www.twu556.org.



JETSET

Shake Your Family Tree
A little Union History may fall from it

by **James Gordon, MDW FIA #25994**

If you grew-up in an industrial city like Chicago, Detroit, Cleveland or Pittsburgh, odds are that you were raised in a Union family. I was raised in a modest Chicago workingman's neighborhood in an environment with deep Union roots. In the mornings you'd see more men leaving for work carrying lunch pails than briefcases.

In fact, if you look back into your own family history you may discover some surprising Union ties: I did!

My father was a butcher for the A&P Tea Co. and Member of the Meat Cutters Union, **Amalgamated Meat Cutters (AMC)**, as was his father before him.

My maternal grandfather was a carpenter by trade, Member of the **United Brotherhood of Carpenters and Joiners of America (UBCJA)**, and even moonlighted at the Union Stockyards in the slaughterhouses, under the **United Packinghouse Workers of America (UPWA)**. In 1881 when the Chicago Carpenter's Union was formed the motto was eight hours for work, eight hours for play, and eight hours for sleep. Another slogan was eight hours work for eight hours pay. These are still good standards to live by in the 21st century.

My grandmother worked on "The Line" at the Continental Coffee Co., canning spices, teas and coffee. She was a Member of the **United Food and Commercial Workers Union (UFCW)**. Years before, with her family struggling during the depression of the 1930's, she dropped out of high school (Where she was a classmate with Clayton Moore – TV's Lone Ranger), lied about her age and got a job at the Carson Pirie Scott department store at the candy counter. What a great job for a high school dropout with a sweet tooth! She somehow stayed skinny and became a Member of the **Retail Clerks International Union (RCIU)**.

My great-grandmother left the family farm in Downstate Illinois and came to the big city in the 1920's. She worked as a cashier at two department stores over her lifetime, The Fair and Goldblatts. She was a Member of the **Retail Clerks National**



My Grandfather and I on the family yacht, 1968. The year he retired after a lifetime as a Union Tradesman.

Protective Union (RCNPA).

Rumor has it Great Grandma was also a "Flapper Girl", dancing at Gangland (here in Chicago, the word "Gangland" is always capitalized) operated "Speakeasys" around town. They didn't have a Union, but boy they were well protected!

Going back further, my great-grandfather, a Swedish immigrant, worked at the Pullman Palace Car Co., and helped Eugene Debs organize the Swedish speaking craftsmen during the 1894 Pullman Strike. Debs' ill-fated **American Railway Union (ARU)** was the first industrial Union in the United States.

His father-in-law was a typographer (printer) for the Chicago Tribune between 1880 and 1910. He was an active organizer and Member of the **Chicago Typographical Union**.

It's been decades since my grandfather pounded his last nail, my grandmother canned her
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point/counterpoint

We posed the following question to two Flight Attendants and got two very different answers: "In the August Membership Meetings, we'll be voting on a Bylaw Amendment that would impose term limits on our Local's Officers to two consecutive terms in the same position. What do you think?"



POINT

by **Cindy Ritner**
DAL F/A #19517

Since I made motions for a couple of the Bylaw Amendments on which we will be voting during the Third Quarter Membership Meetings regarding the need for

Term Limits for our Local Executive Board, Allyson thought I should write the 'POINT' article for this quarter's *UNITY*. A term limit would be a "check" that would "balance" the number of consecutive terms a person may serve in an elected position on our Union's Executive Board; this is similar to the term limits already protecting our U.S. Presidential, and other Unions' Executive Board elections.

Firstly, the longer someone serves as a Union Officer the easier it may be to forget what it's like out here on line and could become complacent towards their service to our Membership. It's much different trying to uphold our Contract when one hasn't consistently flown under it and truly hasn't lived the life of a Flight Attendant for those six (6) years (2 consecutive terms). There is a huge difference between holding a consistent weekend off/holiday off schedule month in and month out than being at the mercy of bidding a line, jockeying for seniority, sitting Reserve, trading trips, the different Contract violations that occur out on line, being re-routed, etc.; all of those items as a career Flight Attendant many Executive Board Members no longer experience since they are either pulled full or part-time.

