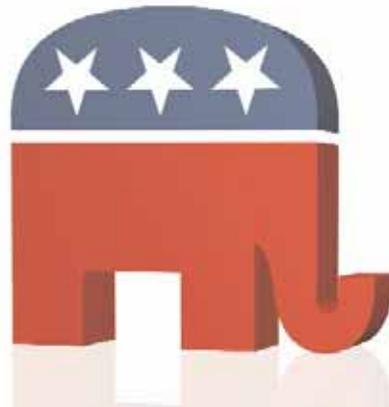


July 2008



# Politics and your Union

**It's not  
about this:**



**It's about  
THIS!**

Want improvements in FMLA? Want improved health and safety standards for Crew Members? Want to ensure that legislation isn't passed that harms Flight Attendants?

Then *THIS* is the issue for you.



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

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**TWU Local 556 Editorial Policy:**

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

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

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



## From the Editor's Desk

Once every few years we hear from Members who say that our Union shouldn't be involved in politics. It's true that the *number one* responsibility of our Local Union is to negotiate and uphold our Contract. Period. End of story. But that doesn't mean we should sit idly by as our lawmakers in Washington ponder and pass legislation that DIRECTLY AFFECTS our careers as Flight Attendants. I think that would be irresponsible. If we don't take part in speaking up for Flight Attendants, who will?

You're going to read a lot about FMLA in this issue. The House of Representatives has passed a bill that would make FMLA significantly more accessible to Flight Attendants than the current law, cutting the qualifying hours in HALF! But we're facing opposition in the Senate, partly due to our Senators not understanding the nature of our job. That's why we must get involved. Your TWU International Legislative Department has worked on this issue, and many of you have contacted your Senators pressuring them to support this legislation. Still think we shouldn't be involved in politics?

The power we have as Union Members and as Flight Attendants is the power of our vote. The problem is that it's pretty easy to find out how many of us are registered to vote, and if our Representatives and Senators believe we won't show up at the polls, they have no motivation to support our issues. So please read this issue cover to cover. Understand the issues before our Leaders, and make your voice heard. Know who you are voting for, what they represent, and take an honest look at whether they support your livelihood. If you're not registered to vote, there are tools in this issue to help you find out how.

In solidarity,

Allyson Parker-Lauck  
TWU Local 556 Board Member at Large and  
Publications Committee Chairperson  
[bm1-communications@twu556.org](mailto:bm1-communications@twu556.org)

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**On our Cover:** Bottom photo by Daniel Lestarjette. Flight Attendants pictured: Jennifer Gibson #26332, Erik Rogers #29622, and Tami Tilley #67110



# President's Page

*by Thom McDaniel - TWU Local 556 President*

**A**s we approach the 2008 elections, I am sure that there are many who, after being inundated with politics for the last several months,

would rather not read more about it in our Union publication. I'm sorry to disappoint, but this is exactly where you should read about politics and I am happy that we are addressing this important issue.

Working in a heavily regulated industry means one thing to our Members – politics matter. This has become a daily reality with the recent changes in the FAA interpretation over minimum crew requirements for boarding and deplaning. Whether is it the FAA, TSA, DHS, DOL, or any other combination of letters, what happens in local, state, and federal government matters very much to our Members and we must be involved.

As TWU Local 556 President, I have worked to make sure that our Members have a seat at the political table on issues that concern our Members. Part of doing that means electing Labor-friendly candidates who will stand up for and protect our rights as workers. Our Union does not involve itself in many of the "hot button" political issues that tend to influence votes for one party or another; however we do take a stand on every issue that affects the working and economic issues of our Members. To borrow a phrase from one of my Union Brothers, we ask our Members to live their morals and vote their pocketbooks. Working people do matter and should not be distracted by emotional issues that do not and will not matter when we are working to support our families and trying to keep our Company viable in tough economic times.

Regardless of the importance of this election, please be assured that neither TWU nor Local 556 use your dues money to support political candidates. To do so would be a violation of Federal election laws. TWU does have a political action committee called COPE that our Members can voluntarily join to support Labor-friendly political candidates who support our Members and their issues. For more information on joining, please contact me at [president@twu556.org](mailto:president@twu556.org). For as little as a dollar a month, our Members can influence impor-

tant issues like fair FMLA requirements for Flight Attendants, mandatory self-defense training, and the Employee Free Choice Act allowing workers to join a Union free from Management intimidation and interference.

Please remember that when you vote, and I do hope you vote, you will be influencing the future of our work group and industry. Look at the records of the candidates. Our next President will be appointing the next FAA administrator who will be interpreting our regulations. Our next President will be appointing our next Secretary of Labor who will be pro-Union or pro-Management. Our next President will either support the Employee Free Choice Act or support "Baseball Arbitration" which takes away the rights of airline workers to strike if necessary and places it in the hands of an arbitrator (and we know they sometimes don't get it).

While our Union can not use dues money to make campaign contributions or endorse candidates, we are allowed to (and must) educate our own Members about the voting records and platforms of the candidates running to represent our Members. Please read this information and make an informed decision for the candidates who support the issues that are important to our Members and our Company.

In closing, I lost a good friend this week. Former MDW Domicile Executive Board Member Mike "Bunkie" McCarthy passed way, and our Membership will miss him.

I was lucky enough to meet Bunkie when I was flying a trip with him. It was a tough time for me as I worked through my frustrations with our job and my love for our Company. Over "sodas" with Bunkie, he helped me to reconcile some of those feelings and become part of the solution by being a really good Flight Attendant, enjoying my job, and getting involved in the Union. Several years later, when he accepted a position as a Shop Steward and later on the Executive Board, Bunkie put his good advice to work. We are all lucky to have known him as a friend and had him as an advocate.

Bunkie leaves behind his lovely wife Tess, his precious son Shane, and 34,000 SWA Family Members. To know him was to love him and he was right..."There are too many (expletive) Mikes", but there was only one Bunkie. Cheers!

# Calendar of Events:

What's going on in your Union?

## CALENDAR OF EVENTS

AUGUST 2008 MEMBERSHIP MEETING - ALL TIMES ARE LOCAL

### BWI

DATE/TIME: Tues., 08/19/08 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 on the left behind the Air Tran ticket counter)

### DAL

DATE/TIME: Fri., 08/15/08 at 10:00 AM  
 LOCATION: TWU Local 556 Office  
 7929 Brookriver Dr., Ste 750

### HOU

DATE/TIME: Fri., 08/22/08 at 10:00 AM  
 LOCATION: HOU Hobby Airport  
 The Astros Room  
 (down the hall from Lounge)

### LAS

DATE/TIME: Wed., 08/27/08 at 10:00 AM  
 LOCATION: Alexis Park Resort  
 375 Harmon Ave.  
 Room Apollo 3

### MCO

DATE/TIME: Thur., 08/21/08 at 10:00 AM  
 LOCATION: Hyatt Regency MCO  
 9300 Airport Boulevard

### MDW

DATE/TIME: Wed, 08/20/08 at 10:00 AM  
 LOCATION: American Legion  
 Clearing Post 600  
 4352 W. 63RD Street

### OAK

DATE/TIME: Tues., 08/26/08 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)

### PHX

DATE/TIME: Thur., 08/28/08 at 10:00 AM  
 LOCATION: British Airways Conf. Room  
 Between B23-25 in Terminal 4

**MEMBERS ONLY - IDs WILL BE CHECKED**

For more meeting information go to:  
[www.twu556.org](http://www.twu556.org)

## Crew Member Self Defense Training Schedule

To enroll in the CMSDT Program, simply select the 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. Dates, locations, and contact information are available on [www.twu556.org](http://www.twu556.org) (click "Resources", then "Crew Member Self Defense Classes"). Upcoming classes are available in the following cities:

Atlanta, GA  
 Baltimore, MD  
 Charlotte, NC  
 Chicago, IL  
 Dallas, TX  
 Denver, CO

Houston, TX  
 Los Angeles, CA  
 Miami, FL  
 Newark, NJ  
 New York, NY  
 Phoenix, AZ

Portland, OR  
 San Francisco, CA  
 Seattle, WA  
 Washington, D.C.

## A Must See - TWU Local 556's New and Improved Website

The TWU Local 556 Website has undergone some MAJOR RENOVATION. Our new site is easier to navigate, has more features and information, and simply looks great! Many thanks to Michael Massoni and Kyle Whiteley for their hard work in making this update happen. To visit our new site, go to [www.twu556.org](http://www.twu556.org).



# BALTIMORE

by Audrey Stone, BWI Executive Board Member

## WHAT'S NEW

Hello everyone! It is with a combination of sadness and anticipation that I report about what's been happen-

ing in the Baltimore base. The sadness is because, as most of you know, Lucy White-Lehman resigned as the Domicile Executive Board Member effective May 31st. The anticipation is for what lies in store as I try to fill the great big shoes Lucy left behind. She has done an amazing job of representing all of our Flight Attendants for many years, and we wish her the best of luck in the future. I am excited to step in and recognize what an honor it is to represent BWI. So...for those of you who do not know me, let me tell you a little about myself.

I began my career with SWA in 2004. My background experience was in children's mental health. I quickly found that my interest in advocating for others could be used here as well. I became passionate about educating fellow Flight Attendants on our Contract, which led me to co-author the guidebook *Contract Quickies*. In 2006, I found out I could continue informing and standing up for Flight Attendants through the Shop Steward program, and I look forward to continuing this work on the Executive Board.

The BWI Inflight Office has had another big surprise. In the last issue of *UNITY*, Anna Boardman's immediate departure was reported. She is surpris-

ingly back, and has resumed her role as Assistant Base Manager. We are happy to have her back. Also, both Courtney Kelley and Wendy Lebowitz are transferring to other bases this summer, and we have four new Supervisors who will be headed our way when they complete Initial Training.

With the high turnover, let me remind everyone to be careful when asking questions or seeking information from the BWI Inflight Office. We have had many people in and out on a temporary basis, and if you receive an answer that does not sound right (or does not match what you are reading in the Contract) it is probably WRONG. Please call the Union at 800-969-7932 to verify your facts.

## SICK CALLS

*"Scheduling, this is Sara. How can I help you?"*

*"Hi Sara. This is Bobby Jones #98765. I am calling in sick for my trip today."*

*"Okay Bobby, we will get you pulled."*

If you are calling in sick, this is ALL you should say, unless they ask you for details about the pairing you are calling in sick for. Calling in sick is all Scheduling can take care of. We continue to have Flight Attendants mention other issues such as sick children, a home crisis, etc during their sick calls, and it is being misconstrued that the sick call is for a purpose other than a legitimate illness. Saying anything more than "I am calling in sick" can subject you to an abuse of sick leave violation.



# CHICAGO

by Kyle Whiteley, MDW Executive Board Member

You may not realize this, but Southwest Airlines as it exists today is not the same Company you started your career

with. In fact, our airline, like the entire industry, has changed, both perceptively and imperceptibly in

numerous ways. The minimum Crew requirements for boarding and deplaning now being enforced by the FAA have flipped our lives on the aircraft upside down. We were faced with major changes, and our work group continued to be professionals through this difficult time.

This is just one of many changes our Airline has faced over the years, and while it's hard to imag-

ine, we might be facing the same furloughs and downsizing occurring at other airlines had Southwest not changed over the years to maintain profitability in today's financial environment.

So whether we like it or not, change is a part of our lives, and there's not a lot we can do about it. What we do have control over, however, is how we react and respond to change as individuals and as a work group. This doesn't mean that we shrug our shoulders and say, "Oh well," when something happens that seems beyond our control, but I believe that each of us was hired at Southwest because of our flexibility, creativity, and ingenuity, and because of our commitment Southwest's Culture. Don't let the things we simply can't change, change us or how we interact with our passengers in negative ways. We must adapt in positive ways that send a clear message that Southwest Flight Attendants continue to be the very best in the business.

Personal responsibility is a powerful tool when it comes to how we choose to respond to the world around us. This means making sure we have accu-

rate information before sending an angry email about something we picked-up secondhand. Instead, we should just take a moment (or five) to compose our thoughts and responses in a constructive and productive way. When we provide Management with reasonable solutions to problems, we improve the chances that our issues will be addressed. Remember, more flies are caught with honey than with vinegar. Personal responsibility also means being active and involved, and being proactive in order to anticipate change.

I want to close by saying a few words about Bunkie McCarthy, who sadly passed away recently. Bunkie was the previous Chicago Domicile Executive Board Member and a good Flight Attendant who lived his life to the fullest, and was deeply committed to our workgroup. Bunkie provided me his advice and offered his experience when I was dealing with difficult situations. I am grateful for his kindness and friendship. Please continue to keep his wife Tess and son Shane in your thoughts during this difficult time in their lives.



## DALLAS

**by Gwen Dunivent, DAL Executive Board Member**

**W**ell, Dallas, it looks like we are finally going to get our elevator! When I first took office as the Dallas

Domicile Executive Board Member, an elevator for the Base was the very first thing I requested from Daryl Krause, who was then the Vice President of Inflight. He did look into it and even got a bid on the work, but said he could not get it approved due to the huge expense. Now, apparently our Inflight Leaders have recognized that the stairs are actually a safety hazard, and we are scheduled to get our elevator in November of this year. Stay tuned for construction updates.

