

# unity<sup>update</sup>

THE MAGAZINE OF TWU LOCAL 556

## Busting the Rumor Mill

**Thom McDaniel, TWU Local 556 President**

In my last *Unity Update* article, I made a reference to Herb and his observation that often, a Union's biggest threat is internal fighting, politics, and rumors. While I know this to be true, I'm going to do my best to keep this from happening by not engaging in the fighting, leaving the politics to the politicians, and providing facts to debunk or at least clarify rumors. We are printing this issue of *Unity Update*, as well as distributing it electronically, to be sure that every Member has accurate information to make good decisions.

Certainly, everyone is entitled to their own opinions, but no one is entitled to their own facts. I will respond to a few of the rumors that have been circulated by word of mouth, gallery chat, forum, and email.

**Rumor: "I heard the Executive Board is trying to give themselves a big raise!"**

**Fact:** Full-time Officers and Staff Members continue to be paid on the same formula by which they have always been paid. Any change in pay for Union Officers or Staff Members would have to be proposed by the Executive Board and approved by the Membership. No proposal has been presented to give raises to any Union worker.

**Rumor: "Flight Attendant line totals have been reduced by 25 percent, while Union Officers have suffered no loss in pay."**

**Fact:** Flight Attendant lines have been reduced by about five to six percent from 2008 to 2009 due to a reduction in flying by the Company. Additionally, the

number of days has also been reduced by approximately the same amount, leaving our Members with a daily average of about 7.1 TFP per day down from 7.28 TFP the previous year. The bigger impact on "high flyers" has been a reduction of available Open Time and trips to pick up. There is good news that throughout the Spring and Summer, flights will be added back into the schedule, which will create more productive lines and open flying. While the cutbacks have been unfortunate, I think everyone can agree that the temporary reduction is a better option than furloughs, and that better times are on the way.

Union Officers are paid a salary of high line plus fifteen percent, and Staff Members are paid a salary of high line. The true difference lies in the number of days worked. Union Officers and Staff Members currently work from 21 – 23 days per month, while Line Holders and Reserves are scheduled from twelve to sixteen days per month. This results in a daily average for Union Officers of 6.5 to 7.0 TFP per day and Staff of 5.7 to 6.2 TFP per day, both below the average for Members flying the line.

There has been an attempt by some Members to lower the pay for Officers to average line plus fifteen percent, which, in correlation would lower our Staff pay, as well. The end result would be paying our Officers from 4.8 to 5.2 TFP per day and our Staff from 3.92 to 4.2 TFP per day.

It is also a fact that full-time Officers and Staff do work many extra hours *and* give up the flexibility of our work rules, but also get Company holidays off, and spend nights at home with their families.

I always hate to try comparing working in the Union Office with working on the airplane, because they are very different jobs. I also know that if we want Flight Attendants who have "walked in our shoes" to do this important work for our Members, there has to be some correlation to Flight Attendant compensation, and paying

our Union Officers and Staff well-below the averages for Flight Attendants would make it difficult or impossible to staff our operation.

**Related Rumor: "The Scheduling Committee is directed to build at least one "high line" that pays 130 to benefit full-time Union workers."**

**Fact:** The Scheduling Committee has never been told by any Executive Board Member to build a high line for Union Work. The Scheduling Committee takes the pairings generated by the Company, and tries to build

*"While flight reductions have been unfortunate, I think everyone can agree they are a better option than furloughs, and that better times are on the way for all of us."*

the lines that are desired by the base for which they are building it. There is more information on this subject in an article in this issue by Scheduling Committee Chairperson, Lisa Trafton.

**Rumor: “I heard the Union is paying commuting expenses for Union Staff—if they want to work in the Union Office, they should move to Dallas.”**

**Fact:** This is partially true and partially opinion. The Grievance Chair position is arguably one of the most challenging and difficult positions in our Local to fill. The Grievance Chair is a specialized position that requires extensive knowledge of our Contract, the arbitration process, the ability to work with Management, and great organizational skills. In the past, the position has been filled by an Officer, but in the last few years, there have not been qualified Officers who were willing to take the position.

