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YOUR MONTHLY UNITY SUPPLEMENT

DECEMBER 2010

PRESIDENT'S MESSAGE

Making History

TWU Local 556 President

Thom McDaniel talks about the past, present, and future of our Company and our Union

Two thousand ten will likely be remembered as one of the biggest transitional years in Southwest Airlines' history, and we can all be proud to be a part of it. This month, I want to look at where we've been, where we are now, and where we're going.

THE PAST

Beginning with the 9/11 terrorist attacks that changed our country and our industry forever and compounded by the economic recession of the last decade, Southwest Airlines experienced a decline in growth that was reflected in our stagnate stock prices.

THE PRESENT

The addition of the larger 737-800 series aircraft means that Southwest will be able to carry more passengers in the very near future, increase its profits, and gain a better foothold in our newer markets where slot restrictions mean fewer flights. The addition of the 737-800 to our fleet is thanks to both TWU Local 556 and SWAPA Members working with Southwest Management in order to help grow our Company.

This has been somewhat overshadowed by Southwest's intention to purchase AirTran Airways. Our Company will grow by about 25 percent if both the Department of Justice and AirTran shareholders approve the deal. Many of our coworkers (not just Flight Attendants) fear this purchase will permanently impact our corporate culture, and they're right. Bearing in mind that it's still

very early in the process, it's important to remember that culture (even Southwest culture) is always changing—but together, we can and will work to preserve the very best of what it means to work at Southwest Airlines.

Occasionally, a Flight Attendant will tell me they never “use” the Union, meaning they've never filed a grievance or asked a Contract-related question. Nevertheless, each of us uses our Union every day, whether through unlimited trip trades, work rules, or cashing our industry-leading paychecks on the fifth and twentieth of each month. TWU Local 556 has also negotiated a Roth 401(k) option, and our 401(k) match will increase to 9.3 percent thanks to the Union. (Remember, this is free money from the Company, so please take advantage of it by increasing your 401(k) contribution to at least ten percent.)

THE FUTURE

Our return to profitability will allow our Company to grow and take advantage of new opportunities in the current decade, through smart strategic planning. In the shorter term, the outlook is good that we will receive the maximum raises we negotiated, which are based on Southwest's profitability.

Furthermore, thanks to its balanced budget, aggressive strategic plan, and a newly approved negotiations assessment fee, our Union is well-positioned to meet the challenges of future negotiations that will include international flying and the addition of the Boeing 717 aircraft that will come if and when the AirTran acquisition is approved.

On that front, our first goal will be to move forward as one (unified) Company and one (unified) Union, and we are preparing for a successful seniority integration between our Flight Attendants and our AirTran colleagues, who will soon become our coworkers. Seniority integration negotiations are never easy, but we are committed to reaching a fair and equitable agreement as required by law.

Finally, one of the most important factors in our success is communication, and we strive to provide accurate, timely, and complete communications through our written publications, special bulletins, hotlines, blast emails, *E-Connections*, the TWU Local 556 Web site, Twitter, Facebook, and (best of all) Member-to-Member dialogue during lounge mobilizations with our Shop Stewards. We have noticed that Members who opt out of Union communications are far more likely to be issued discipline, including termination, than Flight Attendants who are well-informed through Union communications.

Thank you for the wonderful opportunity to serve you, the Flight Attendants of Southwest Airlines, and I wish all of you the very best this holiday season, and the best and most exciting New Year ever.

THOM MCDANIEL

is a Houston Flight Attendant, and TWU Local 556 President. He can be contacted at president@twu556.org or 214-640-4301.

Calculating Premium Pay for Holidays

by Contract and Leave Coordinator **Denny Sebesta**

Flight Attendants receive double time for working on Thanksgiving Day, Christmas Day, and New Year's Eve (*not* New Year's Day). Holiday pay includes trips flown and/ or credited, as well as RIGs and Reserve days flown and/or credited. Pairings that are RIG-affected will be identified in the trip credit column or total trip credit with a letter such as A (ADG), D (DHR), or M (DPM) as in Figure 1, which is an actual two-day pairing that was scheduled over the Thanksgiving holiday. It is RIG-affected with DHR that day. This pairing is also affected with ADG to bring the pairing up to the minimum for a two-day pairing (13.0 TFP).

PG01 TH 11-25 REPORT AT 17:30									
FLT	EQP	DEPARTS	ARRIVES	BLK	DUTY	CR	LAYOVER		
957	700	PHX 1830	BUR 1955	1:25		1.6			
957	700	BUR 2020	SMF 2135	1:15		1.4			
2177	700	SMF 2200	ONT 2315	1:15		1.4	ONT 16:55		
				3:55	5:45	4.63D	FAR 15:55		
REPORT AT 15:40									
3668	700	ONT 1610	OAK 1725 AC	1:15		1.4			
2381	300	OAK 1835	SAN 2000	1:25		1.6			
2468	300	SAN 2030	SFO 2200	1:30		1.7			
743	300	SFO 2225	PHX 0015	1:50		2.1			
				6:00	9:05	6.80			
Trip Credit 13:00A BLK HRS 9:55 No. LEGS 7 TAFB 31:15									

Figure 1 (holiday pay only): Day 1 is Thanksgiving, and pays double time (an additional 4.63 TFP). Pairing pay is 13.0 TFP (RIG-affected DHR and ADG). Total combined pay: 4.63 + 13 = 17.63 TFP.

If you have a VJA pairing that flies on an actual paid holiday, the premium pay for the VJA portion is calculated separately. VJA pay is calculated only on the trip credit for each leg, and does *not* include RIGs. In Figure 2, the sum

of each leg indicated in **bold** is the total TFP paid as VJA. Add up each leg highlighted to get the total TFP paid at VJA pay.

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FLT	EQP	DEPARTS	ARRIVES	BLK	DUTY	CR	LAYOVER		
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Figure 2 (VJA pay only): Day 1 is 4.4 TFP at time-and-a-half, resulting in an additional 2.2 TFP. Day 2 is 6.8 TFP at time-and-a-half, resulting in an additional 3.4 TFP. Total pairing pay: 13 + 2.2 + 3.4 = 18.6 TFP.

If you were lucky enough to fly this pairing for VJA and holiday pay, the total combined pay would be simply the sum of holiday and VJA pay.

Holiday pay and VJA pay: The original pairing pay (13.0 TFP) + holiday pay (4.63 TFP) + VJA pay (2.2 + 3.4 TFP) = Total combined pay (23.23 TFP).

CREWMEMBER SELF-DEFENSE TRAINING CLASSES ARE COMING TO A CITY NEAR YOU!

Baltimore: January 13 & 28, **Dallas:** January 1, 8, & 15, **Denver:** January 21, **Detroit:** January 11 & 25 **Las Vegas:** January 3, **Los Angeles:** January 14, **Louisville:** January 20, **Philadelphia:** January 13, 27, **Phoenix:** January 21, **Salt Lake City:** January 7, **San Francisco:** January 10

Additional classes are being scheduled for 2011. Visit the TWU Local 556 Web site, click on Resources, then Links, and choose "Crew Member Self Defense Training" for more information.

JANUARY LIVE WEB CAST SCHEDULED

The next live Web cast will be held January 6 at 14:00 CST. TWU Local 556 President Thom McDaniel will answer your questions submitted via email live on-the-air. The broadcast will be viewable on the TWU Local 556 Web site, www.twu556.org. Submit your questions to livebroadcast@twu556.org

Following the live Web cast, the video will be available on the Union's Web site, and will be broken down by topic so you will be able to view only the questions that interest you.



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

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