

Update

PRESIDENT'S MESSAGE

by Thom McDaniel, TWU Local 556 President

CALENDAR OF EVENTS

At press time, the schedule for the next round of Membership Meetings had not been finalized. The schedule for these meetings will be published in the Union Glass Case in each lounge as well as on the TWU Local 556 Website as soon as they are confirmed. These will be an important round of meetings since your Negotiating Team will be visiting each base to hear what YOU want in our upcoming Contract. Visit www.twu556.org and click the "Union Business" button on the left side of the page.

In the meantime, we continue to encourage each of you to attend Crew Member Self Defense Training. Below are the dates available for the next few months (additional classes may be scheduled, so check the site often). For more information on class locations and how you can sign up, go to www.tsa.gov, click the "What We Do" button at the top of the page, and then the "Crew Member Self Defense Training" link.

Atlanta, GA:

January 14, 25
February 11, 23
March 3, 15
April 11

Charlotte, NC:

January 25
February 8

Chicago, IL:

January 17, 24, 31
February 14, 21, 28

Dallas, TX:

January 8, 18, 30
February 6, 20, 28
March 4, 14, 26
April 8, 17, 30
May 7, 20, 29
June 9, 19, 27
July 1, 17, 30
August 7, 19, 27

Denver, CO:

January 3, 17, 18
February 15, 16

Houston, TX:

January 11, 25
February 19, 20
March 19, 20

Los Angeles, CA:

January 10
February 21

Miami, FL:

January 23, 28
February 11, 27

Phoenix, AZ:

January 12, 22
February 27

San Francisco, CA:

January 8, 22
February 5, 19
March 4, 18
April 1, 15
May 6, 20
June 3, 17

Seattle, WA:

January 29, 30

Washington, DC:

January 28

Happy Holidays to everyone! As the year quickly comes to an end, I would like to update you on important issues in our Union.

Your Executive Board held our annual Strategic Planning Session November 12-15. This has become an annual tradition where your Leaders hold our monthly meeting roughing it at a campsite in Burton, TX away from daily distractions. Our days are spent team building, evaluating our progress and planning for the coming year. This type of training and planning is practiced by many corporations including Southwest Airlines and has served our Union well. The plan for the coming year includes focus on Membership involvement, developing new Leaders, and of course, Negotiations.

On November 30, our Union held the final Arbitration hearing with Management regarding the remedy for the Open Time Manipulation Arbitration held earlier in the year.



Back Row (L to R): Strategic Advisor Mark Richard with Executive Board Members Kyle Whiteley, Gwen Dunivent, Thom McDaniel, Michael Massoni, and Brett Nevarez. Middle Row (L to R): Executive Board Members Kevin Onstead, Allyson Parker-Lauck, Susan Kern, Jill van der Werff, and Stacy Martin. Front Row (L to R): Cuyler Thompson, John Dipippa, Lucy White-Lehman, Mark Torrez, and Jerry Lindemann.

Since the Union and Management have resolved all the individual grievants that are covered under the Arbitrator's decision, the purpose of the hearing was to resolve four group issues including: class remedy of 6.5 TFP per Member, how long a pairing must remain in Open Time to be considered available for pickup or trade, a year's compensation for preparation and monitoring of Open Time, and a cease and desist of Open Time Manipula-

tion. The hearing was scheduled for 1.5 hours and lasted 3.5 hours. Union and Management Attorneys will be submitting post hearing briefs by December 14, and we will notify you of the Arbitrator's decision when we receive it.

There were four protests of a similar nature filed regarding the recent Negotiator's election. The protests were denied by the TWU International Committee on Appeals. With that issue resolved, on December 6 and 7, (Continued on page 4)



Losers and Quitters Unite Here!

I want to be a loser, and you can too!

by Kyle Whiteley, MDW Executive Board Member

This has been a long time coming, and I have tried as hard as I can to not do a damn thing about it. So here goes nothing: I am suffering from a condition called "Union Butt" (yes, it's as bad as it sounds). The amount of time I spend sitting at my computer and the poor food choices I have repeatedly made have taken their toll. I have become FAT.

I have told several people over the past year that I was going to lose weight. While I always hoped I would drop the pounds; I really hoped more that my co-workers and friends would forget me making such a ridiculous statement. If you are one of those Flight Attendants that remember every word ever spoken, I have been avoiding you. Sorry.

While finishing off a donut (mmmm... donuts), I started thinking about what it would take to force me be honest with myself, get off my "Union butt" and be successful in 2008, and the answer is simple - accountability. So I am making my New Year's resolution in print this year to almost 10,000 Flight Attendants. I am going to lose 35 pounds before January 2009.

While I was asking for feedback about this crazy idea, several people mentioned that they would take part, and asked me add their name to the list. One person asked if I would include people that wanted to quit smoking. Sure, I thought, why not? At that moment 'Kyle's Losers and Quitters' was born. If your New Year's resolution includes dropping a

few pounds or kicking the smoking habit, I want to hear from you. I believe that with the support of those in the same boat, as well as almost 10,000 Flight Attendants on our case, we have to be successful.