Thanks to everyone who participated in the "Wear It to Win It" Union Pin Raffle. And special thanks to Shop Stewards Jane Johnson and Fields Williams for assisting me with the contest (see *story and winners on page 30*). If every Flight Attendant would wear their Union Pin every day, it would send the message to the traveling public, other SWA

employees, and all of Management that we are going to stand United at the Bargaining Table to achieve another industry leading Contract. It may seem like a small thing to you, but our solidarity is a critical tool for our Team at the Bargaining table.

We have a sexy new website that I hope you all will visit at [www.twu556.org](http://www.twu556.org). It is brand new and improved, and is your source for breaking news, whether it is regulatory changes, Negotiations updates, or legislative alerts. We have the ability to update it anytime, and often change it several times a day. Please add it to your Favorites; going forward in Negotiations, the website will be your up-to-the minute resource for news.

Hopefully by now, you know that Sarah Schulte has decided to stay as our Base Manager. I feel that Sarah is a good fit for Dallas. Base Coordinator Keysha Davis is leaving to join Ground Operations, and Inflight Supervisor Dawna Edinburg is moving to Sacramento to be a Customer Service Manager. As of this writing, their replacements have not been announced.

Finally, a few operational reminders:

- UMs must be a top priority for the entire Crew. Please continue to coordinate and work together to ensure their safe and appropriate handling.

- Please verify the pre-listed van departure on the sign-in sheet at your RON hotel is correct. Mistakes happen, and Crews have arrived late.

- Always travel with your prescription medications in the original bottle. Having these medications properly identified in your luggage can give the first responders a critical advantage in diagnosing and treating you in an emergency.

Please do not hesitate to contact me if I can be of any assistance. Remember that I am your elected Representative, and I am happy to take your concerns to the appropriate Department Manager. Recently, an e-mail went around saying our turnarounds were going away in Dallas, which of course is not true. Please pick up the phone and call the Union office if you hear rumors like this. The Office number is **1-800-969-7932**, and the number at my desk is **214-640-4309**. Our next Membership Meeting is Friday, August 15th at 10:00 AM at the Union Office, and I hope to see you all there.



## HOUSTON

*by Michael McNeil, HOU Executive Board Member*

Executive Board Member for Houston, and I am proud and honored to represent you. I want to take this moment to thank Jill for her tireless and dedicated work on behalf of the Membership of TWU Local 556 and in particular the Houston base.

I have met with Kevin Clark and his senior staff, and Kevin assured me that his door would always be open. He and his staff members expressed their willingness to have an open dialog between Management and the Union. I assured Kevin that I would work hard on behalf of our Members at all times, with the understanding that we must respect one another in order to work together.

Recently I attended the Contract Action Team (CAT) Training held at our Local's Office in Dallas. Representatives from all bases were in attendance. The Houston leads are Jannah Dalak, Kelley Martin, and Crystal Rains. If you are interested in becoming a CAT Member, you can contact me or one of these outstanding Flight Attendants.

Now that summer is upon us we will see an increase in UMs traveling. Since our practice has changed with regards to Minimum Crew for boarding and deplaning, our UM procedures have changed as well. Please follow all UM procedures TO THE LETTER to avoid any miscommunication between Customer Service, Operations, and other

Flight Attendants during Crew changes. Since it seems things are changing on a daily basis, by the time you read this, even these new procedures may be out of date.

Some Key Reminders for "A": position:

- As UMs board, compare each UM tag front-and-back for agreement on destination.
- Print your Employee number on the front of each tag as indicated.
- Tear off the white copy and give it to the Operations Agent.
- Before pushback, inform the "B" and "C" Flight Attendants of the number of UMs, where they are seated, and their destinations.
- The "A" Flight Attendant will be responsible for accepting and relinquishing custody of UMs.
- Acceptance procedures do not change.
- Upon arrival at the destination, the "A" Flight Attendant will refer to the Specials Report and verbally confirm UM identity with the Ops Agent.
- After deplaning Customers have exited the A/C, the "A" Flight Attendant will escort the UM to the concourse and complete the UM paperwork.
- Boarding for the next leg may not begin until all three Flight Attendants are on board.

Houston, I look forward to working with and meeting all 1000 plus of you over the next few months. Always feel free to email me at **hou-debm@twu556.org** or call my Union cell phone at **832-754-8110**. See you at the next Membership Meeting on August 22 at 10:00 AM.



# LAS VEGAS

by Kevin Onstead, LAS Executive Board Member

W elcome to the long hot days of summer. It's only June and we are already seeing 100+ temperatures

here in Vegas. The size of the base is rising almost as fast as the temperature. We added 109 in June and are slated for another 85 in July. Eighty of the 109 for June are from the new class so let's make them feel welcome in their new base.

Parking continues to be a challenge. LAS Base Manager Scott Wells is working hard on finding a larger lot, but so far has had no luck. For now, make sure you are signed up for the \$3/day parking in the Economy Lot. If you normally park in the Crew Lot and have to utilize the Economy Lot, keep your receipts and turn them in at the base for reimbursement. If you are not signed up for the \$3/day option you will not be reimbursed. The Crew Lot has filled-up a number of times in the past month; many have had to use the Economy Lot. Because of this, access to the Crew Lot has been limited to the Flight Attendants and Pilots based in LAS as of May 2008. Until a solution is found anyone coming to LAS starting in June 2008 (including the 109 who just arrived) will have to use the Economy

Lot. Keep in mind that if you park your car 13 days a month or less, the Economy Lot is actually cheaper than the Crew Lot.

On the upside, work is continuing on our permanent base. The plans for the building are close to being finalized and approved. As it stands now, the building will be three stories with Recurrent Training on the ground floor and the Crew Bases occupying the second and third floors. There will be a bag room on the second (Terminal level) floor. The connector to the B-Gates is expected to open in July. This will coincide with the opening of the new Security Check Point right next to the SWA Ticket Counter. We are cautiously optimistic that, when the new Check Point opens, the old Check Point will become an employee only Check Point.

As we all know it is an historic election year. Regardless of your political preferences, it is important to be involved and make informed choices. There are a number of bills working their way through Congress that have a direct impact on our quality of life. The Airline Flight Crew Technical Corrections Act (H.R. 2744 and S. 2059) providing true access to FMLA coverage for Flight Attendants and Pilots is one of these bills. Please call your Senators and Congressional Representative and encourage them to support this bill.



# OAKLAND

by Mark Torrez, OAK Executive Board Member

I'd like to start out by paying my respects to Bunkie McCarthy. Bunkie was one of the first people I met when I joined the Executive

Board of Local 556 almost 5 years ago. He was a no nonsense and light hearted character that always "kept it real" during our meetings. He was a great advocate for our Membership and will be greatly missed. Please keep his family in your

thoughts and prayers.

One thing I always remember Bunkie saying when we were discussing certain grievances was "Did they offer them FMLA?". FMLA is a crucial benefit most American employees enjoy, but as Flight Attendants it isn't nearly as accessible. Did you know that the House of Representatives just passed a bill to correct the FMLA inequities for Flight Crews? It has been getting increasingly harder for us to qualify for FMLA and we need greater protection through the law. A Senate Bill is

now in the works and facing some opposition, so please call or email your Senator and urge them to pass this greatly needed Bill. You'll find much more information in other articles in this issue of *UNITY*.

On a side note, your Senator is only going to listen to you if you are registered to vote! Not registered yet? Go to [www.rockthevote.com](http://www.rockthevote.com) for a quick and easy registration. This is a very important upcoming election for Labor (that's you and me,) and in order for us to protect our rights as workers we need to make sure Labor-friendly candidates make it into office. The more voters the better, so if you're already registered, make it your goal to help one other person register to vote.

On a more local level, we have a new Supervisor in OAK, so if you haven't met DJ yet, stop by and say hello. DJ is an oddity in most of the Inflight offices these days; he actually flew the line at Southwest before becoming a Supervisor! He is a welcome addition to the office.

If you have any local issues you would like me to address feel free to call me at **925-878-9915** or email [oak-debm@twu556.org](mailto:oak-debm@twu556.org). From time to time

Members tell me, "I know you're busy and I didn't want to bother you." Yes, sometimes things do get a bit hectic but that is what I'm here for. I know I miss an occasional email or phone call, and I apologize if I've missed you in the past (I forget pillows and blankets on the plane occasionally too). Feel free to ring that call button again...I mean resend that email or voicemail and I will get back with you.

Finally, as much as I hate technology, I've finally jumped on the E-Connection bandwagon following the lead of MDW and PHX DEBM's Kyle Whiteley and John DiPippa (with special props going out to former PHX DEBM Michael Broadhead for starting the whole thing). If you would like to receive the OAK E-Connection, send me an email with your name and employee number to [oak-debm@twu556.org](mailto:oak-debm@twu556.org), and I will add you to my distribution list. Also, if you haven't seen the newly updated website, check it out at [www.twu556.org](http://www.twu556.org). I want pictures of OAK FA's at work and at play for our base page. Email them to me and I'll get them posted. As always, I'd like to thank each and every one of you for allowing me to represent you.



## ORLANDO

*by Susan Kern, MCO Executive Board Member*

**W**elcome to summer, MCO! The planes are full and the kids are on vacation. The Presidential candidates are basically chosen and our Contract Negotiations have opened. It's a very busy time.

Let me give you a brief update on the status of our lounge construction- I know, it's looked like this for so long we've forgotten that they need to finish it! JetBlue has decided to make MCO a satellite base and they are reevaluating their space requirements. In order to get the space they need, it's possible that they may need to relocate to a different terminal. If they relocate, then we (SWA) can take over their space and we will no longer be an island. Our entire lounge and all Supervisors' offices would be moved into the JetBlue space, and RT would take over the area currently occupied by our lounge. Maybe JetBlue

will have made their decision by the time you read this, maybe not. Regardless, it will be a while before we see the completion of construction.

Your Union's Negotiating Team had their first meeting with the Management Negotiating Committee on May 30th and by now you've all seen the Opening Statement. As we learned in our 2002 Contract Negotiations an informed Membership is key to achieving our goals in Negotiations. To that end, we have developed the Contract Action Team- a group of Flight Attendants whose goal is to be informed, dispel rumors, and provide our Membership with up to date information on the status of Negotiations. Our CAT team members can be identified by their Union pin with the yellow background. If you see someone wearing this Union Pin, feel free to ask questions about Negotiations. Also, if being informed, dispelling rumors, and providing information are things you want to do, become a CAT Member! You can contact me or one of the 3

Lead CAT Team Members in MCO- Billy Makedonsky, Vicky Zysko, or Richard Barra.

Being informed and educated is something that is vitally important in the upcoming Presidential election. I've noticed that my paycheck doesn't go as far these days. Gasoline takes a big bite out of it, as does milk, bread, and all the basics. I read articles about CEOs making obscene amounts of money and receiving huge golden parachutes while at the same time their rank and file employees are making do with less. It's becoming more and more difficult for the mid-

dle class to BE the middle class, and it's near impossible for those in the lowest economic strata to even keep their heads above water, let alone improve their lot. With regard to the upcoming election, I have two requests: 1) make sure you are registered to vote (and many of you have moved, so double check), and 2) make sure you know the facts about the candidates. Who will be the beneficiaries of their policies? Will they help or hurt Labor? This is a pivotal time for our country – make the time to be educated and VOTE! Thanks Orlando. See you on line!



# PHOENIX

**by John DiPippa, PHX Executive Board Member**

**H**ello PHX base and other fellow Union Brothers and Sisters. It was nice to meet so many of you in the lounge in

May and thank you for your participation in the "Wear It to Win It" raffle (see story and winners on page 30). Thanks to all of you for showing solidarity with Your Union by wearing your pin. Personally, I like to think of my Union Pin as being just as important as my wings and ALWAYS wear it with my Uniform. Speaking of Union Pins, if you are in need of one, please see myself or one of our Shop Stewards and we will get you one.

Some of you might have noticed that certain people have a Yellow Circle around their Union Pin and want to know what makes these Flight Attendants so special. Flight Attendants with a Yellow Circle around their Union Pin are part of a new program that Your Union has started called the Contract Action Team (CAT). Similar to the Precinct Captain Program many of you participated in during our last Negotiations, these individuals from various seniority levels have the latest information regarding the current Contract Negotiations. The CAT program leads in PHX are George LaMonda, Reese Alexander, Robin Hampton, and Tim Blore. If you would like to join the team, see me or one of the leads and we will sign you up.

Recently, there have been some base

Management changes in PHX. Steve Murtoff is now our Base Manager replacing Sonya, who is now the Director of the Western Region. Also, PHX Supervisor Billie Smeltzer went back online and PHX Flight Attendant Tammy Rodie is now an Inflight Supervisor. Finally, the vacant Assistant Base Manager position has been filled by Jenny Kaminski.

Some Flight Attendants are under the assumption that if you change your personal information in SWALife, that it changes your contact numbers with Scheduling. Unfortunately, that isn't the case, if you change your phone numbers in SWALife, you ALSO need to call Scheduling and verbally change it with them.