The Grievance Chair position has also had the highest turnover of any Leadership position in our Union due to the heavy workload and specific qualifications. In 2006, Denny Sebesta, a non-Officer, was appointed to the position. Several months later, a Member made a motion at a Membership Meeting, and it was voted on to compensate the Grievance Chair position as an Officer. Denny resigned from the Grievance Chair position in 2008 to devote her full attention to the Negotiating Team, and John Parrott was appointed to the position. Then, in 2009, John was elected Treasurer, so the position had to be filled again.

After two rounds of interviews, the Executive Board chose Allyson Parker-Lauck as Grievance Chair. Allyson had been filling in on an interim basis, but did not live in Dallas. The Board was able to negotiate a reduced monthly rate at a nearby hotel with two bedrooms so that the Allyson and Jamie Lynch, a trained Staff Member who had moved away when her husband was transferred, could share the room on the nights they stayed in Dallas. This allowed the Grievance Chair position to be filled, and the Staff to retain a highly skilled Grievance Staff Member. Neither Allyson nor Jamie rent a car as they use the Union van that we purchased during Negotiations or hotel shuttles for transportation.

There have been questions and even motions about paying “commuting expenses” for Union Staff Members. Currently, our TWU Local 556 Bylaws allow our Local to pay for hotel and rental car expenses for full-time Union Office pulls as approved by the Executive Board. This Bylaw was approved by the entire Membership. We also have a past practice of paying for lodging and transportation for our commuting 2002 Negotiating Team for three years, and our 2008 Negotiating Team for two

years.

It should also be noted that every other airline Union that I know of, including SWAPA, pays for the lodging expenses for Members on Union business. I believe it would be shortsighted of our Members to assume that the best advocates for our Members always live in or can relocate to Dallas. Our Union has grown, and I believe it is unrealistic and unwise to preclude Members from Union service unless they are willing to uproot their families and move to Dallas.

In summary, it has always been our belief that our Members deserve the best representation possible, provided by the most qualified advocate. We believe we have that now.

**Rumor: “Someone told me the Union was going to work four day weeks and cut office hours.”**

**Fact:** Our Union did do an experiment where our Staff could bid to work four ten-hour days instead of five eight-hour days. The experiment was conducted contingent on providing the same levels of Member service

with no increase in cost. Unfortunately, the test was not a success, and we will be returning to the regular five day schedule in April.

There was also a Bylaw Amendment made to allow the President and Treasurer to work a minimum of four days a week. I did not make the Amendment, nor did I agree with the Amendment—and neither did the vast majority of our Members, as it failed by a large percentage.

During this time period, we have implemented a test program with weekend hours for Contract and Scheduling questions to provide even better representation for our Members. The test is ongoing, and the Executive Board will be reevaluating it to see if you are getting the “bang for your buck.”

**Rumor: “I heard that Executive Board Members are picking up trips to get paid more when they are paid for Union Business.”**

**Fact:** When a Member does Union business on a day they are working, they are paid for the trip that is pulled. If they do Union business on a day off, they are paid the average daily guarantee of 6.5 TFP per day. It is a Union policy that Members should not suffer a loss of pay or be “harmed” financially for doing Union business. It is also the policy of the Union that Union Members should never pick up pairings or Reserve that they do not intend to fly simply for the purpose of being pulled and paid.

**Rumor: “A Pilot told me that our Union is deeply in debt due to deficit spending.”**

**Fact:** This topic will be addressed more in depth in

*“It has always been our belief that our Members deserve the best representation possible, provided by the most qualified advocate. We believe we have that now.”*

an article by your Treasurer John Parrott, but 2009 and the beginning of 2010 *were* financially challenging for Local 556. We faced the costs associated with Contract Negotiations and Ratification, three elections, an International convention, Shop Steward training, and Project Redesign. In addition, our Local implemented weekend on-call hours to better serve our Members.

These were all big expenses that are usually spread out over a three to four year period. Having them happen all in the same year was an anomaly; however your Executive Board has passed a balanced budget for 2010, and is back in the black. To paraphrase Herb Kelleher regarding Southwest Airlines, "We are careful during the good years so we can survive the bad ones," and that is what we have done.

