

SPECIAL SIDE LETTER 8 COVERAGE INSIDE

Voting begins May 16 and continues through noon May 31, 2011.

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YOUR MONTHLY UNITY SUPPLEMENT

MAY 2011

PRESIDENT'S MESSAGE

Informed and Involved

TWU Local 556 President **Thom McDaniel** discusses the many recent changes at Southwest and what happens next.

It's been an exciting couple of weeks around TWU Local 556 and Southwest Airlines. We have finally received regulatory approval for the purchase of AirTran Airways, and the legal closing took place on May 2. Of course, while we are all excited about this initial official step in the process of AirTran Flight Attendants becoming Southwest Flight Attendants, it is important to remember that this may be a long process, and could take up to two years to complete.

Your Union has been hard at work since Southwest Airlines announced their intent to purchase AirTran Airways. In addition to negotiating our recent Side Letter 8 Tentative Agreement, we have met informally with AirTran Flight Attendant Union Officers, performed a thorough analysis and comparison of our two Contracts, and begun preparations to negotiate overwater and international flying with Southwest Airlines. More recently, we have participated in a "meet and greet" with the National Mediation Board, established initial meetings with the AirTran Flight Attendant Union, and established avenues for all TWU Local 556 Members to participate in the seniority integration process by submitting your ideas and/or offering to serve on our Seniority Integration Advisory Committee on the TWU Local 556 Web site.

As we move through this process, please take every opportunity to be informed and participate. Currently we are voting on the Side Letter 8 Tentative Agreement that establishes training parameters and compensation for the 737-800 and 717 aircraft, as well as providing all Flight Attendants must-ride cabin seats when deadheading regardless of the type of aircraft or length of flight. One of the most common complaints I hear regarding the structure of our Union is that Members sometimes can't attend Union meetings to vote on important issues. Please take this opportunity to have your voice heard on this important side letter. You should have already received voting ballot information. If not, please contact the Board of Election at 800-969-7932 ext. 4324 for voting information or with any questions. Voting closes on May 31, 2011 at noon Central.

Your Negotiating Team (NT) will be releasing a survey on issues related to international and overwater flying once voting is completed on Side Letter 8. While the NT has done extensive research on overwater and international flying, we need to hear what is important to you as we go to the table to negotiate this historic and exciting change for the future of our Members and our Company.

Please make sure you are getting the correct information from the correct sources. The TWU Local 556 Web site has extensive information about ongoing negotiations, as well as the "From the Source" feature, which is being frequently updated, to get your questions answered. Galley chat, forum banter, and rumors may seem more fun, but taking the extra steps to get accurate information from your Union will save a lot of unnecessary stress and worry. Remember, if it sounds too good or too bad to be true, check your Union's Web site or call the Union office for the truth.

As we begin this journey to a bigger and brighter future, thank you for your contribution to making Southwest Airlines the best airline in the industry, and making your Union the best union to represent Flight Attendants. An informed and involved Membership has always been the key to our success, and the AirTran acquisition is one more chance for us to show that Southwest Airlines and TWU Local 556 are leading the industry in every way.

THOM MCDANIEL

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

Side Letter 8 Tentative

TWU LOCAL 556

TENTATIVE AGREEMENT

SIDE LETTER 8

1. Add Boeing 717 to Article 24.6.

2. TRAINING

- a. If Flight Attendants are required to attend training in person for the 737-800 or 717 in excess of four (4) hours, each training event will be compensated at 6.5 TFP. The 737-800 and 717 training events will not be scheduled for more than eight (8) hours.
- b. If Flight Attendants are required to perform online training for the 737-800 or 717, each training event will be compensated at 2.0 TFP and will not be scheduled to exceed three (3) hours.
- c. The procedures outlined in Article 10.8.A, C, D and E will apply to 737-800 and 717 training events.