Finally, the theme of this issue is Political Education and some of you might wonder what you can do to educate yourself about what is going on in your workgroup. This issue of *UNITY* covers many legislative issues that DIRECTLY affect our work group. I encourage you to read each and every article, and in particular, become very familiar with the legislation that if passed, will make FMLA much more accessible to Flight Crew Members.

In closing, I write the PHX E-Connection, so if you don't receive it already and would like to, drop a note with your name, employee number and email address in my box (#56750) or email me at [phx-debm@twu556.org](mailto:phx-debm@twu556.org). Also, never hesitate to call me; my Union number is 602-295-0125. Have a safe and cool summer and see you out online.



# Getting Out the Vote

I learned how much each vote REALLY matters

by Allyson Parker-Lauck, Board Member at Large

I voted in my first election when I was 18 years old. I couldn't wait to cast my ballot. I've always tried to respect and honor my right to vote by rarely missing out on voting in every election possible. It's a right that many have fought and died for, and one we should never take for granted.

Over the last few weeks, Michelle Obama and John McCain have made the news for making similar comments both including the word "really". If you've read a newspaper or watched any cable news shows, you've seen their words dissected, analyzed, editorialized, you name it. "Is Michelle Obama REALLY proud of her country?" "Does John McCain REALLY love his country?" Their words taken out of context have caused them both a lot of grief. Well, I'm going to step out on the same limb that Michelle Obama and John McCain did and make a statement that also involves the word "really". Here goes. I didn't REALLY know how precious my right to vote was until I volunteered to take voters to the polls during these recent Primary Elections. There, I said it.

If you believe in democracy and the process, you must believe that every citizen who wants to exercise his/her right to vote should have the opportunity to do so. On February 5, 2008, my sister and I volunteered to take voters to the polls in Tulsa. Our experience was so rewarding that we again volunteered on March 4 in Houston. The following is how we did it.

We have a mutual friend who is very active in her community in Tulsa. A week or two prior to election day, she mentioned that there are voters in Tulsa who don't have the ability to take themselves to vote, and that she was keeping a list of those voters' names and phone numbers and was trying to organize rides for them on election day. We thought to ourselves, "Hey, that's something

we could do!", and the rest is history. On the morning of February 5th, we called to get a list of names, called each of them, and set up times to take them to their precinct's polling location. One of the voters we took to vote was poor, couldn't afford a car, and her polling location wasn't on a bus route. Another voter lived in a retirement/assisted living facility, couldn't drive, and walking was out of the question. Another voter was disabled, unable to drive, and her disability kept her from being able to get to a bus stop. Each of these voters took their right to vote very seriously and didn't let their economic situation, disability, or any other factor stop them from voting.

High on the experience in Tulsa, and since we grew up in Houston and knew the city well, we decided to fly down and drive voters to the polls in Houston on Texas' March 4 Election Day. We did a little research and found that the S.H.A.P.E. Community Center in Houston's 3rd Ward was

one of many facilities in the city that were dispatching volunteers to drive voters to the polls. We arrived at the center, and at first things were a little disorganized, but soon we received our first dispatch to take a woman and her daughter to vote. Our last dispatch was probably my favorite. We picked up a gentleman at his apartment complex, and when he exited his apartment, we saw that he carried a white cane. When we arrived at the polling location, I was a little curious as to what accommodation the polling locations made for visually impaired voters, and before I knew it, I was holding up my right hand, taking an oath that I'd mark the ballot just as Mr. Jones directed and would not influence him in any way. The Houston ballot was 6 pages long, and Mr. Jones was a VERY informed voter and voted in every single race. More than 30 minutes later we were finished.



That's me (center) with two of the volunteers at the S.H.A.P.E. center

Like I said earlier, while voting has always meant a lot to me, I never REALLY appreciated how precious this right is until I met those voters in Tulsa and Houston for whom voting was THE most important thing they could have done that day. After meeting all these wonderful people who even given the significant obstacles that made voting far less than “convenient”, took this right, this obligation so seriously, I will never look at voting the same.

Think this is something you'd like to do? Here are some tips:

1. Take a partner with you. Not only does it make it more fun and allow you to share this experience with someone else, it's a good idea for your safety.
2. Contact your local Democratic or Republican Party Headquarters in your city, or contact the headquarters of the candidate you support. If they don't have their own “get the voters to the

polls” program, they will most likely be able to send you in the right direction.

3. Find a community center in your city whose primary function is to assist the poor or disabled. Many of them have programs to help those they serve get to the polls to vote.

I know our lives as Flight Attendants are hectic, but let's face it, very few of us face the obstacles that the voters I had the pleasure of encountering earlier this year face every day. Here's where I'm going to get a little preachy. There are many Flight Attendants out there who aren't registered to vote (yes, I'm talking to YOU!). Please, if this story inspired you even the least little bit and you're one of many who aren't registered to vote, take this opportunity to do so. I'm going to make it very easy for you. Below are the answers to the questions you may have about registering to vote and making sure your vote is counted.

### How do I register to vote?

Each state has different requirements for voter registration. There are plenty of websites that will help you get registered. Most states will require that you fill out a voter registration form and mail it in. The website I've found that is the easiest to navigate, answers the most questions, and provides the most resources is [www.declareyourself.com](http://www.declareyourself.com). Simply go there, click the “Register to Vote” link, and follow the prompts from there.

### When is the deadline to register to vote?

This varies from state to state. A handful of states allow voting up through election day, but most states require registration between 20-30 days prior to the election. Information specific to your state is easy to find on [www.declareyourself.com](http://www.declareyourself.com). Simply click “Register to Vote” in the upper left part of the page then click “Voting FAQ”. You'll find “State by State Info” in the list of links on the right.

### I'm not going to be home and/or I don't know if I will be home on election day?

Simply request an absentee ballot. Again, [www.declareyourself.com](http://www.declareyourself.com) has an easy tool that will email you the appropriate absentee ballot request form for your state. Follow the same links as above, except once you get to “Voting FAQ”, simply look at the list of questions under “Registration Information”, and click the link “Here's how you can request an absentee ballot”.





# Capitol Hill Update

H.R. 2744 and S. 2059 - Making FMLA more accessible to Flight Attendants

by Portia Reddick White, TWU Legislative Representative

**O**n the legislative front, things are changing daily in the 2nd Session of the 110th Congress. H.R. 2744 (Family and Medical Leave Act Technical Corrections Bill sponsored by Rep. Tim Bishop, D-NY) passed overwhelmingly in the House 402-9 in May. Now the sister bill in the Senate, S. 2059 sponsored by Senator Clinton (D-NY) is seeking to add cosponsors before it is presented on the Senate floor. What does that mean? We need you to help get more Senators on the bill! But first let's understand more about the bill.

## FOCUS ON S. 2059:

The problem we are facing right now seems to be that some Senators don't understand the nature of our jobs very well and view Reserve Flight Attendants as part timers. And, as such, they are uncomfortable affording Reserves with the ability to use FMLA coverage. We all know that just doesn't make much sense seeing that a Reserve Flight Attendant is at the beck and call of the airline and must be available to the Company at a moment's notice yet they may not have a "traditional" full schedule since they are purely dependent on the carrier's needs (sick calls, no shows, irregular operations, etc.). Hence, we have the part time/full time dilemma. We have found the best way to explain it is to ask the following question: If reserves are not full time, then why are they paid a full time "guaranteed" schedule?

The clear intent of the Family Medical Leave Act was to provide twelve (12) weeks of unpaid leave to an employee if they had worked 60% of a full time schedule over the previous twelve (12) months. Based on the typical 40-hour, nine to five work week, this 60% comes to 1,248 hours, which was rounded up to 1,250 hours. SWA's threshold for qualifying is 1050 hours. But still a large majority of flight attendants at SWA don't qualify because they have flown between 800 and 1050 hours. The House bill makes the minimum threshold 504 hours as the basis to qualify for FMLA coverage. Our challenge now is to educate our Senators that

Flight Crews must be looked at in a different way than they look at workers of traditional jobs. They must understand that time between flights, such as on overnights/layovers, is based on Company scheduling requirements, yet it does not count towards a Crewmember's time at work. They must understand that Flight Attendants and Pilots can spend 3-5 days a week away from home and family due to the nature of our jobs; however, most of those hours do not count towards FMLA qualification.

The plan is to get as many sponsors as possible on the bill. This will help bring about getting the bill to the floor as well as counteracting any negative issues of the bill. A coalition of interested Unions and a group representing the interests of women and families are together seeking to add cosponsors to S. 2059. TWU is working together with these groups, lobbying on behalf of Flight Attendants to correct the inequities of the law as it's currently written so that the true intent of Congress is applied to our work group.

As you all know, it's not easy explaining the intricacies of our jobs to those who don't do it. So it's important that Flight Attendants participate in educating our Senators on why this legislation needs to be passed. It's time to practice one of the skills we Flight Attendants know so well on the U.S. Congress, specifically the Senate. Which skill am I speaking of? The "gift of gab"! First, we need for you to understand the issue (which I'm sure most if not all do) and then we need you to try to get a Senator to agree with you and back you (this is called lobbying).

Seriously, we need you to join our grassroots campaign and call, email AND fax your Senator. Here's how: go to [www.senate.gov](http://www.senate.gov), click "Senators", and you will find a complete list of all of the United States Senators. Please contact both of your state's Senators by phone, email, and fax. Regular mail is discouraged due to the time it takes to clear the strict security in place. Ask them to sign on to Senate Bill S. 2059, the Family Medical Leave Act Technical Corrections Bill.

# The Top 2 Legislative Issues for Flight Attendants

Contributions by Portia Reddick White, Brett Nevarez, and Allyson Parker-Lauck

## 1. FMLA Technical Corrections Bill

If you've made it this far, you undoubtedly know that TWU Local 556 has people working hard on behalf of our Members to ensure this legislation passes. This bill reduces the number of qualifying hours required for FMLA from 1,250 (Southwest requires 1,050) to 504. It has passed in the House, and now it needs support in the Senate, where it is currently facing opposition. Please contact your Senator at [www.senate.gov](http://www.senate.gov), click "Senators", and then look up your state's Senators. Each Senator has his/her own separate page with an email form you can fill out and send to them directly from the site. Their phone and fax numbers are also listed, and we encourage each of you to use all available means to make your voice heard.

## 2. FAA Reauthorization Bill

The FAA Reauthorization Bill, S. 1300 and H.R. 2881, have several issues of importance for Flight Attendants. Spotlighting S. 1300 the FAA Reauthorization Bill: it contains important measures for Flight Attendants including establishing health and safety standard rules for Flight Attendants (OSHA protections), carrying out the recommendations of the completed CAMI (the FAA's Civil Aerospace Medical Institute) study on Flight Attendant fatigue, instituting English language standards, and addressing cabin air quality as well as launching a Human Intervention and Motivation Study for Flight Attendants.

On OSHA (Occupational Safety and Health Administration), TWU Local 556 Members regularly ask why Flight Attendants aren't covered. In 1975, the FAA claimed exclusive jurisdiction over safety and health issues for cabin and flight deck crews. Thirty three years later, while significant advances have been made to make workers safer under OSHA protection, Flight Attendants are still left "up in the air". According to the Association of Flight Attendants, "The workplace for Flight Attendants isn't one of the most desirable. Oxygen deprivation, recycled air containing engine fumes, pesticides, and ozone exposure are daily hazards. Flight Attendants are working in a vessel that is subject to unexpected air turbulence at any given moment and if all objects are not locked and stowed and Flight Attendants are not seated a very unstable and potentially injurious situation is created for Flight Attendants."

While the FAA is currently concerned about boarding and deplaning positions in the event of

an APU fire (we use ground power at the gates), they are doing very little to protect us against the hazards we face each and every day.

The Human Intervention and Motivation Study (HIMS), is a program that has been helping Pilots return to work safely after rehabilitation from chemical dependency. There is no such federally mandated program for Flight Attendants. This is one of the many aspects of the FAA Reauthorization Bill that is so important for Flight Attendants. Please read page 23 for more details on OSHA and HIMS.

The House bill – H.R. 2881 has passed the House and we are waiting for the Senate Bill S. 1300 to eventually be voted on in the Senate. Right now there is no decision among Senators that they are ready to vote on the bill. So, we wait. As this issue goes to press, the bill may have a chance before the Senators stop business for their 4th of July district work period/break. If not...there is no telling when it will get voted on. Please look for updates on this important legislation on the Local 556 website, [www.twu556.org](http://www.twu556.org). If S.1300 is not voted on, please contact your Senator (instructions at the end of 1st paragraph) and ask them to support and vote on S. 1300.