It is imperative that those who serve our Membership do not experience burn-out, continue to maintain their service to our Membership at all times, and never lose touch with those for whom they are serving. The term limit of six (6) consecu-

tive years is a great amount of time for that Board Member to fulfill their campaign promises and reach their goals for the Membership. We need to insure that each Executive Board Member on their first day and last is putting the Memberships' needs first, period.

Secondly, term limits will provide a fresh opportunity for the Union and the Company to continue a mutually productive relationship. Someone who has served over two (2) consecutive terms may not have the fire in their belly any longer or may have too much fire to the extent that they are not able to get the job done in the best interest of our Flight Attendants when dealing with Union/Management issues.

I have heard others argue, "Union Officers already have term-limits. All the Membership has to do is vote them out". Career Union Officers have an overwhelming advantage to anyone who challenges them since they have established name recognition and visibility, through numerous pictures and articles in the *UNITY* Magazine. As a result, an ineffective incumbent is nearly impossible to beat by a line holding Flight Attendant with limited campaign resources at their disposal.

The other common argument is that a "sitting Officer, especially the President, could be rendered a 'lame' duck in the middle of Contract Negotiations" and that would make her/him ineffective at the Negotiation table. There are many involved during Negotiations who are 'in the know' including and most importantly the other 4 members of the Negotiating Team along with the other Executive Board Members who would be re-elected. Every other election for the Executive Board is either after a Contract has been ratified or is during Negotiations. We shouldn't be afraid to elect new Officers simply because we are in Negotiations.

If we had term limits, those that are elected would know going into the job exactly when their service as an Officer would end. This term limit will force them to work harder and more efficiently for us by simply knowing that they will not have unlim-

ited time to make their Union service a career.

I have first hand experience with knowing when to continue to serve in a specific capacity and when to step aside to allow the opportunity for new ideas, fresh perspective and hoping that the development of business relationships would continue to be fostered, when I resigned last year after serving 6 years as the chairperson of our Scheduling Committee and serving on the committee a total of 9 years. Although, that position is not an elected Executive Board position, it is where I find my basis for believing in this very important amendment to our Bylaws; other qualified Members deserve opportunities.

Finally, all of us should serve our Union in some capacity at some point in our careers. Imposing Term Limits ensures that there will be vacancies for new candidates to pursue. This would encourage more participation from the Membership as they might feel more of an opportunity to win and thus contribute.

Please join me in supporting two (2) consecutive term limits for our Union Officers. Vote "yes" in the next round of Membership Meetings. Check the TWU Local 556 Website for dates, times, and locations for the meetings.

Now let's hear the other side of this debate...



COUNTERPOINT

by Jessica Parker
HOU F/A #43589

A motion was recently made to impose term limits on our Union's Officers. I certainly believe that there is a place for term limits, such as in some positions in our state and

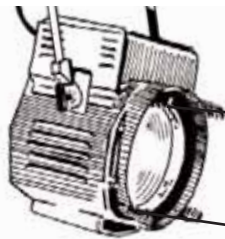
federal governments where there is a MUCH larger pool of individuals willing to serve, but I believe that as a Flight Attendant group, we will only be harmed if term limits are imposed.

First and foremost, WE elected our Officers by a majority vote for a reason, because we, as a Flight Attendant group, believe that they are the most qualified and best suited for the position in which they were elected. And in reality, we do have term limits... it's when whoever is running for Office does not have the support of the Flight Attendants and does not get a majority vote. Seems pretty simple to me.