We have currently balanced our budget, but to some extent, we are victims of our own success. We have negotiated contractual raises for our workgroup in nine of the last eleven years, but only had **one** dues increase. When we negotiate pay raises, those are paid by Southwest Airlines, but our Union also has to reimburse the Company for Union work. Our dues are currently the lowest in the industry, but they are also based on a weighted average of our compensation. We will continue to try to work within our current cost structure, but eventually our dues will go up based on the fact that our wages have increased significantly.

**Rumor: "Is it true that the Company is conducting bag searches and terminating people for taking soft drinks and water off the plane on their overnight?"**

**Fact:** As we have published before, this rumor is false. We have received no reports of the Company doing bag searches without cause, although this failure to submit to a bag search is listed in our work and conduct rules. The Company has also assured us that they do not care if Flight Attendants take reasonable amounts of soft drinks or water on RONS. Of course, we are not allowed to remove anything from the aircraft that we would charge a customer for (e.g. liquor).

**Rumor: "Did you hear that Stacy Martin had been removed as Second Vice President and is suing the Union?"**

**Fact:** Stacy Martin was not removed from his position as Second Vice President, and still serves in that capacity. Stacy is no longer working full-time in the Union Office as Office Manager, and has returned to the line as a full-time Flight Attendant who is pulled as needed for his Union responsibilities.

Stacy has filed a lawsuit against the Union, and the

Union is defending the suit. While our Union cannot comment on certain aspects of the ongoing case, the suit and orders are public record. The most recent update on the lawsuit was a hearing January 28 for a temporary injunction to prevent the Union from removing Stacy from his full-time position in the Union Office. After hearing evidence from both sides, the Judge denied the injunction with this order:

"The Court finds that plaintiff has not demonstrated a substantial likelihood of prevailing on the merits of his underlying claim for the reasons that the actions of the defendants do not impact the duties that the plaintiff will be required to undertake as an officer of the Union and the Court is not persuaded that there is a nexus between the protected act, i.e., the filing of the grievance and the retaliation, and there is no showing that the actions of the defendants are not protected for those reasons, DENIES Plaintiff's Application for Temporary Injunction."

So far, this lawsuit has cost our Union about \$16,600 in legal expenses. As part of our response, we have asked

to be reimbursed for reasonable legal fees. Of course, it goes without saying that our Union would always prefer to handle internal disagreements internally; however, if or when anyone takes legal action against the Union, we have a fiduciary responsibility to defend the Union.

**Related Rumor: "I heard that the 'unbiased' judge in the lawsuit has done work for TWU?"**

**Fact:** This rumor is 100 percent false, and I have no idea where it came from. Judges in civil lawsuits in Texas are randomly-assigned cases based on their availability. No one knows which judge will be assigned which case. Furthermore, Judge Moye, who heard the case regarding the Temporary Injunction filed by Stacy Martin against our Union, has never done any legal work for TWU Local 556. We have had the same legal counsel, Ed Cloutman, since the mid-1990s, and our attorney before that was Bill Baab. We have also employed Mark Richard and Patricia Ireland to do legal work for our Local in negotiations and arbitration. Judge Moye was elected to the bench in 2008, and has never represented our Union in any capacity.

**Rumor: "Someone told me that Thom McDaniel held our Contract back from us to vote on so that he would be re-elected?"**

**Fact:** This is 100 percent false. The five Members of our Negotiating Team agreed on everything we did by consensus or majority vote. I did not even have the authority to agree to anything without agreement from our

*"It goes without saying that our Union would always prefer to handle internal disagreements internally; however, if or when anyone takes legal action against the Union, we have a fiduciary responsibility to defend the Union."*



Team. We did reach an “agreement in principle,” meaning basic issues such as pay raises, RIGS, etc. prior to it being submitted to the Executive Board. However, the Union and the Company mutually agreed that the agreement would not be submitted to the Executive Board for approval and subsequently the Membership until the “i’s were dotted and the t’s were crossed” on the entire tentative agreement.

