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YOUR MONTHLY UNITY SUPPLEMENT

AUGUST 2010

PRESIDENT'S MESSAGE

Preparing for Negotiations

TWU Local 556 President **Thom McDaniel** talks about the importance of the Special Assessment Fee.

During the last round of Membership Meetings, our Members voted on a Special Assessment Fee for Negotiations of \$3 per Member per month to be used only for negotiations. There were also two amendments requiring that the assessment fee end thirty days after the ratification of a Contract, and that any money leftover in the fund be placed in an interest-bearing account that can only be used for future negotiations. According to the Labor Management and Reporting and Disclosure Act which governs our Union, the vote was conducted by secret ballot. The numbered ballots were sealed in envelopes after each meeting in each domicile, and opened at the final session; ballots were counted by four Members with other Members observing. The main motion passed by a vote of 68-41 in favor of the Special Assessment, which will be effective on our August 20 paychecks. Both amendments also passed.

One of the biggest advantages of a Special Assessment Fee is that it is not a permanent dues increase, and 100 percent of it goes toward negotiations since we do not have to pay the thirty percent per capita that comes out of our regular dues. We had Special Assessment Fees for our last two Contracts, and they have been very beneficial for our Members. Our 2002 Contract Negotiations lasted over two years, and cost our Local over \$2 million, with an additional significant amount paid for by TWU International in support. Our 2008 Contract also cost our Local about \$2 million to negotiate even though negotiations lasted well under a year.

Negotiations are expensive, and being strategically well-prepared for them has paid great dividends for our Members. Even during the most difficult times in the airline industry (and the entire world economy), we are able to negotiate a Contract with work rule improvements and fair raises, and continue with an industry-leading Contract while Southwest has remained profitable.

This Special Assessment Fee for Negotiations sends a great message to your Executive Board and to your future Negotiating Committee about what's more important for our Members, while reminding Management that we remain strong and united as we prepare for the future. The Special Assessment Fee helps to ensure that we will have the resources to meet our goals.

THOM MCDANIEL

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

Our popular series of monthly live webcasts with TWU Local 556 President **Thom McDaniel** and his special guests continues this fall on **TWU TV**. Tune in online at twu556.org, and submit your questions during the broadcasts to livebroadcast@twu556.org. Mark your calendars and tune-in on:

- September 14 at 18:00 CST
- October 13 at 18:00 CST
- November 9 at 14:00 CST

Also don't miss **Contract Live with Audrey Stone**, our brand new educational series that helps you understand more about your industry-leading Contract.

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Do unto others?

by **Michael Massoni**, TWU Local 556 First Vice President

OK—it's one of those six-leg, "Texas two-step" days. You're B on leg six, Austin to Dallas, the load is 137 plus three, and your fourth is a dead-heading Flight Attendant in uniform. Shortly after takeoff while setting up, the fourth offers to do your peanuts. Yay! Life is good, right? Well, not necessarily.

The Southwest Golden Rule says, in part, that when we have the opportunity to help each other, we're expected to do so. Things can get dicey, though, when you start breaking the real rules of flying, which, like it or not, are the FARs—those nasty, little laws from the Code of Federal Regulations. It's an FAR (not a Company rule) that says fourth riders, deadheads, and/or nonrevs may not serve passengers while the fasten seatbelt sign is on. This is the same FAR that prohibits passengers (kids) from helping us when the seatbelt sign is on.

These additional riders are on the flight manifest as passengers—not additional crew—and are required to comply with the rules, namely: *"Federal Aviation Regulations require passenger compliance with all lighted passenger information signs, posted placards, and crewmember instructions, including seatbelts and no-smoking"* Working crewmembers and agents of Southwest Airlines are obliged to enforce those rules or risk subjecting the Company to a \$20,000 fine per occurrence. One or two of those, and you could be facing discipline.

The moral of the story is simple: always follow the (Southwest) Golden Rule, as long as it doesn't violate the *real* rule. (Unless you prefer the other moral of the story, which is that no good deed ever goes unpunished.)

Irregular Ops

by **Denny Sebesta**, TWU Local 556 Contract & Leave Coordinator

Question: When are we required to remain on duty past 12.5 hours?

Answer: The Contract language for our duty period limitations is outlined in Article 8.2:

"A Flight Attendant shall not be scheduled to be on duty for more than ten and one-half (10:30) consecutive hours nor will she/he be required to remain on duty in excess of twelve and one-half (12:30). Notwithstanding the duty limitations contained in this paragraph, in the event of an irregular operation a Flight Attendant will be required to remain on her/his pairing even if doing so requires the Flight Attendant to exceed her/his maximum duty hours."

With this contractual language, simply, the Company may never alter your pairing and knowingly create a duty-day that exceeds 12.5 hours. This language was negotiated several Contracts ago with the intent that Crew Planning may only create pairings up to a maximum of 10.5 hours. Twelve and one-half hours is the contractual maximum that the Company may extend our duty-day by altering it through a reschedule. This is also the maximum duty-day that may be assigned to a Reserve.

Only during irregular operations can the Company require you to remain on duty longer than 12.5 hours. In this situation, you are required to remain on that specific pairing, even if you exceed your maximum duty-day or FARs.

Our contractually negotiated language is better than the FARs, which allow an airline to schedule up to a maximum of fourteen hours on duty. Our Contract only allows a maximum of 10.5 hours, with a maximum (rescheduled) duty period of up to 12.5 hours.



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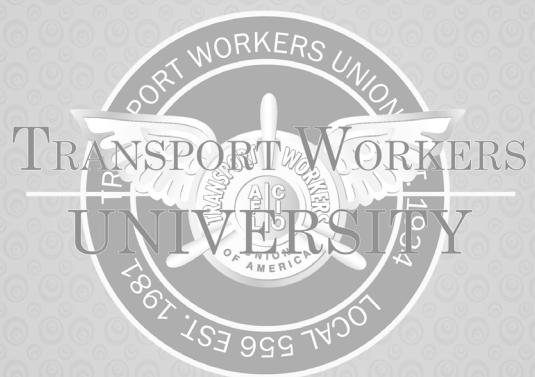
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