For the sake of argument, let's look at this proposed Bylaw Amendment, and whether it actually lives up to the rationale given when it was made. The proposed Amendment states: "Terms of office for the Executive Board shall be limited to 2 consecutive terms in the same position, unless running unopposed". The rationale was to keep Officers from becoming complacent and to keep them in touch with the Membership. What's to stop somebody from running for Board Member at Large for 2 terms, then switch to 2nd Vice President for two terms, then 1st Vice President for 2 terms, and so on and so on. The answer is – nothing. Not including Domicile Representatives, there are seven positions on the Executive Board. Each term is three years. If a two-term limit was imposed, you could serve in each position for six years. Multiply that by the seven positions on the Board and according to this Bylaw Amendment, someone could feasibly serve on the board for 42 years without ever "terming out". And that doesn't even include the 7 Domicile positions! Add those in and.... Oh Lordy, I can't do the math. Even somebody who didn't want to take on that many different roles could simply alternate positions in each election and **never** face a term limit. If the reason behind this motion is to limit the amount of time someone serves on the Board, it certainly does not accomplish this. It almost seems as if it is written to get a specific person out of a specific role since it does nothing to actually promote turnover.

The last, and possibly most important thing to consider is the fact that if term limits were imposed and we were in the middle of Contract Negotiations when elections came up, and if our President was in his or her second term, they would be forced to step down with someone new taking on the role of Lead Negotiator. This is CERTAINLY good for the Company, but is it good for the Flight Attendants? I don't think so. I want someone who is up to speed on each and every detail of Contract Negotiations to LEAD us in Negotiations. I want them to be completely aware and involved in every step taken thus far, and finish the job we elected them to do. Is it best for us to have a new President and Lead Negotiator who is not familiar with the job of President, much less use Negotiating OUR Contract as "on the job training"? I personally don't think it is.

My point is this, if we have qualified people who are voted in by a majority of Flight Attendants and who are serving the Membership well.... Why, why, why would we want to limit that? I just don't get it. I encourage each of you to vote NO on the proposed Bylaw Amendment on Term limits in the August, 2007 Membership Meetings.



"SPOTLIGHT" ON

Jerry Lindemann

TWU Local 556 Treasurer

Since *UNITY* Magazine was created, we've never "Spotlighted" a person twice. That is, until now. We thought this would be the appropriate way to introduce Jerry Lindemann as your new Treasurer, and give him the thanks he deserves for taking on this important role.

Jerry was born in Los Angeles, CA, about 2 miles away from our LAX overnight hotel. Before joining the Southwest family, Jerry was the store Manager for Ace Hardware outside of Broken Arrow, OK. Jerry came to Southwest on March 27, 1992.

Jerry became interested in the Union in 1999 when he had an issue come up that caused him to need Union assistance. He says, "I was so impressed with the way I was treated that I started educating myself about Union issues and eventually became the Union's Webmaster."

Jerry served the Union in a mostly volunteer capacity as the Webmaster from 2000 to 2004, when the Union changed web hosting services. Jerry was instrumental in showing how important a tool the Union's website could be. While Jerry is no longer our Webmaster, it was his hard work that built the foundation that our website today was built upon.

Jerry again stepped up to the plate in 2006 by running for Treasurer. Jerry volunteered his time and services to help all candidates, even his opposition, by creating a website where they could post their campaign mate-

rial. While he did not win the election, he continued to be an active Member and supporter of the TWU Local 556 Membership.

Jerry is a single father who lives in San Antonio, and needs to stay there to be a father to his 10-year-old daughter. During the 2nd week in May when Treasurer Gayle Ross submitted her resignation, Jerry was forced to make a quick decision that would turn his life upside down. In accordance with our Local's Bylaws, he was offered the position of Treasurer, and our Bylaws and Constitution require that the Treasurer work full-time in the Union Office in Dallas. Jerry thought about it, and decided that he would make it work. Jerry makes the San Antonio - Dallas commute every day unless Union duties require him to stay overnight.

When asked what his goals are for our Union's Treasury, Jerry says, "I am already working on updating the accounting system and improving the budgetary processes to make the Treasury easier to understand not only to the Committee Chairs but also to the Membership. I also am working with I.T. on designing a system to verify and pay delinquent Union dues online. As our Treasury grows, my goal is to improve the overall return on the Membership investment by making wise financial decisions in terms of income, investment, and expense."

Jerry says that the people he considers his role models in Union service are Thom McDaniel and



Stacy Martin. "I admire Thom because he sticks to his professionalism even through some pretty harsh criticism—some of it I admit coming from myself," Jerry says. "I admire Stacy because he continues fighting the good fight despite all that he has been through both personally and professionally. Nationally, my roll model in Union leadership would be Cesar Chavez".

