

Save the Date! Third Quarter Membership Meetings

Baltimore: October 20, **Chicago:** October 21, **Dallas:** October 25, **Houston:** October 22,
Las Vegas: October 28, **Oakland:** October 27, **Orlando:** October 19, **Phoenix:** October 26

Visit the TWU Local 556 Web site at www.twu556.org, for Meeting locations and times.

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YOUR MONTHLY UNITY SUPPLEMENT

SEPTEMBER 2010

PRESIDENT'S MESSAGE

Tentative Agreement Reached!

TWU Local 556 President
Thom McDaniel talks about our new TA with Southwest Airlines.

I am proud to announce that your Negotiating Team has reached a Tentative Agreement (TA) with Southwest Airlines that could allow the addition of Boeing 737-800 aircraft to our fleet. The addition of the larger aircraft—and an additional Flight Attendant working those flights—mean changes for our workgroup, and our negotiations focused on issues specifically impacted by the 737-800 aircraft. The TWU Local 556 Executive Board unanimously approved the TA, which will now be sent to our Membership for approval.

The highlights of our Tentative Agreement include guaranteed pay raises of at least two percent and the opportunity for a three percent increase based on Company profitability. Furthermore, the current Contract would be extended by one year with pay raises based on the previously agreed to Company profitability formula. Your Union also negotiated Company paid training, jumpseat protections, and mutual agreement on yet-to-be-determined work rules and working conditions on the new aircraft. Further information on the TA will be available on our Web site, though lounge mobilizations, publications, and in Membership Meetings.

Our Pilots have not yet reached an agreement, so procuring the aircraft is not guaranteed, but our TA is an important step in the process. It is impossible to predict the full impact the introduction of this new aircraft could have on our workgroup and we will be fully engaged in addressing any changes, but we recognize that this is a very positive move for Southwest Airlines.



Back in action: The Contract 2008 Negotiating Team: Val Lorian, Cindy Ritner, Thom McDaniel, Denny Sebesta, and Don Shipman returned to the negotiating table

FAA REAUTHORIZATION BILL

The Federal Aviation Reauthorization Bill that is currently in Congress would provide OSHA protections for Flight Attendants and regulates foreign maintenance bases, but this important bill is currently stalled in the Senate. As Flight Attendants, we need this bill to pass.

There have been fifteen extensions to the bill that temporarily fund the FAA, but do not mandate changes or provide funding that our industry needs in order to establish safe workplaces and much-needed improvements to commercial air travel.

Tell your senator that Southwest Airlines Flight Attendants and transportation union workers everywhere support the FAA Reauthorization Bill, and ask them to pass it.

Visit our Web site at twu556.org, and use our new "Click to Call" feature to tell your senator that the passage of this bill is important to you and that you support the funding and responsible regulation of our industry. Make that call today!

THOM MCDANIEL

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

SDAs

available now

by TWU Local 556 Treasurer
John Parrott

On August 20, 2010, Southwest Airlines announced a significant change to the 401(k) and profit sharing plans. This change goes into effect immediately, and creates a self-directed brokerage account (SDA) that will give you the option of investing a percentage of your 401(k) and profit sharing contributions into more than 14,000 mutual funds of your choice—something I've been wishing for for a long time! Here are the basics of the plan:

- This SDA account can be opened online at freedomtoretire.com
- Transfer up to a maximum of fifty percent of your total current account balance into the SDA (minimum \$1,000, or the minimum investment required by the selected mutual fund, whichever is greater)
- Allows you to direct up to fifty percent of your future contributions into the SDA
- May transfer any amount from your SDA back into your 401(k) or ProfitSharing Plan
- There are fees for buying and selling some of the mutual funds in the SDA; e.g., no load mutual funds are \$24.95 per trade
- These funds may also have higher expenses than those offered in the 401k/ProfitSharing Plan
- There are quite a few investment options you cannot purchase in the SDA; e.g., annuities, commodities, currencies, equities (listed and OTC stocks), futures, options, tax-exempt securities
- For a complete list of Restrictions, visit the Southwest Airlines Retirement Plan's Participant Web site, freedomtoretire.com

Call the SDA service center at 800-776-6061 if you have any questions. Representatives are available Monday through Friday, 8 a.m. to 7 p.m. Eastern.