There are other items of interest to TWU Members and employees of air carriers in the FAA Reauthorization Bill:

- A provision for contract repair station safety that requires drug and alcohol testing for employees of foreign aircraft repair stations. DID YOU KNOW that though some maintenance work on U.S. commercial aircraft is performed overseas, there is no provision that requires the workers who work on those air carriers to undergo drug and alcohol testing? In addition, they do not have to pass any TSA (Homeland Security) background checks!
- Inclusion language protecting U. S. owned airlines against a franchising provision in the European Union Open Skies Agreement that would allow foreign investors to control the operational decisions of our airlines. CAN YOU IMAGINE a foreign government or citizen controlling where SWA flies?
- A new bargaining process for FAA employees.
- Language regarding express carriers which will give FedEx workers the right to join a Union under the National Labor Relations Board.
- Airport firefighter standards
- Airport Construction funding



# Ms. Dunivent Goes To Washington

*by Gwen Dunivent,  
DAL Executive Board Member*

Washington, D.C. is an exciting, vibrant city and I was fortunate to spend four weeks there in April of this year. The Department of Legislative and Political Affairs (DLPA) of TWU International offers an internship program several times a year, and I was honored to be chosen for the first term of 2008. The DLPA Office is a stone's throw from Capitol Hill, in the shadow of Union Station. Roger Tauss is the Legislative Director in that office, assisted by TWU Legislative Representative Portia Reddick White, and Political Representative Alex Garcia. Portia is a member of our very own Local 556, and Alex hails from Local 568 in Miami. Together, this team along with Administrative Assistant Paulette Smith is responsible for coordinating legislative and political activity for all the Members of the Transport Workers Union. While I knew this had to be a challenging task, I really had no idea what was involved in the process.

I could never relay all of the knowledge I gained during my internship, but I will do my best in this short space to share some of it with you. First of all, the relationships that our team nurtures and maintains with all the key players on the Hill are absolutely invaluable. As I followed Portia and Alex around D.C., attending Congressional hearings and lobbying, I began to realize that they are the very face of TWU to the people they interact with. There

are so many critical relationships that must be maintained. Our team meets with all other AFL-CIO affiliates every Monday morning to discuss pending legislation, and that meeting is followed by a special meeting for the Transportation Unions. At these meetings, we share our issues with one another, and identify common goals and strategies. Each Union's Legislative Team has an opportunity to ask for help and support in their own critical battles, and to identify ways to support each other. The term "strength in numbers" took on a whole new meaning as I watched the complicated, intricate dance play out as each group put forward their concerns and pledged support for others, even as they sought help for their own. These important relationships take a very long time to build, and we are fortunate to have such a knowledgeable, well-respected team representing us in D.C.

Another fascinating piece of the legislative/political puzzle is the process for choosing endorsements for our Union. I previously thought that the Congressional voting record - which is available to the public - was the most important thing that was considered in making those choices. However, it turns out that there are many layers involved in evaluating which members of Congress qualify to receive our endorsement and our COPE contributions. More critical sometimes than how an individual votes, is whether or not that individual will

ever be willing to sponsor or co-sponsor Labor-friendly legislation. As it turns out, there is a big difference between a Member of Congress who will vote for pro-Labor legislation and one who might really write our language into a bill, or put our bill forward to their Congressional colleagues. This is called "carrying our water", and it means that a lawmaker is willing to be at the forefront of legislation and initiatives that are good for American workers. This takes much more commitment to the cause than just voting our way. The team at the DLPA Office does exhaustive research into each Candidate's history on "carrying our water" before endorsing that individual or making a financial contribution from the TWU COPE fund. (Just a reminder-your Union dues money can never be used in such a way. Only your voluntary contributions to COPE provide these funds.) I hate to sound like a broken record, but I have to say again that we are fortunate to have the team that we have in D.C. making these critical choices for TWU.

Also crucial to the endorsement process is knowing who sits on what Committee. The Congressional Committees hold a huge amount of power when it comes to getting a piece of legislation to the floor. Each bill being proposed has to go into the appropriate Committee for language tweaking (known as "marking up") and debate before it is ever presented for a full vote on the floor of the House of Representatives or the Senate. If the majority of Committee Members are in favor of a bill, the bill may pass through Committee in a fairly straightforward manner. However, if you have Committee Members who are opposed to a bill, they can hold it up inside the Committee almost indefinitely, thereby effectively removing any chance of passage. Once a bill clears out of its individual Committee, and manages to get put on the calendar for a floor vote, the process is still far from over. Even if the bill is approved by the House of Representatives and the Senate, it still has to go into the Conference Committee to resolve differences between each body's version of the bill before it can be signed into law (or vetoed). So you can see that Committee and even Sub-Committee appointments are crucial to the process that our team goes through when deciding who to endorse and/or support.

During my internship, I personally spoke to over twenty Members of Congress about our pressing issues here at TWU Local 556. These conversations centered around the passage of the Technical Corrections Act to the Family Medical Leave Act and the FAA Reauthorization Bill. The ability to qualify for FMLA has long been skewed against Flight Crews because the necessary number of qualifying hours has always been based on a forty hour

work week. The Technical Corrections Act, H.R. 2744 and S. 2059, changes the qualification requirement to a percentage of your schedule, instead of set number of hours. The FAA Reauthorization Bill includes many critical issues for us, including FAA oversight of foreign aircraft maintenance facilities, OSHA protection for Flight Attendants, and some merger protection language for airline employees. Unfortunately, the reauthorization bill ended up dying on the floor of the Senate due to an inability of the parties to agree on some language... ahhh, the beauty of the political machine. We still have great hope for the passage of the corrected FMLA bill, and there are instructions on our website about how to contact your Congressional Representatives about soliciting their support.

Representing our Membership on Capitol Hill was a great honor for me, and it was the most educational experience I have ever had in my Union work. Now that I understand the process so much better, I will be able to better represent our Local's legislative interests, and interact more effectively with the legislative/political process, whether on a local, state, or national level. I would like to encourage any of you who think this sounds fascinating to apply for the DLPA Office Internship. The application will be in the TWU Express magazine that comes to your home in the next few months. The internship program is open to any TWU Member who is politically active and a member in good standing in their Local. I hope to see many more Local 556 Interns in the years to come. Please don't hesitate to contact me at the Union Office if you have questions about the Internship, I'll never get tired of talking about it.



*Gwen, front right, on the steps of Congress with Steven Romero, Susan Kern, Michael Massoni, and Thom McDaniel*



# Let's Get this Straight

Fact and fiction on FARs and Company Policies  
all rolled up into one INSANE story

by Cuyler Thompson, Recording Secretary with expert  
advice from Michael Massoni, 1st Vice President and  
Safety and Security Coordinator for TWU Local 556

*Editor's Note: While Cuyler doesn't write for UNITY Every quarter, when he does, he writes a LOT (word count schmurd count). Thanks to Cuyler for adding his wit to what many might consider a dry topic, and many thanks to Michael Massoni, TWU Local 556 Safety and Security Coordinator for the many hours spent providing information and technical advice.*

We had forgotten to pick up our Deadhead Passes before we left the Lounge and instead were using Non-Rev Passes with a big "DH" scrawled across the top. Deadheaders are supposed to preboard and Tina had attempted to convince the OPS Agent of that fact by doing that thing she does with her skort when she's trying to get her way. She had batted her eyes and pouted her lips and, playing the role of a 'damsel-in-distress', had told the Agent what a terrible 'A' Flight Attendant I was for not getting our Deadhead Passes and not checking our loads for the trip. For good measure, she had thrown in that I was lactose intolerant. As we boarded, Tina had flashed the Captain a pearly smile and fondled the First Officer's patriotic neckwear, a tease of the POS she's famous for. Stewardess Steve was nesting a few comfortable rows away from us (he had flown with us before): iPod, sunglasses, UNITY Update, M&M's, can of Deja Blue, straw. As we settled in to our row, Tina was proud of herself as she confessed, "Y'all are so lucky I was able to get us on this flight. You know that Agent doesn't like you anymore, Cuyler". She revived her role as a now deaf damsel and acted as though she didn't hear me when I explained, "I used to date that OPS Agent, Tina." She simply feigned starvation, rifled through my food bag on the seat between us and changed the subject, "You actually eat this? This is gross. This has transfat. This is ugly. This smells like feet. Don't you have anything pink in here?" Something colorful finally held her attention and she held up a quart-sized TSA baggie filled with sauces, spreads and spices stolen from various airport concessions nationwide. I explained that the

baggie held my condiments. "Condom mints!" she exclaimed a bit too loudly. Stewardess Steve shrunk in his seat. Oh, Tina. She then decided that we should open all of the little packets into the airsick bag and make a 'curiously strong' soup for Stewardess Steve. I wasn't going to stop her; at least she was busy. Suddenly, Tina's excitement redoubled when she had the super idea that my next submission for UNITY Magazine should be a list of which airport fast food concessions offered the best condiments, had the strongest plastic cutlery and were easily pilfered in the time it takes a Flight Attendant to walk an unaccompanied minor off the plane. Tina said, "You know, some of that stuff you write in that Union rag just doesn't apply to me. You should tell me things that help me get through my day; I use salt and pepper every day, Cuyler, not FMLA." Oh, Tina.

With my fingers in my ears, I was staring at Tina's freshly-moistened, ketchup-red lips and watching her add honey, Tabasco and parmesan cheese to Steve's "condom-mint" soup. The 'A' Flight Attendant had begun shrieking her opening PA (bless her heart). Tina wasn't listening. Tina was talking. And then Tina was gaping. She stopped and looked me square in the eye; her look said, "Did you just hear what I think I heard?" We heard the Flight Attendant say, "A new Federal Aviation Regulation went into effect on January 1st of this year. For takeoff and landing, there can be nothing in your seatback pocket that wasn't there when you boarded the aircraft. Please remove all electronic devices, books, food items and water bottles from your Seatback Pocket and stow them under the seat in front of you." Tina listened to the rest of the PA before she spoke again, "Did I miss something?" I hadn't heard that before either. Tina noted that this Flight Attendant was probably one of those who also told passengers that the window shade at seat 1F had to be open for takeoff and landing "because the FAA said so". She called her a "rogue" Stewardess (bless her heart). Tina changed her mind, "You know what I want to know, Cuyler? I want to know what FARs can and

can't get me into trouble on the aircraft. I hear all these rumors on the jumpseat about Flight Attendants getting fined for letting Grandma hold her purse on her lap or letting every Harry, Dick, and Mary out of their seat when the Fasten Seatbelt Sign is on. That would help me do my job; that's what I want you to write about. Oh, Tina. I must admit that sometimes the pretty ones do say something smart. I had been suffering from writer's block for months and here, my beloved Tina...

She continued, "And you know, Cuyler, you should really get your food bag off this seat and stow it. That's an FAR and it's very inconsiderate of you to put that poor Flight Attendant in the uncomfortable position of having to choose between telling a coworker to stow his carry-on luggage or risk violating an FAR. Just put it away; how hard can it be?" (Who was this woman, and what had she done with my friend Tina?) As we pushed back, I stowed my bag. Tina was staring straight ahead, suddenly quiet and obviously contemplative. Miss Southwest Airlines Bless-Her-Heart (BHH) literally yelled the last few sentences of the Safety Demo; she probably assumed the Passengers were all hard of hearing since they weren't laughing at her jokes. The 'A' Flight Attendant stopped during her walkthrough to 'bless our hearts' with cans of water and chocolate kisses. Tina offered her some soup, gushed over the jeweled angel pin on her collar (and the Union Pin on the other) and they began comparing Pilot stories. Tina's new BFF, Miss BHH, startled the nosy man stretching his neck across the aisle towards Tina (NMSHNATATT) when she asked that he stow his laptop under the seat for takeoff. "The girls just let me hold it on my lap on the last flight," he defended. Oh no, I thought, here it comes. I offered him some soup for his last meal. "Oh sir, I can assure you that they would have asked you to put it away had they seen that thing on your lap. It's really hard and could really hurt someone. You really don't mind doing it for ME do you?" (flash pearly whites, fondle patriotic tie). And there it goes...sooo far under the seat! Miss BHH's floor program was still not as good as Tina's, I thought to myself. "Thank you, Honey" (wink). Dammit Tina, you were so close! But Miss BHH scores the win with her graceful dismount.

Tina glared at me as though it was my fault when Stewardess Steve was told that the FAA required that he remove his headphones, even though his iPod was powered off. I wished she would just concentrate on the Men's Vogue Magazine that she had taken away from me, but I could tell that Tina was about to say something important. We were cleared for departure. "Cuyler, some people make their job and the jobs of others so much more difficult than necessary. I

used to serve cans on every flight until I got yelled at by an old woman one day when I served her a cup, "they gave me the whole can on the last flight". I used to hand over unopened mini bottles every time I served a cocktail until I saw one of my friends in tears having been called 'stupid' for mixing a guy's drink before serving it to him. Most Flight Attendants follow most of the Company Policies and FARs but some of us have been confused by rumors and the different interpretations. Some Flight Attendants just make up their own FARs. And some rules are ignored because it's just easier than enforcing them. But it makes the job of the Flight Attendant truly following the rules twice as difficult. It's so hard to board a thru flight and have to tell the woman in the front row that she can't hold her bag on this flight when it's been on her lap during the last two legs. It makes me look like a complete witch when I tell the guy in row 6 during my demo that I will have to wait until after takeoff to get him a pillow and blanket, but the 'A' gets him one on her walkthrough. I understand that there are FARs and then there are Company Policies. I could just use a little clarification on what they are, what the difference is and what can happen to me if I violate them. I think that this would help us all when it comes to doing our jobs well and with a modicum of consistency and professionalism." All I could do was stare at her. "This would make Steve smell sooo much better," she said, shoving the scented centerfold of my open magazine towards my face.