The Company was very insistent about this, because they were also in negotiations with the Pilots. If you remember, SWAPA actually announced that they had an Agreement in January, but had not completed the language, and spent another three to four months working out the language before their Board voted on it and it was released to the Membership. This led to a lot of speculation among the Members, and a difficult work relationship at the table. The Company did not want to repeat this mistake.

I have reviewed my archived emails, and we were actually still working on Contract language the Friday before it was presented to the Executive Board for approval.

The Company was supposed to print the TAs for the Executive Board to review, but they had printing problems, and we actually had to print the TA at the Union office literally within an hour and a half of presenting it to the Executive Board. We gave the Executive Board the Agreement to review for the evening, the vote happened the next day, and we announced it immediately. The TA was ratified by 89 percent of our Members who voted.

**Rumor: “I heard that the Company was firing Flight Attendants for minor offenses because we are overstaffed.”**

**Fact:** We do have a lot of terminations on the books right now, and, as usual, the majority of those terminations are for attendance issues. While the Company may not be as willing to give second chances or consider special circumstances as they have in the past, they still must have just cause to terminate a Flight Attendant. It is our Union’s job to make sure that any time discipline is issued, it is warranted, just, and fair.

**Rumor: “Is the Company really calling people in and issuing discipline based on the number of comps and coupons we have?”**

**Fact:** This is partially true. The Company has been calling people in based on the *percentage* of comps and coupons versus paid drinks. These calls are not recorded in the Flight Attendant’s discussion logs, and no discipline has been or should be issued. We believe that this is wrong, and are monitoring the situation.

**Rumor: “The Executive Board does not care what Members think, and rules any motions in Membership Meetings they disagree with ‘out-of-order.’”**

**Fact:** Recently, motions have been made that are in violation of the TWU Constitution or our Bylaws, and those motions were called out-of-order in Membership Meetings. Of course, we cannot pass any Membership motions that violate our TWU Constitution. Our Constitution can be amended every four years by the TWU Convention, as it was in September 2009. We also cannot make motions that violate our Bylaws. The Bylaws can only be changed every two years by a vote of the entire Membership. They were amended in 2009, and may be amended again in 2011. To make motions in Membership Meetings that violate our Constitution or Bylaws would be to ignore the votes of the entire Membership by which they were ratified.

We have a great Union. In the past ten years, we have successfully negotiated two industry leading Contracts at the very worst times in the airline industry, improved Member services, exercised fiscal responsibility,

and maintained the lowest dues structure in the industry. We are highly respected among flight attendant unions and the labor movement as a whole. We have done this by supporting each other, supporting our Union, and working with our Company to make sure we remain profitable and successful.

Rumors are easy to believe and spread, and sometimes are a lot more fun than finding out the truth. Spreading rumors, however, is irresponsible and harmful to our Union.

Your Union Leaders are happy to answer any questions that you have in the proper venue. We provide excellent communications outlets through Union publications, Web site, email, one-to-one lounge mobilizations, and telephone, Twitter, and the TWU Local 556 Facebook page.

The next time you hear a rumor, please consider the source (and if it even makes sense) **before** it is repeated or forwarded. Then, take it upon yourself to take the extra step to send an email or call to the proper person and get the facts.

We are one of the best and most successful Unions in the country, and it is up to each one of us to keep us that way. **That’s a FACT!**

*“To make motions in Membership Meetings that violate our Constitution or Bylaws would be to ignore the votes of the entire Membership by which they were ratified.”*



Houston Flight Attendant **Thom McDaniel** is President of TWU Local 556. Email: [president@twu556.org](mailto:president@twu556.org).

# When Your Civic Duty calls for Jury Duty

Denny Sebesta, TWU Local 556 Contract & Leave Coordinator

Jury duty is one of the most important civic duties we can perform as a responsible citizen. We have language in our Contract that outlines how those jury duty pulls will be covered.

The first thing you should do when you receive a jury summons in the mail is contact your Inflight Base Leadership, and inform them of the date(s) of your impending jury duty. The base will adjust your schedule according to the dates printed on the jury summons.

Every state has their own method of jury duty service. Some may require you to be on-call, while others may require that you show up and sit in a jury pool at the court house. Whatever your obligation is to the court system, the Company will pull you from your entire pairing or a portion of your pairing and/or Reserve day(s), depending on what your actual jury duty obligation requires.