When asked about his goals for the remainder of his term as Treasurer, Jerry says, "Establishing, improving and maintaining good working relationships with all of the stakeholders of our Union. This includes the Membership, the businesses we work with as a Union, local, regional and national Union leadership, Company Management, and whoever I come into personal contact with as a Union leader". We think you're well on your way to meeting that goal already Jerry. Thank you for your service and commitment, and we look forward to working with you for the next 2 years.

PUT UP OR SHUT UP

(Continued from page 17)

We have:

3 Flight Attendants that were hired in 1971.
2 Flight Attendants that were hired in 1972.
4 Flight Attendants that were hired in 1974.
2 Flight Attendants that were hired in 1975.
10 Flight Attendants that were hired in 1976.
21 Flight Attendants that were hired in 1977.

(Our first contract was ratified in 1978)

55 Flight Attendants that were hired in 1979.
45 Flight Attendants that were hired in 1980.
55 Flight Attendants that were hired in 1981.

(Our second contract was ratified in 1981)

97 Flight Attendants that were hired in 1982.
66 Flight Attendants that were hired in 1983.

(Our third contract was ratified in 1983)

90 Flight Attendants that were hired in 1984.
40 Flight Attendants that were hired in 1985.
72 Flight Attendants that were hired in 1986.

(Our fourth contract was ratified in 1986)

153 Flight Attendants that were hired in 1987.
111 Flight Attendants that were hired in 1988.
153 Flight Attendants that were hired in 1989.
150 Flight Attendants that were hired in 1990.
204 Flight Attendants that were hired in 1991.

(Our fifth contract was ratified in 1991)

260 Flight Attendants that were hired in 1992.
221 Flight Attendants that were hired in 1993.
498 Flight Attendants that were hired in 1994.
433 Flight Attendants that were hired in 1995.
474 Flight Attendants that were hired in 1996.

(Our sixth contract was ratified in 1996)

222 Flight Attendants that were hired in 1997.
633 Flight Attendants that were hired in 1998.
637 Flight Attendants that were hired in 1999.
584 Flight Attendants that were hired in 2000.
1009 Flight Attendants that were hired in 2001.
598 Flight Attendants that were hired in 2002.
117 Flight Attendants that were hired in 2003.
492 Flight Attendants that were hired in 2004.

(Our seventh contract was ratified in 2004)

602 Flight Attendants that were hired in 2005.
729 Flight Attendants that were hired in 2006.
117 Flight Attendants that were hired in 2007.

We're a big group with different needs, but what made us successful in 2002 is that we stuck together. Never forget that.

GRIEVANCE TEAM UPDATE

(Continued from page 18)

our Contract. This couldn't be further from the truth. We produced this very valuable settlement letter to the Director of Scheduling and Scheduling ceased the practice.

OVERLAP ADJUSTMENT FOR RESERVES - During negotiations for our 2002 Contract, the Union and the Company negotiated clear and concise language for all Overlap adjustments. We even worked jointly with Management's Negotiators on the Question and Answer section to address Overlap. To our great disappointment, Scheduling Management decided to add their own interpretation for Reserve Overlap adjustments, and began adjusting release times on unassigned Reserve days in the current month. Again, we were further disappointed that Senior Management allowed this case to proceed all the way to Arbitration, when clearly it could have been settled and saved time, resources and money for both the Union and Management. This grievance was scheduled for Arbitration in December 2006, and was settled 3 days prior to the scheduled Arbitration date. The negotiation notes were a critical piece to the Union's case, along with access to the Union's Negotiating Team for witness testimony.

CURRENT HOT TOPIC - OPEN TIME GRIEVANCES:

The Union separated the Open Time grievances into categories to Arbitrate specific problems.

There were 4 cases in the first group to proceed to Arbitration and the specific issue was Open Time manipulation. These cases were presented to an Arbitrator in April. Both parties adhered to the Arbitrator's recommendation to try and resolve as many of the outstanding issues, before post hearing briefs were due.