I guessed it would be rude to call in sick when we landed. Tina had a point, and I was the only one around at the moment at which to point. Over the next few days, Tina and I discussed Southwest Airlines Company Policies and FARs as they applied to our jobs on the aircraft. We would hash it out on the forward jumpseat during climbout and then Tina would go back and school Stewardess Steve (I owe you some beer, Brother) on the FARs and why he was a loser for not using the "tray method". We consulted the Flight Attendant Manual frequently and often called the Union Office or sent a text message to TWU Local 556 National Safety/Security Coordinator, Michael Massoni, between flights. What follows is loosely based on what we learned.

The FAA may levy personal fines on Flight Attendants for violating an FAR. Personal fines start at \$1,100 per infraction but may be higher. A Flight Attendant may be found guilty of and fined for more than one infraction during a flight. The three FAR violations for which a Flight Attendant may be personally fined are:

1. Incomplete or inaccessible Flight Attendant Manual or flashlight

2. Performing non-safety-related duties during movement of the aircraft on the surface
3. Drugs & alcohol (including being impaired by a prescribed medication)

"Steve, I'm doing Cuyler's walkthrough because he's lazy. Captain Kangaroo wants us to stay down until he calls us, there's a cowboy saddled in Seat 4C and some employees from Headquarters in 17 and we have 136 plus two. And you know that you could be fined by the FAA for restocking the C-folds and icing your cups right now."

"Tina, as you can see, I'm in my jumpseat."

"Once again, Steve, I'm just trying to save your job. Did you finish your soup, sweetie?"

Back on the forward jumpseat, Tina managed to sit silently for 30 more seconds of taxi before she started in, "I bet I would be fined for using the LAV right now; I have needed to pee for the last 3 legs but I keep forgetting. I could be fined for taking drink orders right now? What if I got that FAM a pillow? What if I stopped to talk to the hottie in the overwing about our connection? Oh, and I forgot to drink my lemon juice-maple syrup-cayenne pepper cocktail, how much would it cost me to get up and get it?"

"Yes, yes, Tina. We've already said that you're risking an eleven hundred dollar fine or more by doing anything at all during taxi that is not safety-related. Actually, I'll tell you a story. Management recently fired a fifteen-year-plus Flight Attendant because she got out of her jumpseat on rollout to latch a cabinet that she had forgotten. She saved the galley from being strewn with 4 cases of soda, but Management said that she had 'endangered the lives of others' by getting out of her jumpseat. The Union helped her get her job back, though."

Tina shushed me, "Do you mind? I'm trying to do my thirty-second review over here, Cuyler!"

"Give your seatbelt a tug and your neighbor a hug; we've been cleared for departure."

"That one is so cornball, Cuyler. You're so original. I so like flying with you, though. You're really good about having all the purses and laptops put away here in the front row before I do my count. That helps me a lot. Would you get fined eleven hundred for that monster bag behind that woman's feet? She's hiding it with her coat."

"Oh crap! I thought she put it up. Anyway, that would be a Company fine. Fines for FAR violations that don't involve my Manual and flashlight, drugs and/or alcohol or doing stuff on taxi that's not safety-related are levied on the Company. The fines start at twenty-five thousand dollars per

infraction. If all six women in the front row had their purses on their lap, and an FAA Inspector felt like it, he/she could fine Southwest Airlines a hundred thousand dollars."

"That would be one hundred and fifty thousand dollars, genius. What's the big deal with a purse? Some of these old bags have separation anxiety."

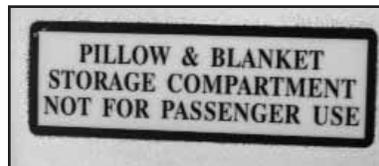
"Your Manual says that purses, briefcases and laptops and their bags are classified as 'personal-type items' and must be stowed properly in accordance with the carryon rules. It goes on to say that seatback pockets are not approved for stowage (so no laptops in them). 'Instruct Customers to place heavy or hard-sided items, such as computers, under the seat.'" Try to remember this: all carryon and personal-type items must be stowed in a manner which restricts them from sliding forward under people's feet or sideways into the center aisle so they won't be in the way during an evacuation. A purse or a computer on a lap or behind feet does neither and we could be fined. They can't be buckled on the seat between people either. The rule applies to the entire cabin, not just the front row. It's also not OK to put anything behind the last row of seats unless it actually fits under a seat. I've been guilty of putting big posters and other things back there, but it could have cost the Company a lot of money. And I would be willing to bet that costing the Company twenty five thousand dollars or more could get me a Class 1 Safety Violation from Management under the Work and Conduct Rules."

"I've heard Flight Attendants tell people that the FAA won't allow bags in the bin with the pillows and blankets."

"Yeah, I've heard that and you and I know it's not true. It's not sanitary but it's allowed. I've also heard Flight Attendants say that the FAA doesn't allow roller

bags under the seats. That's not true either. Smaller roller bags under a seat won't impede an evacuation. If Grandpa or an Unaccompanied Minor is sitting on the aisle and wants to put a roller bag under the seat next to the window, let them. As long as forward and side motion is restricted and it doesn't impede anyone's exit during an evacuation, it's fine. And you can't put any bags or snacks in the Wheelchair Stowage Compartment. Only trash and wheelchairs can be stored there."

"Can I put Assistance Animals in there?"





Desperate Commuters? Unruly UMs? I saw Steve put his magazines in there."

"No, he didn't. That was trash, Tina."

"You're right, all he reads is trash. Can Steve put his water bottle in the seatback pocket when he deadheads?"

"Yes."

"Can he wear his headphones during taxi? He was just trying to avoid the 'so is this your normal route' questions from that weird lady next to him. You wouldn't let the poor thing sit with us, after all."

"Yes, he can wear his headphones, noise-cancelling or not, as long as it can be verified that the electronic device that they are attached to is turned off. Some airlines insist that Customers remove their headphones, Southwest Airlines does not. And I think he's scared to sit with you, Tina."

"I really like Steve; he was really nice to that big girl back there with the tattoos. The Manual says that aisle-side armrests have to be down for taxi, takeoff and landing. She tried to get mad at him for putting her armrest down; now she's in love with him. He winked at her said something to her about him needing to take extra special care of his 'precious cargo'. I think that Steve should wear cargo shorts. I bet he has a tattoo. I think he's gay. Do you think he's gay? Why hasn't he told us?"

"Do you think he should have to? Should he have to carry around a little 'Gay Card'? Should there be a little symbol printed on his Driver's License like on an organ donor's, maybe a tiny little ruby-red slippers emblem? Maybe we could require them to stand in front of a rainbow flag to have their picture taken at the DMV..."

"Cuyler, stop; you're so flaming dramatic sometimes. But now that you mention it, do I have to carry that little Flight Attendant Certification Card with me at all times, like my I.D.? I think I lost mine in a hot tub in Fort Liquordale. Oh my Ghandi, that's funny: that's where we are going tonight. I'll make Steve look for it."

"According to Michael Massoni, you don't

have to carry it with you, but when requested, you need to be able to produce it within 14 days. Michael also recommended that all Flight Attendants set up a profile in the FAA Airman's Certificate website so if they lose their certificate or have a name change they can 'self maintenance'. Otherwise they will have to contact the Company to get their certificate number and then call the FAA with the notification of loss or name change. AMS Website:

<https://amsrvs.registry.faa.gov/amsrvs/Logon.asp>".

Suddenly, the Clear Zone went dark; all daylight was totally blocked out of the front galley. "Ma'am, the Fasten Seatbelt Sign is on. You should be in your seat. I understand....well, then you're up at your own risk. Hmmmpf... Precious cargo my foot, Cuyler. You know, she's really gonna regret those tattoos one day, bless her heart."

"You just gave her permission to be out of her seat, Tina."

"I most certainly did not."

"By saying, 'you're up at your own risk', you implied that she had your permission. It's just like saying 'be careful': it's implying permission. This topic is just another big, old can of hairy worms and I'm not going to open this one. You and I were both trained by Southwest Airlines that we are to 'inform' not to 'enforce'. I really can't tell you the best way for you to handle it; I can only tell you how I handle it. And it may get me into trouble one day, too. If someone asks me if they can use the LAV, I simply say 'I can't give you permission while the Fasten Seatbelt Sign is on', I smile real big and then I walk away. They'll do what they're gonna do anyway, but I have done my job; I have informed them. If I encounter them in the aisle or galley, I say 'the Fasten Seatbelt Sign is on', I smile real big and walk away. I have informed them which, according to Southwest Airlines Inflight Training, is my job."

DING! "Folks, you are now free to move about the country!"

"I guess we can get up now. Thanks, Captain," Tina sighed. "Oh, I'm sorry, sir. Someone's in the restroom and as we said earlier, you're not allowed to form a line or stand in the galley area. The restroom in the back is free." He protested. Tina slowly and seductively peels away her shoulder harness and extends her hand, allowing a gentleman to assist a lady to her feet. "Oh, I know, it's a long way back there but I'm sure you're more than capable." She lowered her voice, "you don't want to get me in trouble, do you?" Tina leaned in to him as though they were sharing a secret, "Cuyler is a by-the-book kind of boy stewardess. He's my supervisor. Make me look good and just use the one in the back. Thanks,

sugar. I owe you one" (flash, fondle). The poor old thing turned bright red and euphorically skipped to the back of the plane. Tina looked back at me over her shoulder as she cooed, "I've got mad skills, boyfriend. And don't you forget it." She tossed her head back and worked that emergency egress runway lighting for all it was worth--all the way from row 9 thru 16.



The Clear Zone is not an FAR. It is a Company policy, created with the guidance of the Transportation Security Administration. According to BWI Inflight Supervisor Courtney Kelley, as long as a Customer is on the carpet and not on the rubber galley floor, technically speaking he/she is not inside the Clear Zone. She reminded me, however, that Flight Attendants should not allow a line to form at the front portion of the aircraft. Courtney reported that Southwest Airlines considers one person to be a 'line'. She said that Crews should use their best judgment. If they are comfortable with a particular Customer standing at the first row, on the carpet, they are in compliance with Clear Zone procedures. Some Flight Attendants may be uncomfortable with anyone standing near the Clear Zone. However, if a Customer is on the carpet, they technically are outside of the Clear Zone.

"This seatbelt's a mess. Your galley's a mess. Hurry up, Cuyler. Oh my Ghandi, you're a mess! The gear is down."

I buckled in. "I swear that flight from Orlando is getting shorter and where are all of my coupons? Eww. Why is this seat wet?"

"You're getting old and slow and you can't count. Poor Steve's back there trying to figure out why he has too many coupons. Bless his heart; he's counted everything at least four times. He should've been in his seat ages ago. Are you trying to kill him, Cuyler?"

"He stole my coupons!"

"Do you want that window shade to be up for landing?" Tina asked me. I gave her a look. "I know. I know, it's neither an FAR nor Company policy but some people are just nuts about having that window shade at seat 1F up for landing. They want to be able to see if we're gonna crash, I guess. I suppose it doesn't hurt to ask, if a Flight Attendant really wants the shade to be up. Flight Attendants shouldn't say that it's an FAR that the shade be up for landing, though. If the Customer doesn't mind, then I guess it's OK, right? Do you want that window shade up, Cuyler?"

"Oh for the love of Prada, Tina! If you want the shade up, just ask the man if he minds putting it up for you. What's wrong with you? You're babbling like new hire at a liquor mockup. Are you drunk or

something? Is that where all my liquor went? I'm gonna have the Captain check your bag."

Tina replied, "You know Pilots don't check bags!" At that point we both hysterically exploded into

a stupid unfunny laugh, which scared the Seeing Eye Dog and the blind man in seat 1F. Tina shushed me, "I'm trying to do my thirty-second review." The jumpseat shook as Tina stifled her giggling.

"You look like you're praying that I have enough liquor in my bag for both of us. Are we going to invite the pilots to play '1, 2, 3, floor' with us at the hotel bar? Let's play a game of Marco Polo in the hot tub with Stewardess Steve."

"We don't have enough time to get drunk tonight, Cuyler. FAR's, remember? We had a short overnight anyway and now we're late. What's the rule? Eight hours to throttle the bottle? What does that mean, anyway?"

"Eight hours bottle to throttle. The FAR states that no person may act or attempt to act as a crewmember...

1. within 8 hours after the consumption of any alcoholic beverage;
2. while under the influence of alcohol;
3. while using any drug that affects the person's faculties in any way contrary to safety;
4. while having .04 by weight or more alcohol in the blood.

"You're right: by the time we get to the hotel, get checked in and get to our rooms (even if we limit it to a quick 10-minute turn to change clothes), we won't have time to drink much of anything. Eight hours bottle to throttle, baby. Let's do shots in the Crew Van!"