As with any investment plan, we strongly advise you to consult an investment professional to obtain advice before you choose to invest in the self-directed brokerage account option.

Personal Fines

& You

by First Vice President
Michael Massoni

As you may already be aware, the TWU Local 556 Safety Team has been informed of interpretative changes to FAA policy as it relates to FAA enforcement action(s)—more commonly known as personal fines.

Until this change, Flight Attendants were typically only exposed to personal fines for 1) flight attendant manual violations, including currency and/or possession, 2) drug and alcohol infractions, and 3) movement on the surface violations (i.e. performing non-safety related duties). In the past, these types of infractions could have caused the FAA to issue you a personal fine typically starting at \$1,200 if they observed such FAR violations. All other types of FAR violations generally only exposed the Company to fines (typically starting at \$20,000 for each one).

The change in the way FAA policy is interpreted means that Flight Attendants (as well as the Company) are accountable in instances of non-compliance with the FARs and applicable operational procedures. Flight Attendants may be held personally liable—and subject to fines—in instances of willful negligence.

This means that if the FAA is observing you, and you knowingly and intentionally disregard accepted procedures as outlined in the flight attendant manual and the associated FARs, you run the risk of being personally fined by the FAA. A timely example of this would be knowingly and willfully, without challenge, allowing a fourth jumpseat rider to serve peanuts with the seatbelt sign on.

This information has come to us directly by way of the FAA and is not negotiable by your Union or Southwest Airlines.

We do, however, want everyone to be aware of this change, so you may make appropriate choices while performing your safety and security duties at Southwest Airlines.

Campaigning for change

by Southwest Flight Attendant and TWU Organizer **Karla Kozak**

As Southwest Airlines Flight Attendants, we have enjoyed the benefits of being part of the Transport Workers Union for over thirty-five years. Today, we are the highest paid domestic Flight Attendants, and our industry-leading Contract with Southwest Airlines means that we cannot be disciplined or terminated from our jobs without just cause (or, “just because”). Unfortunately, Flight Attendants at many other airlines are flying without Union representation—and without the protections a strong Contract affords.

Flight Attendant committees at Virgin America, JetBlue Airways, and Allegiant Airlines have approached the TWU Organizing Department to help them become members of our Union, but the unionizing process at an airline is not easy. The first step to getting a union in place is the signing of cards authorizing a vote to be held to determine whether a majority of a given workgroup really wants a union. Management never sees these cards—only the Union and National Mediation Board officials view them. If the Union receives enough authorization cards, a simple ye or nay vote is held on whether TWU will represent these Flight Attendants.

Our assistance as Southwest Airlines Flight Attendants is crucial, because the outcomes of these organizing campaigns will (not “might”) impact our ability to negotiate industry-leading Contracts in the future.

You can help by reaching out to the Flight Attendants friends at Virgin America, JetBlue, and Allegiant as well as those who fly on Southwest using reciprocal cabin seat agreements or if you fly on them. Listen to their stories, compare working conditions, let them know that Southwest Airlines is the most profitable—and unionized—domestic carrier, and tell them about the benefits and peace of mind that a strong, well-negotiated Contract brings. Ask them to sign an authorization card and to vote “yes” for TWU representation.

For more information on these organizing campaigns and how you can help, please visit www.twuwx.org (Virgin America), www.twub6.org (JetBlue), and www.twug4.org (Allegiant). If you would like to volunteer as a TWU Flight Attendant Mentor willing to talk to these Flight Attendants and answer their questions, please contact me at 202-341-0256.

At TWU Local 556, the Union of Southwest Airlines Flight Attendants, we are the Union, and together we can help make a positive difference for our Flight Attendant brothers and sisters at other airlines, as well.