The Union met with Management on 3 separate dates. We concluded that both parties were too far apart on the issues and agreed to place the entire case before Arbitrator Massey. The post hearing briefs have been submitted and we are awaiting the decision of the Arbitrator. We will update everyone when we receive the decision.

The remaining Open Time grievances will be proceeding to Arbitration, however due to the sensitivity of the Union's case and Arbitration preparation; we will not be revealing the other group issues at this time.

As in the past and into the future, your entire Grievance Team will be here ready to fight for your Contractual rights.

SAFETY TEAM REPORT

(Continued from page 20)

following would typically attend: The Flight Attendant Crew, Member(s) of The SWA Operational Safety Team within the Safety and Security Department, The TWU Local 556 National Safety Coordinator and The Director of Inflight Standards.

Q – What is the debrief/Interview process like?

A – After explicit articulation of the non-punitive nature of the debrief (in the case of a SWA only internal debrief), the facilitator will go around the room asking each attendee to identify themselves, and their position. An attendance sheet will be distributed so that a record of debrief participants will be maintained. The Operational Safety representative will initiate the debrief by asking the Employees involved in the incident to describe their involvement in and observations of the event. Once all Employees have spoken, the facilitator will go through a series of questions to ensure sufficient information is obtained and to establish a timed sequence of events for the incident. Once the facilitator has finished, the observing participants will each be allowed to ask clarifying questions. The Employees will also be given the opportunity to ask additional questions based on the interactive discussion.

Immediately following the formal debrief, a brief meeting will be conducted with Company and Union representatives. This post-meeting will ensure that all parties have a reasonably similar assessment of the information provided at the debrief and will allow for initial discussions concerning safety recommendations, when appropriate.

Q – Is there a difference when the debrief/interview is with Regulators or Law Enforcement Officials?

A – With the exception of not articulating the non-punitive nature of the meeting and who is facilitating, the format and process is almost identical.

The most important thing to know should you have to participate in one these rather nerve-racking experiences is that the Union will be there with you every step of the way as your advocate. We will be there both visibly and behind the scenes. Our involvement will start with a pre-debrief/interview meeting or phone call and not end until the investigation is closed. The goal being that we learn all we can from your accident or incident in order to prevent it from happening again. We hope this overview of the process has helped you understand the process making it a little less intimidating.

CAPITOL HILL UPDATE

(Continued from page 21)

bill, it is sent back to Congress. Whichever chamber originated the initial bill can attempt to override the veto by a vote of two-thirds of those present. If the veto is overridden in both houses, the bill becomes law over the objection of the President.

Now that you have become completely confused or bored, understand that a bill becoming law is a BIG thing that RARELY happens! Also, it's important to know how YOU can help a bill be passed.... but, that's lesson #3: How We Can Help a Bill Become Law!

THAT'S LIFE

(Continued from page 22)

many challenges. Luckily we've made some great friends who are always willing to help out. Reaching out for help and having faith you can make it through are the first steps in surviving as a single parent. Without the support of my family, friends and coworkers I wouldn't be where I am today. I am so grateful God has blessed me with such wonderful people in my life. I can reflect upon a recent family vacation where I observed a family playing together out by the pool and feeling awkward I was unmarried. Then I thought about how far we've come and snapped out of it. This is our reality for now. I hope I will make him proud one day when he realizes I would sacrifice it all for him. The love for a child is so unconditional. For any of you experiencing similar situations I can reassure you even in the darkest hour, this too shall pass. What you make of your new life is in your hands.

Stacy: Sondra, I cannot say enough about your strength and courage in deciding to share your life with our Membership. Today, this is your life, your life with a little boy named Lucas. I know you will make the difference in Luke's life. And I know that you will make sure that he succeeds with his life, and in the forefront, his life with his father. Thank you for sharing this with us all. I know that someone in our Membership is experiencing something similar. But in the end, each life has its own unique features. And we both know that.