In our new Contract, pairings or portions of your pairing pulled for jury duty will immediately be placed in Open Time.

If you are released from jury duty before the end of a pairing that you have on your schedule, you should immediately contact Scheduling for recovery purposes. It will be your choice to accept the recovery method that Scheduling offers you. It may include one of the following:

- Recover your original pairing already in progress, unless it was assigned to a lineholder from VJA or Open Time;
- Assign you another pairing; or,
- Allow you to sit Reserve for the remaining day(s) of your scheduled pairing (must be available for a full day of Reserve duty); or
- Remain off duty for the remainder of your pairing without pay. (This will not affect record improvement or perfect attendance)

You will be paid for trips and/or Reserve days pulled that were actually scheduled and missed, except as stated above in the recovery options. In order to be paid, you must furnish written proof of your time served on jury

duty. The court will provide you with written proof at your request.

There are two important things to remember about jury duty pulls. First, once you receive a jury summons, you should not trip trade or pick up on the scheduled day(s) that are affected by your jury duty obligation, and second, you should never be asked or required by Management to rearrange your schedule in order to fulfill your jury summons obligation on days off.

If you are chosen as a juror, and you become duty-bound for a longer period of time, contact the base as soon as possible. If you have a trip or Reserve day(s) that conflict, they will pull them with pay accordingly.

To reference the contractual language regarding jury duty, please refer to Article 15 – Leaves, page 86.

As always, if you have any questions, please contact the Union office at 800-969-7932, or visit the Web site at [www.twu556.org](http://www.twu556.org).

Orlando Flight Attendant **Denny Sebesta** is TWU Local 556's Contract & Leave Coordinator.

TWU Local 556 is currently accepting letters of interest from Flight Attendants who are interested in working in the Union Office as part of our Grievance Team.

Please email your letter of interest to TWU Local 556 President Thom McDaniel at [president@twu556.org](mailto:president@twu556.org) no later than Friday, April 9, 2010.

# The FACTS About Your Union's Recent Finances

John Parrott, TWU Local 556 Treasurer & Financial Secretary

Just like your household, TWU Local 556 has a budget. Every fall, the Executive Board plans for the next fiscal year. At this meeting, many ideas and proposals are presented on how to enhance or increase Member Services, and what projects will be undertaken during the upcoming fiscal year, which runs from October 1 to September 30. An evaluation process then occurs to pare down the list to a manageable number. While all of us wish we could move forward on every one of those ideas, simply put, we couldn't afford it financially.

During the last round of Membership Meetings, I spoke with some of you regarding our Financials. Last fiscal year was a "perfect storm" for expenses. We were still in Negotiations, a National Officer Election took place, ratified an industry-leading Contract, elected 145 Shop Stewards (and trained 125 of them), held the International Delegate Election that sent 33 delegates to the TWU International Constitutional Convention, and Project Redesign. It was a very busy year to say the least, and we spent more than

we made. Fortunately, your Union has savings, and is well-prepared for these perfect storms.

Thankfully, those expenses listed above occur infrequently. Officer elections, for example, only occur every three years. A budget was adopted to spend money where needed, but most importantly, allocated the funds to ensure we maintained our industry-leading Contract. We are all now enjoying the benefits of the raises that this Contract affords us.

The Flight Attendants who do Union work are no different. The Union is required to reimburse the Company for what was paid out to Flight Attendants who performed Union work at their current rate of pay.

Our Union runs on the "cash basis" accounting method, meaning we record the cash when it is received, and we record the expense when the cash is paid out. Because of how the Union reimburses Southwest Airlines for Union Business, several of these projects were paid out in the current fiscal year (2009 – 2010). So, we began this year with expenses that were larger than what we collected through

monthly dues.

Even considering these expenses, this Executive Board made it a priority to pass a balanced budget. Committee budgets were cut, and ways were found to do more with less. For example, we renegotiated the terms of the lease on the Union Office and have drastically reduced the amount of hours used for temporary staffing. Even with these cuts, we are always looking for ways to increase Member services. We are still testing our weekend hours to answer your Contract and Scheduling questions.