"You're so juvenile, Cuyler. And a bad influence on Steve. Now, when you say 'any drug that affects the person's faculties', are you talking about crack cocaine, heroin, marijuana, pot, weed, blunt, grass, reefer, ganja, Mary Jane and stuff like that? ...What?.. Why are you looking at me like that? Hey, I'm hip; I'm with it. My nephew says that I am 'definitely dope'. I'm "da bomb"."

"Don't say 'bomb'. Legal or not, prescribed medication or not, you cannot act or even attempt to act as a Flight Attendant under the influence of any drug that affects your faculties in any way contrary to safety. Just because a medical doctor has prescribed a medication doesn't mean that the Flight Attendant can safely perform his/her duties under its influence. Flight Attendants should always discuss this with their doctor, most (unless they are an FAA Certified Doctor or Flight Surgeon) don't know the FARs so the responsibility and decision making is the Flight Attendant's. If

*(Continued on page 35)*



# Put Up or Shut Up

It's time to stop complaining and get involved

by Brett Nevarez, TWU Local 556 Board Member at Large

I haven't written my regular scoop in a couple of issues. A pregnant wife, new baby boy, and lots of other things going on have kept me away from my keyboard. But I'm back to talk about a couple of issues. First, in accordance with the title of my column, I'm going to ask you to take some action. Since our theme this quarter deals with how we as Union Members must be involved in the legislative process as it applies to our careers, I want to talk about 2 important pieces of legislation in the FAA Reauthorization Bill that you read about on page 15. Then, I'm going to reinforce what you can do to ensure Flight Attendants receive the same protection that other American workers receive.

Longtime Speaker of the House Tip O'Neil is famously quoted as saying "all politics are local". Politics and legislation are always sensitive subjects and are a controversial topic for our Local. We cannot sit on the sidelines and complain if we are not willing to engage and actively seek change for our Members. That is the sole reason we as a Local and TWU International are involved. On that note we want to bring to your attention the two items of vital interest to Flight Attendants that are included in the FAA Reauthorization bill that Members of TWU Local 556 have been tirelessly lobbying for during this session of Congress (see Portia Reddick White's story on page 14 and Gwen Dunivent's story on page 16). These issues are the Human Intervention and Motivation Study (HIMS) and Occupational Safety and Health Administration (OSHA) protection.

The goal of the HIMS program is to return airline employees to work safely after rehabilitation for chemical dependency. Airline Pilots have had a HIMS program since 1974, and it has helped many return to work. If this legislation passes, we look forward to this working for Flight Attendants as well. Understandably, Flight Attendants have been reluctant to come forward and seek help for this condition because of the fear that it would end their career. We want a safe alternative for our workgroup. Even though chemical dependency is a common condition worldwide, identification in

an airline setting is often difficult. This is the case primarily because of the phenomenon of denial, in both the afflicted individual and the people closest to her/him. It has several unique features in the airline industry that influence the presentation of this disease. As in society as a whole, alcohol is the drug of choice for recreational use and over 90% of people in the industry consume it in varying degrees. Its use for stress relief/relaxation is encouraged, and everyone who has been involved with the industry for any length of time knows a funny story regarding Flight Attendants and alcohol. For some, these stories are far from "funny".

However, unlike the society at large, there are very strict FAA and Company regulations concerning alcohol. In addition, the mandatory DOT drug testing program serves as a de facto "watchdog" which can impose severe penalties for being found with unacceptable levels of alcohol in one's system in proximity to duty. Flight Attendants often exhibit what is commonly called "binge" drinking behavior, where sometimes large quantities of alcohol are consumed around the boundaries of the mandated "no-consumption" deadlines. Unfortunately, because of this phenomenon, there have been a few highly publicized incidents of Flight Attendants reporting for duty with alcohol levels above the mandated limits and indeed, some case where the individuals involved were frankly under the influence of the drug. We want this to stop and believe that HIMS for Flight Attendants will be one answer to this problem.

The next part of the FAA Reauthorization Bill I'm going to cover is OSHA protection for Flight Attendants. Here is a short history of the struggle we have faced trying to achieve this goal. In 1975, the FAA claimed exclusive jurisdiction over workplace safety and health for all aircraft Crewmembers, preventing OSHA from protecting aircraft Crewmembers. As a result, for over 33 years Flight Attendants have suffered the effects of inconsistent, voluntary occupational safety and health programs. In fact, recent data obtained from the Bureau of Labor Statistics show clearly that aircraft cabins are highly dangerous workplaces with Flight Attendant injury/illness rates  
*(Continued on page 35)*

# C.O.P.E.:

The new and improved  
TWU Local 556 Committee  
on Political Education

by Gwen Dunivent, DAL Executive Board Member & TWU Local 555 COPE Co-Chair

The new TWU Local 556 Committee on Political Education (COPE) held its very first meeting on March 6, 2008 at the Union Office. The COPE members are Flight Attendants from all over our system who responded to an invitation for Flight Attendants interested in the legislative process to form a Committee. This Committee is comprised of political and legislative activists who are committed to helping educate our work force on how to support pro-Labor candidates and to lobby for pro-Labor legislation. COPE Members are also charged with encouraging our Members to contribute to the COPE fund, which provides the financial backing needed for pro-Labor candidates and initiatives.

The first meeting was mainly a brain-storming session about how we want the Committee to work, what our priorities should be, and of course, the challenge of inspiring our Membership to get involved in the legislative process. We had several

guest speakers including Tom Carlin, long-time political activist and Texas AFL-CIO Vice-President from TWU Local 513, and Peggy Olstein-Weidman, the COPE Director for TWU International. Critical pending legislation was discussed, including the FMLA Technical Corrections Act and the FAA Reauthorization Bill, and the Committee explored ideas on the best ways to involve the rest of the Membership in these struggles. We examined barriers to recruiting people one-on-one, and shared ideas about mobilizing our Membership on legislation that will affect our working environment and our lives.

If you are interested in joining the TWU Local 556 COPE, please contact Gwen Dunivent or Thom McDaniel at the Union Office. We look forward to growing our new Committee, and are planning our next meeting for this fall. Send an e-mail to [dal-debm@twu556.org](mailto:dal-debm@twu556.org) or [president@twu556.org](mailto:president@twu556.org) if you are interested. We hope to hear from you.

If you would like to make a monthly contribution to C.O.P.E., please fill out the form below, and return it to:

Thom McDaniel, President  
TWU Local 556  
7929 Brookriver Drive, Suite 750  
Dallas, TX 75247



**AIRLINE DIVISION**  
**TRANSPORT WORKERS UNION OF AMERICA**  
1700 Broadway, New York, NY 10019-5905

**AUTHORIZATION, ASSIGNMENT, AND DIRECTION FOR DEDUCTION FROM PAYROLL  
FOR TWU POLITICAL CONTRIBUTIONS COMMITTEE**

I, (name) \_\_\_\_\_, hereby authorize my employer Southwest Airlines to deduct from any wages earned or to be earned by me, the sum of \$ \_\_\_\_\_ per month from my check and to forward the said amount as an assignment and deduction to the TWU Political Contributions Committee, 1700 Broadway, New York, NY 10019.

The authorization, assignment and direction is intended to facilitate my transfer of this amount to the TWU Political Contributions Committee and to save me the time and effort of making a separate payment.

This authorization for, and contribution to, the TWU Political Contributions Committee is entirely voluntary on my part and has not been obtained by physical force, job discrimination, or financial reprisal or threat thereof, but is purely a voluntary contribution on my part made of my own free will and choice. I understand that contributions or gifts to the TWU Political Contributions Committee are not deductible for federal income tax purposes.

This assignment, authorization and direction may be revoked or cancelled by me at any time by writing to my employer. I direct, however, that this authorization shall be effective and apply to each payroll voucher I receive in each calendar year from my employer.

EMPLOYEE NUMBER: \_\_\_\_\_

NAME OF EMPLOYEE: \_\_\_\_\_  
LAST FIRST MIDDLE

SIGNATURE OF EMPLOYEE: \_\_\_\_\_ LOCAL #: 556

STREET ADDRESS (print clearly): \_\_\_\_\_

CITY STATE ZIP CODE SOCIAL SECURITY NUMBER

E-MAIL: \_\_\_\_\_



Peggy Olstein Weidman, right, discusses issues with MDW F/A Donna Keith, HOU F/A Latonia Paul Benoit, and PHX F/A Mark Savage



(L to R): OAK F/A Greg Hofer, BWI F/A Steven Romero, and OAK F/A Donald Silva

# TWU Local 556 Grievance Team

Defending Your Rights!

by **John Parrott**,  
**Grievance Committee Chairperson**

As of 6/9/2008, there are 120 active grievances.  
Since January 1, 2008

- (118) New Grievances have been filed.
- (24) Grievances have been withdrawn.
- (24) Grievances have been settled in favor of our Members.

These settlements consist of the following:

- (2) Terminations- Reinstated.
  - (1) 3- Day Suspensions- Removed.
  - (5) No Shows- Removed  
(12.5 Points)
  - (1) SL1- Removed.  
(2.5 Points)
  - (2) FTR Removed  
(2.0 Points)
  - (4) Discipline Reduced/Removed
- 74.13** TFP Awarded to Various Members  
**\$180.00** Monies Recovered to Various Members

Often issues are settled without the utilization of the grievance process, thereby providing substantial savings to the Membership. The following issues have been settled in this manner:

- (3) No Shows- Removed (7.5 Points)
- (4) UTCs- Removed (10 Points)
- (5) FTRs- Removed (5.0 Points)
- (2) Points- Removed for Other Reasons.

**621.39** TFP Awarded to Various Members

## ARBITRATION UPDATE

An Arbitration has been scheduled for July 11th regarding the Illegal Conversion of Reserves from AM/PM Status to Ready. The Union and the Company disagree on the Contract language in Article 11. The Union's position is that upon being converted, you must receive 2 hours for the



Your TWU Local 556 Grievance Team (L to R): Kathy Anderson, Stacy Martin, Becky Parker, Amy Harthausen, Catherine Rea, Chris St. Julian, Lyn Montgomery, Gwen Dunivent, Jamie Littleford, and Grievance Chair John Parrott.

Conversion and 2 hours for the assignment for a total of 4 hours. This issue will be decided by the Arbitrator and we will keep you posted when we receive this decision.

## Group Grievance – Charter System

A group grievance was filed because the Union believes the Company is not adhering to Article 10. This grievance encompasses everything from Charters not being posted properly, to Scheduling coding charters that allow other Flight Attendants to trade for them or give them away. We will keep you informed as this grievance moves through the process.

## GROUP GRIEVANCE - PAIRINGS NOT REFLECTING CORRECT PAY:

A grievance was filed because pairings are showing up in open time and reflecting one pay amount but when you open up the trip, it shows a higher TFP amount. This can harm Flight Attendants and their trading abilities under Article 12. Remember that Article 12.5 allows you to trade with Open Time within a 6.5 TFP difference.

**NOTE:** Please be aware of your point status. The only way to know your current level is to ask an Inflight Supervisor. If you believe that there is an error in your point total, call the Union office and a member of the Grievance Team can schedule a file review with Management. You and a Union Representative can sit down and go over your points as well as calculate when you are next scheduled for roll off.

**NOTE:** Any time you speak with Scheduling or you  
*(Continued on page 35)*



# Scheduling Committee Update

Tracking the quality of your life

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

How did reducing the number of 4-day pairings alter the percentages of 2-days and turns? This is a question that I get asked frequently, particularly when there is a shortage of 2-days and turns in a particular base. There's quite a bit to this answer, but the short answer is that by reducing the number of 4-days, turns and 2-days are also reduced. The long answer is a little more involved, but still fairly simple to demonstrate.

First, I want to do a quick refresher on how our pairings are built. Schedule Planning works with Marketing to develop our aircraft flows (where the planes will go). They look at the markets and the routes that work well, and those that need improving. Once a plan is in place, they are then able to build the aircraft flows. After the aircraft flows are generated, Crew planning and Pilot Planning build their respective pairings.

**So now we can look at how reducing the number of 4-days affects turns and 2-days.**

Key - 4444=one 4-day pairing, 333=one 3-day pairing, 22= one 2-day pairing and T= a turn. The columns simply represent all the different pairing mixes for this small scenario.

The example to the right shows 40 pairings; of these, 25% are 4-days. We know that each pairing starts in base, and each day after begins at an outstation.

4444	4444	4444	4444	4444	4444	4444	4444	4444	4444
333	333	333	333	333	333	333	333	333	333
22	22	22	22	22	22	22	22	22	22
T	T	T	T	T	T	T	T	T	T

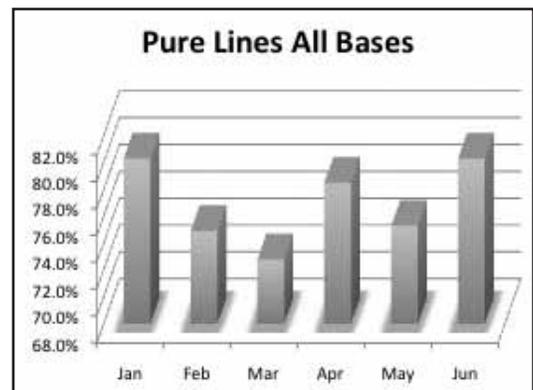
Now we're going to reduce the number of 4-days to 10%, leaving only four 4-day trips. This created six additional 3-day pairings, but left us needing to place six outstation duty periods on the turns or 2-days. Below, this extra last day beginning in an outstation is represented by (4).