PROTECT YOUR WORKERS’ COMPENSATION RIGHTS!

by Contract & Leave Coordinator
Denny Sebesta

Did you know that in addition to reporting an on-the-job injury to the Company, **you**—not Southwest Airlines or TWU Local 556—must file a workers’ compensation claim with the appropriate state agency if you become sick or injured due to a work-related incident? Even if you never seek medical care, you should file a workers’ compensation claim to protect your rights in the future.

Every state has timeframes (“statutes of limitations”) as to when a claim must be filed, and they vary widely from months to years. Don’t risk losing your rights. File your claim immediately! Find out more at these Web sites:

ARIZONA

www.ica.state.az.us

CALIFORNIA

www.dir.ca.gov/dwc

FLORIDA

www.myfloridacfo.com/wc

ILLINOIS

www.iwcc.il.gov

MARYLAND

www.wcc.state.md.us

NEVADA

www.dirweb.state.nv.us

TEXAS

www.tdi.state.tx.us

Jetway Trades on Overnights

by Board Member-at-Large

Don Shipman

Jetway trades are now available for pickup or give away anywhere in the pairing—not just the last leg. This may seem like a straightforward change; however, there were some outstanding issues that were being hammered out between your Negotiating Team and Management even after our Contract was ratified.

With so many Commuters, the question of jetway trading when arriving at an overnight quickly became an issue. A strict reading of the Contract would allow such

Post Jetway Trade

Enter Posting

Posting PIN:

Comment:

Character Count: 24 (Max: 100)

Date	Flight	Depart	Arrive
29 Sep	438	MDW 0700	DEN 0935
29 Sep	842	DEN 1120	IAD 1430
30 Sep	161	IAD 0500	DEN 0900
30 Sep	438	DEN 1005	ABQ 1120
01 Oct	907	ABQ 0735	LAX 0935
01 Oct	907	LAX 1000	OAK 1115

a trade, but both the Union and the Company knew this wasn't the intent of the language, so, in a good faith effort to resolve the unease of Management and to avoid potential problems for our Members in the future, both sides agreed

to the solution found in our Q&As located at the back of your Contract.

A jetway trade is allowed to occur on an overnight as long as both Flight Attendants are present and notify Scheduling. The hotel room will automatically go to the Flight Attendant on duty the next day (unless specified otherwise during that initial call). However, their per diem won't begin until they report for duty the following day. Management was able to save a few dollars in per diem, and we were allowed to sleep a little easier knowing we were released, and our trips were covered a day early.

Jetway trading is easy. In CWA, click "Bid Input/Jetway Trade." Similar to placing a SIP in giveaway, click on your trip and highlight the leg or legs you wish to give away as a jetway trade. The same goes for pickup:

Pickup Jetway Trade / Delete Postings

Depart STN

Arrive BASE MDW FA

Pickup PIN:

View

Comments: Give away get paid to commute to work...Thanks

Post ID	Trip	Report	STN	Release	RON	Credits	Pos	AcceptID
22302	MF59/12 Sep	1745/14 Sep	MCI	2035/14 Sep		150	FAB	
36752	MS96/13 Sep	1225/14 Sep	PIT	1515/14 Sep		150	FAC	
	Date	Flight	Depart	Arrive	Credit			
	13 Sep	2302	MDW 1325	BNA 1435	150			
	13 Sep	688	BNA 1555	TPA 1748	200			
	13 Sep	2821	TPA 1815	PIT 2035	270			
✓	14 Sep	399	PIT 1325	MDW 1445	150			

just double-click on the day you're interested in and look at what's available. If you've already accepted a jetway trade in CWA and no longer want it, return to this screen, click on the leg (or legs) you accepted, and press the trashcan icon to remove yourself. No legalities are checked when you accept a jetway trade, so you will need to check if you're legal before you try to process the trade. Always refer to your Contract or contact Scheduling for assistance.



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Contract Live

We've taken the most frequently asked questions about our Contract, and answered them in these easy to understand videos. The segments are less than four minutes, and available 24 hours a day.

Current topics available:

Crew rest
Domicile break
Duty day
Extended duty day
FAR duty day
P.I.N.

A new topic added every week. www.twu556.org