Please remember that your Union remains financially strong. We plan on ending this year with a surplus, and all of this hard work has been achieved by your Union dues, which, by the way, are the lowest of any major airline in the industry. Thank you for being the professionals that you are. Your professionalism is what keeps our Southwest customers coming back.

Dallas Flight Attendant **John Parrott** is TWU Local 556 Treasurer & Financial Secretary. Email: [jparrott@twu556.org](mailto:jparrott@twu556.org)

## Supplemental Insurance Open Enrollment

April 12 – May 7, 2010

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- Guaranteed issue
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- Universal life and long-term care rider

Look for posters in the Flight Attendant lounges for the dates your Benefit Counselor will be on-site to help with your benefit decisions.

If you cannot meet with a Benefits Counselor one-on-one at the lounge, do the next best thing by calling the Supplemental Insurance Service Center at 877-885-9191, and speak with Lou (ext. 6). Hours are 12 p.m. to 7 p.m. Central.

# Why Meeting Minutes Matter

**Cuyler Thompson**, TWU Local 556  
Recording Secretary

The minutes of TWU Local 556 Membership Meetings and Executive Board Meetings are recorded by the Recording Secretary (or designee) as documentation of what happened during these meetings. Minutes are very important: they are a record of basic information, such as when the meeting occurred, who attended the meeting, whether a quorum was present, and who presided over the meeting. The actions assigned, decisions made, and specific motions and their outcomes (but not exact vote counts) are also included in the minutes.

The details of discussions are not documented in the minutes, as they are only meant to give an outline of what happened during a meeting, not a word-for-word record of who said what. Meeting minutes are saved and used for reference or background material in the future. Over time, people can forget what happened or what was decided during a meeting. With minutes to refer to, everyone is clear; thus, the time, effort and expense that goes into a meeting is not wasted.

I have scanned and archived the minutes of Local 556 as far back as 1980, and stored them on the Union's server for posterity.

After an Executive Board or Membership Meeting is over, I, as the current Recording Secretary, transcribe my pen scratch and shorthand into a "draft version" of the minutes. At the next scheduled Executive Board or Membership Meeting, I submit this draft for approval. Those who attended the meeting for which the minutes were recorded may make suggestions or corrections. A vote must then be taken to approve the minutes, either as presented or amended. Only then do they become the official minutes of the meeting.

Members may read archived Executive Board and Membership Meeting Minutes by visiting [www.twu556.org](http://www.twu556.org) > *Union Business* > *Meeting Minutes*. As you can see, this part of the Recording Secretary's job is not exactly exciting or glamorous. However, minutes enable us to get where we're going by understanding where we've been. I'm happy to be part of that.

## DO YOU...

**WANT TO TRADE RT?**

**LINE TRADE?**

**JETWAY TRADE?**

**JOB SHARE?**

**HAVE A CRASH PAD?**

**RENT OR SELL A HOME?**

**HAVE A LOST ITEM?**

**WANT TO TRADE A UNIFORM?**

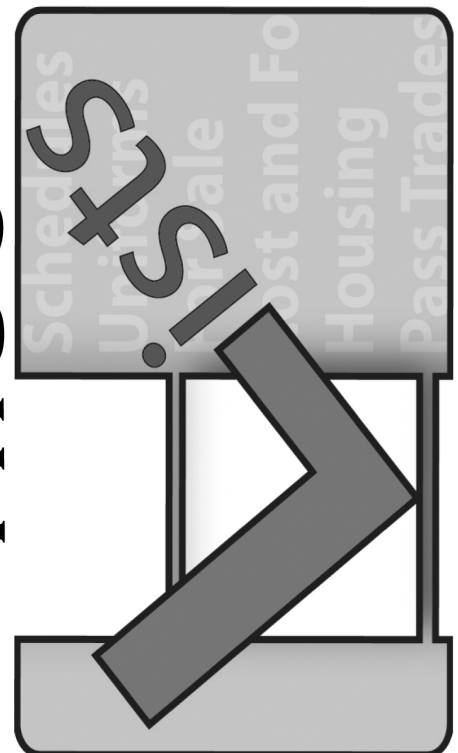
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**SELL YOUR WARES?**

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# Scheduling Committee Update

**Lisa Trafton, TWU Local 556  
Scheduling Committee Chair**

The TWU Local 556 Scheduling Committee is responsible for the bid lines that you see each month. Basically, we take the pairings that Crew Planning builds, and place them on the lines that are released on the second of each month.