4444	4444	4444	4444	333(4)	333(4)	333(4)	333(4)	333(4)	333(4)
333	333	333	333	333	333	333	333	333	333
22	22	22	22	22	22	22	22	22	22
T	T	T	T	T	T	T	T	T	T

So where do we add those six outstation duties? Placing this fourth day, which begins at an outstation on a 3-day, would simply create an additional 4-day. Those six extra duties must be added to turns and 2-days. By adding those extra duty periods below, we created three additional 3-days and three additional 2-days.

4444	4444	4444	4444	333	333	333	333	333	333
333	333	333	333	333	333	333	333	333	333
22	22	22	22	22	22	22	22(4)	22(4)	22(4)
T	T	T	T	T	T	T	T(4)	T(4)	T(4)

That's a simplified version of how reducing the number of 4-days affects turns and 2-days, which demonstrates that as 4-days are reduced, the remaining outstation flying must be placed on turns and 2-days, making them into 2-days and 3-days. Pie charts didn't work to show the following information, so here is a graph showing our line purity for the past six months. A pure line is defined as same type of pairing, beginning on the same day each week.



# for fyour nformation



by Kathy Anderson  
TWU Local 556 Grievance Team

**fyi:** Non-revenue passengers do count toward the \$5.00 override compensation. Employees signed up for 4th jumpseat and cockpit jumpseat do not count.

**fyi:** Due to updates Flight Operations has made to their system, passenger loads are not appearing on Flight Attendant screens. Hopefully the situation will be corrected as soon as possible.

**fyi:** If you receive less than 10 hours crew rest followed by a duty day that exceeds 12 hours, you will receive triple time for trips flown after 12 hours.

**fyi:** “Out of Order” on Reserve only applies to same category, same days of the week and same number of days. For example, if you are an AM Reserve on M-T-W-Th good for 4 days, the only Reserves you can be compared with as far as “Out of Order” goes are Reserves within that same category.

**fyi:** Order of assignment on Reserve applies to your initial assignment status. After you have been assigned, the order of assignment is determined by other criteria usually beginning with RDV and then other applicable criteria.

**fyi:** Once you have received an assignment on Reserve, you are still responsible to be available for contact by Scheduling until you check in. You could be subject to a UTC if Scheduling is unable to reach you.

**fyi:** When on Reserve, you do not have to be available for contact during a Domicile Break, even if your contact hours overlap into the Domicile Break. During Domicile Break, both Reserves and Lineholders are free from all duty.

**fyi:** Always travel with your prescriptions in the original labeled prescription bottles. Do not mix different pills in to the same bottle. Not only will this make getting through Security easier, if you experience a personal medical emergency, health care professionals will know exactly what your medications are and will be able to provide treatment more readily.

**fyi:** Never make alterations to you doctor’s note yourself. If additional information is needed on the note, take it back to your doctor and have him/her make the changes.

**fyi:** When utilizing a sick call, you may elect not to use your sick bank. Please notify Inflight Payroll if you choose not to be paid.

**fyi:** Wear your Union pin!



# Treasurer's Update

Even with new technology,  
the paperwork keeps a comin'

by Jerry Lindemann, TWU Local 556 Treasurer

**W**ow! How time has flown by! I can't believe it is summer, exactly one year since I became Treasurer! I will dispense with the self-congratulatory remarks and get right to business. I have been inundated with phone calls concerning the latest billing I sent out in mid-June. You can tell by the pictures that I had a LOT on my plate then, and I still do now! My special thanks to Dallas Flight Attendant Kimberly Colmenares (pictured to the right but only one of many who helped me) for her help in folding, stuffing, sealing and stamping the 2000+ invoices I sent out! So far, the Union has brought in just over \$10,000 in Back Union Dues.

Here in the Union Office, from time to time when someone is called out when they make a mistake or when they don't deliver on a promise made, we joke that they are "thrown under the

bus" (if you watch any cable news network, this phrase is WAY over used!). With that said, I would like to officially "throw myself under the bus"! The new dues collection database, as of the time I am

writing this, is not yet online. I hope it will be by the time this gets to your mailbox, but as of this moment in space, time, and history, it is not. But our new and improved website is equipped and ready, and as soon as we work out all of the kinks with the secure dues collection program, you'll be able to pay any past-owed dues online. Just click on the dues collection link

on our site, [www.twu556.org](http://www.twu556.org) and see what the new program has to offer. Unlike the other portions of our website, your username will be your employee number, no "E" required, and your password initially is your telephone number on file with SWA. The format is xxx-xxx-xxxx, with the dashes in between. You will be prompted to update your profile and set a new password once you accomplish this small task.

Please remember that Negotiations are underway and it is more important than ever to make sure your Union Dues are up to date and paid promptly! Budgeting for Negotiations is much easier when we can effectively predict our income. The new online dues database program will ensure that we collect funds in a more timely and efficient manner. That said; please support your Union by wearing your Union Pin and paying your dues when they are due. If you ever have any questions, feel free to email or call me at [treasurer@twu556.org](mailto:treasurer@twu556.org) or **214-640-4304**.





# Just Make It Work

How our creativity, ingenuity, and UNITY will get us through this

by **Mark Torrez, OAK Executive Board Member**

I went through Initial Training just over 6 years ago now, and if there is one thing I remember from that whole traumatic ordeal, it was the day we learned how to do our liquor papers. I remember my classmates coming up with what seemed like thousands of questions about combinations of coupons and cash for the woman that was teaching the session. Finally when she was at her wit's end of "ifs ands or buts" she stopped everything and said, "Y'ALL, JUST MAKE IT WORK..." and as the lightbulbs started going off in the heads of my classmates, she let out a sigh of relief. That's when I realized what I had signed up for. Southwest, and more importantly, Southwest Flight Attendants have always had a "Make It Work" kind of attitude.

This positive attitude is more important now than ever. As the FAA continues to crack down on our Company, and our work rules continue to get more and more restrictive, we as Flight Attendants and Union Brothers and Sisters need to find new ways to make it work every time we step on the airplane. I've seen some great spirits of cooperation so far. While your Union is working diligently with Southwest Management to solve this problem, in the meantime we need to make it work.

It seems like the "C" Flight Attendant position has gone from "C me do nothing" to "C me clean EVERYTHING." While I understand that certain things just come with the territory, like wheelchairs and the "A" Position, or liquor papers and the "B" Position, cleaning the entire aircraft on every turn can be a fatigue-causing burden on a multi-leg day for just one person. If you fly "A", consider taking turns with the "C" Flight Attendant on your deplaning duties. This will give the "C" Flight Attendant a much needed break a few times a day.

On a different note, there are those of us out there that believe confining us to the aircraft is a secret conspiracy from the FAA to bring "Sexy Back" to the airline industry by forcing Flight Attendants into their former "Hungry Chic" look of the 60's and 70's. But on a more serious note, everyone knows hungry Flight Attendants can be

not only ornery Flight Attendants, but a lack of food can also cause an unsafe work environment. Make sure you plan on either bringing snacks with you in your food bag or leaving enough time to get food for the day at the airport prior to reporting for duty. This may mean leaving a few minutes earlier than scheduled, but you'll thank yourself later. Also, don't forget we all share that tiny "cold storage" space in the back galley. There may not be enough space if everyone puts all their items in there. I don't have a creative solution for this problem just yet, but if you do, feel free to email me at [oak-debm@twu556.org](mailto:oak-debm@twu556.org), and I'll use your recommendation in my next article.

Finally, I know most of you reading this already know, but please don't take advantage of kind gestures. You know how some of us hate it when a passenger "expects" his drink for free if we are 20 minutes late and doesn't even offer up his coupons or cash, or when a nonrev flashes his badge and expects the whole 165 kit. If a Pilot has time during a turn and offers to run and grab coffee or a bite to eat for the Crew, don't expect that he or she is offering to pay for it too (I'm sure the incidents I've heard of are very isolated, but this has happened). While we have many wonderful and very generous Pilots out there, think about it, if they are buying food every day of their trip for their Crew and happen to have multiple Crew changes throughout the day, it can really add up.

You can make it easier on those offering the kind gesture of a food run by making your order as simple as possible, coordinating on one restaurant, and ensuring you have cash. Smaller bills make it easier so that the person doing the food run doesn't have to keep up with making change for 5 people.

Your Executive Board created a Committee to deal with the minimum crew issues and have presented some solutions to the Company. At press time we are still waiting for an answer, but please know we are being proactive on this issue. As long as we help each other out, we'll get through this tough time. Together we can make it work!

# Wear It to Win It Contest

Everyone wins when Unity is shown from coast to coast



During the month of April, TWU Local 556 held its first “Wear It to Win It” Contest to remind Members of the importance of wearing your Union Pin on your uniform every day. Thousands of you entered the contest, and we received hundreds of emails with pictures of you with your Union Pins on.

Many thanks to everyone who participated. While we all “win” when we’re unified, only one person per base won the grand prize of having a Domicile Executive Board Member fly a trip of the winner’s choice (and the winner still gets paid!). Congratulations to the following winners:

**Baltimore - Sterling Anderson**

**Chicago - Christie Brendal**

**Dallas - Cory Wells**

**Houston - Angela Dancy**

**Las Vegas - Star Blehm**

**Oakland - Christine Johanningsmeier**

**Orlando - Regina Sofia**

**Phoenix - Tristan Mendelsberg**

# TWU 555/556 "Unity Spring Fling"

*Adapted from the TWU ATD "Insider"*

On May 6th, TWU Local 555 and 556 joined together for the TWU Local 555's fifth Annual "Unity Spring Fling." The outdoor party and cookout was held at Frankie Carter Randolph Park, in Friendswood, Texas. Members of both Locals flew in from several cities to attend the party, while Union Officers, Representatives, and Negotiating Team Members from both Locals joined the celebration promoting TWU solidarity.

Peggy Olstein-Wiedman, International Director of the Committee on Political Education (COPE) and Local 555 member, Ryan Notton, provided voter registration packets and COPE contribution sign-up forms. A raffle was held that helped raise money for the COPE fund, and there was an array of COPE apparel for sale. Another Local 555 member, Tom Hoff, volunteered to drive a shuttle van for most of the day, picking up and dropping off Members at nearby Hobby Airport.



*From left: TWU Local 556 Recording Secretary Cuyler Thompson, HOU Shop Steward Crystal Rains, TWU Local 556 HOU Executive Board Member Michael McNeil, and HOU Flight Attendant Patty Harper*

Softball and volleyball games were available for those energetic enough to play, and the playground for the kids was a big hit. There were ample supplies of food and drink, accompanied by music, conversation, and a talent show. Both Locals contributed financially to cover the expenses.

The bragging rights have to go to the "Brisket Kings" for the smoked briskets they perfected. Members stood in line for seconds in short order. It was evident that everyone was enjoying themselves throughout the day.

Negotiations were a prime topic for many Members of both Locals, and several discussed the state of the Labor Movement in the United States. Several Members vowed to become more politically involved. Others expressed the belief that this is Labor's year to turn things around in Washington, D.C. by supporting candidates who support Labor. Most importantly, Members discussed that the success of our Locals is directly attributable to our commitment to one another.

The real voltage behind any Union is in its Membership, and this was evident in the Unity shown at the picnic. When Members collectively stand together strengthening their common bond, they light the way for others.



*From left: Crystal Rains, TWU Local 556 Contract Negotiator Val Lorien, Michael McNeil, TWU Local 556 Treasurer Jerry Lindemann, and TWU Local 556 2nd Vice President Stacy Martin*

# point/counterpoint

We posed the following question to two Flight Attendants and got two very different responses: "Both the Democratic and Republican Parties now have selected their presumptive nominees for the general election in November. Which candidate do you believe will represent workers and Unions better?" We flipped a coin to decide who got to go first. Let's see what they have to say.



## **McCain**

**by Mike Casper  
PHX F/A #4707**

**F**ellow Flight Attendants, Those who know me personally know that while I am pro-Company I am strongly pro-Union. Southwest Airlines wages and work rules

are the envy of the airline industry because of our strength in unity.

While this is supposed to be an argument exploring John McCain's position on workers and Unions, for accuracy's sake I must comment upon his opponent's stances to provide a baseline for comparison and understanding.

I urge you to vote for John McCain because he will represent American workers and Unions best by not just one plank of his platform (worker issues) but by his entire platform, which includes but is not limited to energy, security, climate change, foreign relations and his wealth of experience in reaching across the aisle to work with Democrats for the betterment of the American people.

On Business/Labor: From the Internet: "McCain seems to live up to his moderate expectation—casting votes for each of the groups in a more (surprisingly) balanced approach. While McCain may not favor business approaches 100% of the time, he doesn't favor union-based approaches 100% of the time either—a true center-of-the-aisle champion..."

This means McCain considers each facet of the issue before him and makes an informed decision or stance, something he has done throughout his 21 year career in Congress.