IN CLOSING

I want to close this article by telling you a story. When I called Sondra to ask her to share her life, she was and still is a little apprehensive. But after several lengthy conversations, back and

forth communication, she knew that others out there could benefit from knowing that they are not alone. It is not easy being a Flight Attendant. Our schedules, while flexible, take us away from our family and friends. And when we are trying to juggle difficult experiences into our schedules it is even harder.

As we closed our conversations with each other, we both found ourselves laughing, reflecting upon a trip we flew together. We had an RON in SMF. We rode bikes to Old Town in Sacramento. As we made our ride along the trail, we passed a group of about five boys, about 10 years of age. I said "Hello". The boys yelled back at me with the words, "Whatever Baldy". It was an obvious dig at my hair, or lack there of. Anyway, we were both stunned with the way they responded. But as usual, Sondra started laughing so hard, I am surprised she was able to stay on her bike. But that's okay. If this brings laughter and joy into our reflections of our lives past, it makes us realize that our future is still right there for the taking. And this is life for Sondra and her son Luke.

JETSET

(Continued from page 25)

last spices and my great-grandfather installed a shiny brass handrail on a Pullman train car. With the exception of the Chicago Tribune, all of the places mentioned above have been torn down, sold or consolidated. They have vanished from the city. Almost all the Unions mentioned above have been swallowed by bigger ones.

Even so, we can't forget to pay homage to those forgotten Unions and their Members who struggled to make inroads with management over the last 150 years. Arguably, if it wasn't for those brave early Union organizers who were intimidated, beaten and even killed by those who opposed them, there would be no **TWU Local 556**. No TWU. There would just be a single "U".

Just between "U" and me, I've made more money in the past two years than my grandfather made in his entire lifetime. I've had neighbors say "Wow, you're lucky that SWA pays such a good salary!" and that's partly true.

"Actually," I reply "my Union fought hard for the salary I enjoy." And my Union is made up of over 9,000 "U"s.

So "U" all" better continue to stay organized, educated and informed on Union issues or the lifestyle we enjoy today may be history tomorrow!

TWU Local 556 Leadership Listing

EXECUTIVE BOARD:

Thom McDaniel.....	President
Michael Massoni.....	1st Vice President
Stacy K. Martin.....	2nd Vice President
Jerry Lindemann.....	Treasurer
Cuyler Thompson.....	Recording Secretary
Brett Nevarez.....	Board Member at Large
Allyson Parker-Lauck.....	Bd. Member at Large
Lucy White-Lehman.....	BWI
Gwen Dunivent.....	DAL
Jill van der Werff.....	HOU
Susan Kern.....	MCO
Kyle Whiteley.....	MDW
Mark Torrez.....	OAK
Michael Broadhead.....	PHX

GRIEVANCE TEAM:

Denny Sebesta.....	Chairperson
Madeleine Howard.....	Executive Assistant
Kathy Anderson.....	Grievance Team
Shae Grajeda.....	Grievance Team
Amy Harthausen.....	Grievance Team
Jamie Littleford.....	Grievance Team/Support
Lyn Montgomery.....	Grievance Team
Becky Parker.....	Grievance Team
John Parrott.....	Grievance Team
Catherine Rea.....	Grievance Team

COMMITTEE CHAIRS:

Sonia Hall.....	Board of Election
Pat Gilmore.....	CISM
B.R. Ricks.....	CISM
Lucy White-Lehman.....	Care and Concern
Portia Reddick White.....	Civil and Human Rights
Allyson Parker-Lauck.....	Education/Scholarship
Denny Sebesta.....	Grievance
Gayle Ross.....	Health
Michael Massoni.....	Information Technology
Thom McDaniel.....	New Hire
Jean Chandler.....	Professional Standards
Lorie Powell.....	Professional Standards
Allyson Parker-Lauck.....	Publications
Michael Massoni.....	Safety
Lisa Trafton.....	Scheduling Committee
Brett Nevarez.....	Scheduling Comm. Vice Chair
Kyle Whiteley.....	Scheduling Comm. Vice Chair
Karen Amos.....	Uniforms

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**The fight is never about grapes or lettuce.
It is always about people.**

Cesar Chavez