3. Article 10.12 and Side Letter 7 are amended as follows:

ARTICLE 10.12 – DEADHEADING

- A. A scheduled or unscheduled deadhead to protect a flight, Charter deadheads, rescheduled deadheads, or a scheduled deadhead from a flight, will be considered a must ride to include cabin seats for all Flight Attendants two seats and the fourth Flight Attendant seat. A Flight Attendant may, but is not obligated to, occupy a jumpseat.
- B. An unscheduled deadhead requires must ride cabin seating, including the fourth Flight Attendant seat. A Flight Attendant may, but is not obligated to, occupy a jumpseat. If the Flight Attendant does not make her/his scheduled deadhead, and does not have a must ride reservation, the Flight Attendant will be treated as a revenue standby. When a flight is not available after four (4) hours, the Flight Attendant will be given a hotel room and remain overnight, if she/he chooses.

SIDE LETTER #7 – ARTICLE 10.12.A

Scheduled or unscheduled Deadheading Flight Attendant(s) will be considered (a) must ride(s) to include jumpseat(s) first and then cabin seats for each Flight Attendant. A Flight Attendant may, but is not obligated to, occupy a jumpseat. On Flights scheduled over three (3) hours on the 737-800 series aircraft, only one (1) deadheading Flight Attendant may be required to occupy a jumpseat.

New language is represented with underlined text. Strikethrough text will be removed if the T.A. is approved.

tative Agreement

What new training is covered by Side Letter 8?

We are required to open our Contract to address the addition of new aircraft to our fleet. Side Letter 8 allows Southwest Airlines to schedule and compensate Flight Attendants for training on the Boeing 737-800 and 717 aircraft, and establishes criteria and limitations for any additional training not currently covered by our Contract.

Does Side Letter 8 address extended overwater (raft) training?

No. Side Letter 8 only allows Southwest to train us on the 737-800 and 717 as new aircraft to our fleet. Initially, these aircraft will operate on traditional domestic flight operations. The first 800s will not be operating on overwater routes beyond the current range allowed by our life vests, so it's important that we negotiated training on the aircraft type first, and its operations on our current domestic route structure. Raft training will take place sometime next year when Southwest begins extended overwater flying routes beyond the range of our life vests.

I thought the Negotiating Team was going to discuss overwater and international flying. Why didn't you include those issues in Side Letter 8?

After going to the table, your Negotiating Team was notified that SWA's reservation system does not currently

have the capability to make international reservations. Your Negotiating Team will take this opportunity to survey our Membership on these issues before returning to the table to negotiate overwater and international flying under an additional Side Letter.

When will this additional training occur?

Management hopes to complete training for the 737-800 aircraft by the end of 2011 for the addition of the aircraft in March 2012. The Company hopes to complete training for the 717 in the first half of 2012 for the addition of the aircraft in the second or third quarter of 2012.

How long will training take?

Training for the 737-800 and 717 is scheduled to take one day each. Training sessions will last no longer than eight hours.

What am I getting paid for training?

For each day you are required to attend training in person, you will be compensated 6.5TFP if the training is over four but under eight hours. If the training is four hours or less, you will be compensated 4.0 TFP as a "mandatory meeting" under our current Contract.

Will we be required to do online training like Recurrent Training?

If online training is required, you will be compensated 2.0 TFP and the online training can last no longer than 3 hours.

How will we be bidding for this training?

As with Recurrent Training, the Company will post a list of dates and the number of Flight Attendants who can be accommodated on each date after the lines have been awarded. You will be able to bid preferences for a training date. To the extent possible, the Company will honor the preference bid on a seniority basis.

Will there be "training open time" for this type of training?

No.

What changes does Side Letter 8 make in regards to deadheading on the jumpseat?

Side Letter 8 requires that all Flight Attendants receive must-ride status with cabin seats when deadheading, regardless of the length of the flight and type of aircraft.

Does this mean that we can't sit on the jumpseat if it means letting on a revenue standby or a non-rev?

No. You have the option to voluntarily sit on the jumpseat; however, you will not be forced to do so.

If this Tentative Agreement is approved, when will I no longer be required to sit on the jumpseat when deadheading?

On the date that Side Letter 8 is ratified.