From the IAM website: "According to a report on CTV Television Network, a senior member of Sen. Barack Obama's (D-IL) campaign staff contacted

Canada's ambassador to the U.S. earlier this month and warned him that the senator would be taking strong positions against the North American Free Trade Agreement (NAFTA), but that it was only 'campaign rhetoric' and should not be taken seriously."

"I am appalled but not surprised by this report," said IAM International President Tom Buffenbarger. "Working families cannot trust a candidate who telegraphs his real position to a foreign government and then dissembles in a nationally televised debate."

What would you believe about Obama?

On Taxes: From the Internet, "John McCain has always believed in the power of the American people, and the importance of keeping marginal tax rates low. But, tax cuts work best when accompanied by lower spending. Higher taxes and greater spending discourage entrepreneurship, foster wasteful tax-planning and slow long-term growth. Intelligently-formulated tax cuts and sensible tax reform will deliver much higher growth when they are accompanied by lower spending."

Sounds like the business plan for Southwest Airlines! Low taxes/tax cuts (low fares putting more money back in consumer's wallets—wallets that will fly SWA again) and lower federal spending (lower cost per seat mile) equates to better economic growth (airline growth, worker security and profits, profits, profits). We all know profits and frugality protect the Southwest golden goose, you its workers and Local 556. McCain understands. Lower taxes for everyone< and YOU get to keep even more of what you earned.

You earned it...you keep it? Not so fast. Obama wants to raise worker taxes on the highest earners and distribute it to those who earn less. Why? Isn't that a movement from Capitalism into a fashionable, Obama-styled Socialism? Change for the sake of change is wrong.

Ask yourself: How would being taxed at a lower rate (as McCain wants) be bad for you? If you were a top earner, shouldn't you be able to

keep your paycheck from being plundered? You worked hard, utilized your talents, maximized your efforts and sacrificed your time to become successful in business. Now Obama would penalize you for your high income level? Fuggedaboutit.

On Social Security: McCain wants to cross the aisle and work with the Democratic Congress to confront and resolve the issue now. He knows that later might really be too late.

Obama wants future generations of workers (our children) to shoulder the burden of being taxed at rates far higher than today to fix our broken Social Security program.

John McCain understands. Vote McCain '08.

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

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## **OBAMA**

**by Rachael Jacobs  
MDW F/A #24311**

**S**ome may ask, "Do we really still need Unions?" The answer is emphatically YES! As long as there are corporations out there who would exploit their workers, there will

always be a need for Unions. As long as there are corporations out there eager to send American jobs overseas just to cut operating expenses, there will be a need for Unions to protect those American jobs. Don't be confused by the term "right to work state"...that simply means, "right to fire you for any reason or no reason at all" state. John McCain's home state of Arizona is a "right to work" state.

Unions speak for middle class America. History has shown us that when Unions are strong, the middle class is strong. When the middle class is strong, America is strong. The middle class is the backbone of the American economy and the rift between middle class and upper class America has grown exponentially wider in the last 8 years than at any other time in our history.

We find ourselves asking, "which candidate would serve our Union best?" We are so busy with our daily lives it is more important than ever that we choose our next President carefully. As Union Members, it is vital that we support a candidate who in turn supports Unions. In my opinion, Barack Obama is that person.

Barack Obama has been fighting for middle class America all of his political life. From the streets

of South Chicago, where he has a proven track record of working hard to improve the lives of average Americans through outreach programs and volunteer efforts, to the Senate where he voted on key legislation that has helped our Union and others.

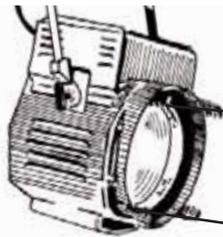
Barack Obama's record on supporting Unions is clear and is in significant contrast with John McCain's lack of support for Unions. In 2002, John McCain introduced legislation frequently referred to as "Baseball Arbitration", that if passed, would have taken away the collective bargaining process from airline Unions - that's you and me! His legislation would have required that disagreements in Contract Negotiations would be settled by an Arbitrator. While Arbitrators tend to rule more often in favor of Unions in disputes regarding discipline, they overwhelmingly support Management in Contract disputes. Thank goodness John McCain failed in taking away our bargaining rights.

Let's look at some other contrasts between Barack Obama and John McCain. Barack Obama supported the Employee Non-Discrimination Act which prohibits employers from discriminating against employees based on their sexual orientation. John McCain voted against it. Barack Obama supported the Employee Free Choice Act of 2007 that streamlines procedures for employees to decide on Union representation and bargain a first Contract. Under that bill, a Union would be recognized in the workplace when a majority of employees vote to support that Union. This is Democracy at its core! John McCain voted against it. Barack Obama voted to YES to the Fair Minimum Wage Act of 2007. John McCain voted against it. Isn't it clear which candidate truly supports Unions and American workers?

In addition, Barack Obama says that, he would ensure that "...every (trade) agreement that we sign has the Labor standards, the environmental standards and the safety standards that are going to protect not just workers, but also consumers."

Barack Obama believes in "bottom-up" economic growth, not the kind of worn-out, "trickle-down" ideologies we've seen for so many years. He has stated that the "economy must benefit the average person or it's not doing it's job." With "trickle-down" the middle class and Unions are at the bottom of the economic food chain and get what ever is left over- often by the time CEO's, CFO's and BTDN's (Big Title Does Nothing) people are finished bathing in the profits, not much is left over for the workers that actually do the jobs.

A vote for Barack Obama is a vote for middle class America, stronger Unions, and most importantly, a vote for change. In the words of his campaign, a vote for Obama is a vote for CHANGE YOU CAN BELIEVE IN!



## “SPOTLIGHT” ON

# Steven Romero

**BWI F/A #44575**

As you've figured out by now, the theme for this issue of UNITY involves the importance of Union Members becoming politically involved, so BWI Flight Attendant Steevn Romero became a natural choice for us to Spotlight. Steven recently became involved in our Local's Committee on Political Education, and he also assisted in our lobbying efforts to convince Members of Congress to support the Technical Corrections Bill to the Family and Medical Leave Act which, if passed, will make FMLA more accessible to Flight Attendants. We hope Steven will inspire each of you to make your voices heard.

Steven was born in Santa Fe, New Mexico. Before coming to Southwest, Steven worked in the travel and hospitality industry as a Manager in a rental car company and a Manager and Sales Director for a hotel. While his activism in our Union may be new, he has long been active in his community volunteering for many organizations including the People of Color AIDS Foundation, the New Mexico HIV Coordinating Council, and the MPowerment Program.

Steven joined the Southwest Airlines family in 1998. Steven said, "I've been interested in our Union since I began working with the Company. My father was a Member of Sheet Metal Workers Local 49, so I was taught at an early age just how beneficial a Union is to a working class family."

When asked why he

became involved in our Local's lobbying efforts, Steven answered, "I was asked. I met Lucy White-Lehman some years ago, and she urged me to become more involved. Lucy gave my name to Gwen Dunivent, who recently helped revamp our Local's Committee on Political Education (COPE)." Steven continues, "Gwen called and asked me *directly* to become a member of COPE. COPE and I are a good fit! Over the course of the last decade I've become more and more convinced that Labor might be the only movement left that can help steer our country's course toward a brighter future for most of its citizens."

In April, Steven joined others in our Local in an effort to lobby members of Congress to support the Technical Corrections Bill to the Family and Medical Leave Act. "It was a remarkably empowering experience to advocate for our issues on Capitol Hill," Steven says. "Our efforts helped in getting more co-sponsors for the legislation, ensuring it would pass in the House of Representatives". In May, Steven joined TWU Legislative Representative Portia Reddick White and a group of fellow Flight Attendants to advocate for the same issue on the Senate side. "The experience made it clear to me that our input in political issues is of vital importance, and that when we do act, we make a real difference."

Steven offers the following advice to his co-workers, "As



Flight Attendants, it is important to be reminded that even though we may feel confident that the work rules we enjoy are protected by our Contract, in actuality, they can be undone with the simple stroke of a pen in Washington." He continues, "Make the time to study the candidates' positions on issues important to Flight Attendants during this election year. Think critically about how they'll affect you. Get your information from more than one source and then VOTE!"

When Steven is not lobbying in Washington helping to make changes to better our working conditions as Flight Attendants, he enjoys traveling back to New Mexico to spend time with his family and friends.

We thank Steven for agreeing to share his Spotlight with us. If you would like to join Steven and others as they make the voices of Flight Attendants heard in Washington, we encourage you to join and/or contribute to COPE (see the story on page 24).

## LET'S GET THIS STRAIGHT

*(Continued from page 22)*

they have a question, they should call the Union. You know, you should probably call them before you have your dosage increased again, Tina."

"I've been sucking in my stomach for the last ten hours, Cuyler. Don't start with me. I'm tired."

"Today has gone so smoothly, Tina. We've been full, we've been late, and we've had our share of 'special' Customers, bless their hearts. You and Steve are both great Flight Attendants. We're all on the same page about what our job does and does not entail. We help each other when we can and we don't do anything to make each other's day more difficult. Sometimes by the end of a day like today I'm ready to bite someone's ear off, but tonight I'm in a great mood. I guess it's all in who you're flying with. I like flying with you, Tina."

DING! "Prepare for arrival, Steve."

"Cuyler, you're so sweet. I almost believe you. Buh-bye, sir. Thank you...."

Steve replied, "Doors prepared. Crotch check complete."

"He is so gay, Cuyler. Good night, Ma'am. No, thank YOU..."

Fellow Flight Attendants, I hope you've enjoyed the story and learned a little something from Tina and me (and Steve). The names have been changed to protect the innocent (except mine: I've never been truly innocent). As a reminder, Southwest Airlines has recently come under increased scrutiny from the FAA. Now more than ever, mind your FARs: personal fines start at \$1,100 and Company fines at \$25,000! Please do your best not to do anything that would make the job of one of your coworkers more difficult. And one more quick piece of parting advice: the best "condom-mints" can be found outside of security in OMA (flash, fondle, and wink).

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## PUT UP OR SHUT UP

*(Continued from page 23)*

many times higher than those experienced by employees in other industries.

Finally, after years of pressure exerted by Flight Attendant Unions, the FAA and OSHA began addressing the unfair situation created by the 1975 exclusive jurisdiction claim. In 1998, TWU 556 1st Vice President Dean Hervochon testified before Congress on behalf of all Members of our Local to urge Congress to expand OSHA protection to Flight Attendants. In 2000, FAA Administrator Jane Garvey and OSHA Assistant Secretary Charles

Jeffress signed a Memorandum of Understanding (MOU) that directed the FAA and OSHA to "establish a procedure for coordinating and supporting enforcement ... with respect to the working conditions of employees on aircraft in operation ... and for resolving jurisdictional questions."

Unfortunately, the 2001 change of administration in Washington led to no implementation of the MOU. Even worse, the latest FAA position is for yet another voluntary program. In 2003 the Transportation Trades Department (TTD) of the AFL-CIO issued a statement denouncing the voluntary aspects of the FAA proposal as completely unacceptable. In 2005, AFA (the Association of Flight Attendants) filed a complaint in District Court against Secretary of Labor Elaine Chao and FAA Administrator Marion Blakey for their failure to ensure the health and safety of Flight Attendants. AFA's complaint asks the court to issue an order declaring that the FAA has failed to exercise its asserted jurisdiction to establish OSHA protection for Flight Attendants and Crewmembers, which has resulted in the Secretary of Labor having failed to fulfill her statutory duty to ensure safe working conditions for Flight Attendants. Despite these setbacks we continue to work together with other Flight Attendant Unions, the TTD, members of Congress, and the Departments of Transportation and Labor to ensure that Flight Attendants will eventually receive the same legal and enforceable safety and health protections as other U.S. workers.

The purpose of this article isn't just to educate you, but to call you to action. All Flight Attendants regardless of political affiliation will benefit from OSHA and HIMS coverage. It's time to do your part and contact your Senators and tell them that you support the FAA Reauthorization Bill and want them to support it too. The number at the Capitol switchboard is **202-224-3121**. In addition, send them an email. Simply visit **www.senate.gov**, and click "Senators". Just click on your Senator's home page to contact her/him via email. Don't delay. Make your voice heard.

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## GRIEVANCE TEAM UPDATE

*(Continued from page 25)*

Speak with the Union Office, always write down the date, name of the person, and time of the call. When researching issues, it helps us when we have to pull a tape or when we have to speak with a member of Management regarding a scheduler. Keeping track of who you speak with in the Union Office helps us direct you to the Team Member that is handling your issue and helps us not have multiple people working on the same issue.

**THEY CAME FIRST** for the Communists  
*and I didn't speak up because I wasn't a Communist.*

**THEN THEY CAME** for the Jews  
*and I didn't speak up because I wasn't a Jew.*

**THEN THEY CAME** for the Trade Unionists  
*and I didn't speak up because I wasn't a Trade Unionist.*

**THEN THEY CAME** for the Catholics  
*and I didn't speak up because I wasn't a Catholic.*

**THEN THEY CAME** for me  
*and by that time no one was left to speak up.*

Pastor Martin Niemöller  
1892 - 1984

Don't wait for someone to speak up for you.  
Make your voices heard.