Our task when building the lines is to make certain that each line falls within Contractual rules, the language we have developed with the Company as our Scheduling Policy, and we try to ensure that the lines maintain a certain amount of variety for the different needs of our Flight Attendants. For example, there are Flight Attendants who want to fly a high line and not have to worry about having to pick-up, just as there are Flight Attendants who want the line that pays 80 TFP.

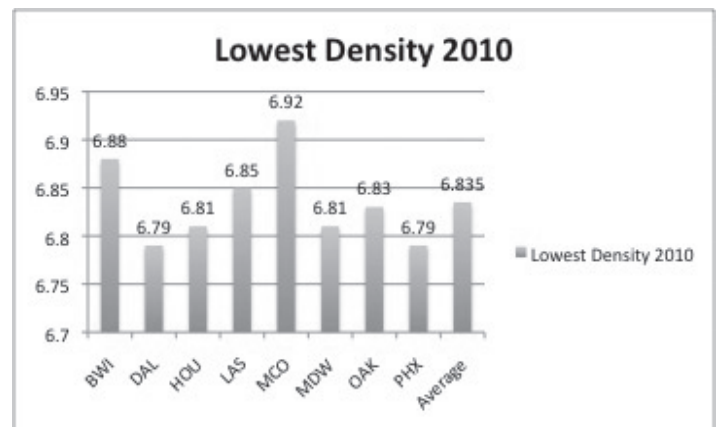
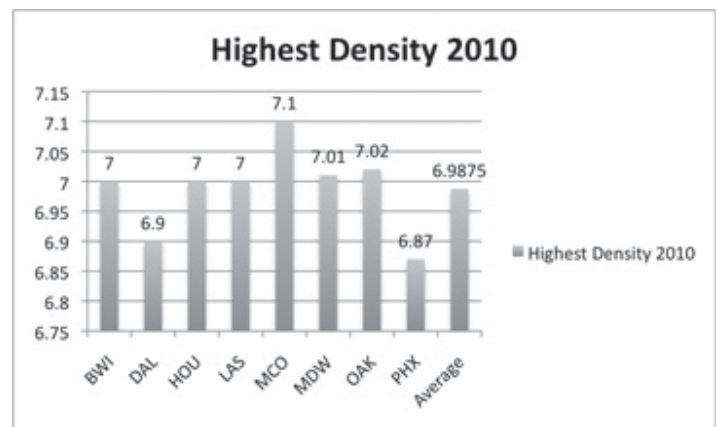
Due to the reduction in flying, and the reduced density in our days, you have seen a greater increase in the number of lines that pay 80 TFP. Beginning in May and continuing over the coming months, our density will again be improving. We project that in May, we will see the highest density since July of 2009.

Currently, there are no New Hire classes scheduled for 2010, but the Company has indicated that we will resume some of the flights that had previously been reduced. These two pieces of information indicate that in the fall when our schedule is again reduced, the impact will hopefully not be as drastic.

In closing, I have had the privilege of working on the Scheduling Committee since 2000, and took over as the Chair in May 2006. I would like every-

one to know that your Scheduling Committee has **NEVER** built high lines for the Union Officers or Staff, nor have we ever been approached by any Officer or Grievance Team member asking us to do so. If they had, we simply would have said no. We build the lines for the Flight Attendants.

As always, you are free to come watch line writing at any time. We write primary lines on the last Thursday of every month, and secondary lines on the tenth of the month. If you would like to attend, or have any questions, please feel free to contact me at [scheduling@twu556.org](mailto:scheduling@twu556.org).



**unity**  
THE MAGAZINE OF TWU LOCAL 556

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

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

Articles submitted to *Unity* will not

be considered for publication if they exceed 500 words, are 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 inclusion 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 only.

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