SIDE LETTER 8 VOTING INFORMATION

Voting will close Tuesday, May 31 at noon Central. Ballots have been mailed to the last address you listed with Southwest Airlines. If you do not receive your ballot and voting information packet by Monday, May 23, or if you have misplaced the necessary information, please contact the Board of Election at boardofelection@twu556.org, or call 1-800-969-7932 ext. 4324. If you saved your PIN information from the 2008 T.A. Ratification vote, or the 2010 737-800 T.A. Ratification vote, you will be able to use it for this ballot. Results will be posted by 6:00 p.m. Central on May 31, 2011.

To Tag Bags or Not to Tag Bags?

by Contract & Leave Coordinator
Denny Sebesta

This question has come up many times over the years, and has been a somewhat sensitive subject between our fellow co-workers and fellow Union Members of Local 555 Operations Agents. So are Flight Attendants required to tag bags when bins are getting full or not? I've been asked to summarize the history of what the Union fought for and settled with the Company on this issue.

A little over nine years ago, the Union filed a group grievance on behalf of all of our Members to address a problem with Flight Attendants being expected to tag bags when they began piling up in the jetway or on the aircraft. Our Contract clearly outlined and still does today that "Flight Attendants will not be required to perform work normally assigned to a Cleaner, Provisioner, Ramp or Operations Agent." The Company agreed to abide by our Contract, and agreed that the tagging of bags is not a normal duty of a Flight Attendant. It was also agreed that the Company would not require this duty of Flight Attendants in the future, unless mutually agreed upon by the Union and the Company. This settlement is still in effect today and there has been no change or any discussions about making any changes to it.

It's important to understand that this grievance and final settlement was not about pitting one work group against another, but to protect Flight Attendant responsibilities as outlined in our Contract and in turn, help to protect work that is designated to a specific workgroup, our fellow Union Members in Ground Operations. We want to help protect work and job security for our fellow Union Members at

Southwest, not take it away from them.

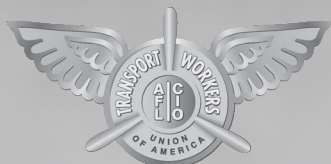
The ultimate responsibility for bag tags falls to the Operations Agent working the flight and per the Southwest Ground Operations manual, "the Operations Agent must maintain positive control of the bag tags at all times." Consistency is the key here, so it's up to all of us to do our part in our respective jobs. With that said, it doesn't mean you should be combative, but respectful when you decline to tag bags or return tags to the Ops Agent if they were placed on the front galley and unattended.

The Company agreed to abide by our Contract, and agreed that the tagging of bags is not a normal duty of a Flight Attendant.

As someone who has been married to a Southwest Ops Agent for eighteen years, I want to preserve his job security as much as possible and avoid conflict at the same time. Good communication before boarding begins is very important; consider asking the Agent for the gate reader phone extension so you can call from the jetway phone or ask them to check back with you at some point during the boarding process.

Keep in mind that the recent FAR revision to Flight Attendant requirements during boarding and deplaning allows one Flight Attendant the ability to leave the aircraft and remain immediately outside the front entry door to perform safety duties specific to that flight, so stepping off to use the jetway phone would be in compliance.

FAR 121.394 (a) (1) (i)- The Flight Attendant that leaves the aircraft remains within the immediate vicinity of the door through which passengers are boarding; (ii) The Flight Attendant that leaves the aircraft only conducts safety duties related to the flight being boarded.



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Unity and Unity Update are official publications of **Transport Workers Union Local 556**, representing the **Flight Attendants of Southwest Airlines**.

KYLE WHITELEY

Unity Editor

Communications Coordinator

kwhiteley@twu556.org

MDW 35350

TWU Local 556

7929 Brookriver Dr. Ste. 750

Dallas, TX 75247

Phone: 800-969-7932

Fax: 214-357-9870

Hotline: 800-806-7992

www.twu556.org

SECOND MEMBERSHIP MEETING SCHEDULED

Baltimore: Thursday, July 7

Chicago: Friday, July 8

Dallas: Friday, July 15

Houston: Tuesday, July 19

Las Vegas: Wednesday, July 20

Oakland: Thursday, July 21

Orlando: Wednesday, July 6

Phoenix: Friday, July 22

Meeting sessions are open to Members only. Visit the TWU Local 556 Web site for additional information.