Here's my plan. In the February issue of *UNITY Update*, I will publish the list of Losers and Quitters with their goals, and then a quarterly progress report will be published in

UNITY Magazine. The listing will look like something like this:

1ST QUARTER LOSERS

Name	Goal	YTD Loss
Kyle Whiteley	35 Lbs	11Lbs
Allyson Parker-Lauck	30 Lbs	2 Lbs

1ST QUARTER QUITTERS

Name	Quit Smoking	Result
Susie Smoker	1/14/2007	Succeeding
John Butts	1/1/2007	Succeeding

I will also be setting up a chat room so all the Losers and Quitters will have a place to find support and share ideas.

Losing weight and quitting smoking are not easy things to do. In the past I have tried and failed and tried again and succeeded. I know I can do it again, and so can you. Every pound lost or every day without a cigarette is a monumental success, which I believe should be celebrated.

So, that's my idea. It's a little out there, but hopefully enough people will want to take part that by the end of 2008, we will have a bunch of Losers and Quitters at Southwest Airlines.

If you want to be a Loser and/or a Quitter, or if you have experience with nutrition and/or successful ways to quit smoking please drop me an email at L&Q@twu556.org.



PS: Those suffering from "Management Butt" are also welcome to participate. The more, the healthier!



Your Money Working for You

An all new dues recovery database - coming soon!

by Jerry Lindemann, TWU 556 Treasurer

Tis the season for friends, family, and..... paying your Union dues? Since the last time I wrote, your Executive Board has been busy indeed with new ideas on how to make things run easier, better, faster, and more efficiently. I am very pleased to report that we have put into place our new accounting system with great success. Also, in the October, 2007 issue of *UNITY Magazine*, I introduced the idea of making it possible to pay late dues online. Since then, I did some research and presented a proposal to the Executive Board, and we now have a new system ready to go.

Before I go on, some of you may be asking, "My dues are payroll deducted, so how does somebody owe back dues?". The answer is pretty simple. Our dues are deducted from our paycheck on the 20th of each month. The most common reason why a Flight Attendant would owe back dues is when he or she doesn't receive a paycheck on the 20th due to giving trips away, etc. If there is no paycheck, dues aren't payroll deducted, and since we are only allowed to payroll deduct dues for the current month, the Union must collect late dues on our own.

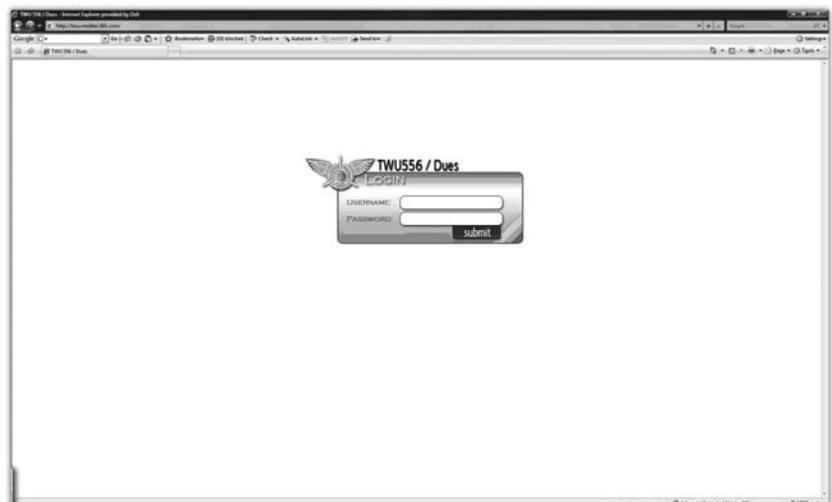
Currently, back dues must be paid by mailing (that's "snail" mail, not e-mail) a check to the Union office in Dallas. Our current dues database was constructed in the late 1990's - I know that doesn't sound that old, but how many of you are still using Windows 95? But back to dues collection...

Our current dues database bills every six months. What that means is the Union must wait 7, 8, 9 months or even longer after the dues are owed to collect them. The Flight Attendant who does not receive a paycheck on the 20th for several months does not have their Union dues automatically deducted from their paycheck. Since the system only allows billing every 6 months, the amount they owe adds up to a very significant amount rather quickly. The new Dues Recovery Database will be set up to keep track on a monthly basis the Members who are not having their dues deducted. This may not sound very exciting to you... no matter how many bells and whistles I try

to add to my *UNITY Magazine* articles and monthly reports to the Executive Board, I've been told my job isn't "sexy", but it will mean a great deal to our Union! At any given time, the Union may be owed as much as \$50,000 in back dues. This is money that could be used to improve current Member services and supplement Contract Negotiations. And while I understand that nobody gets excited about paying Union dues, please realize that the rates of pay we enjoy today didn't come without expense. Through this new system, we will be able to more accurately keep track of our income as well as be able to more accurately project our finances for the future. As we enter our upcoming Contract Negotiations, this becomes more critical.

I have received several calls from Flight Attendants wanting to pay their back dues by using their credit cards. Thank you for your calls - they worked! While online payment is still a few weeks away, you can now pay by credit card over the phone. Simply call the Union Office at **800-969-7932** and ask for me. If I'm away from my desk, Jamie Littleford or Jill van der Werff can assist you.

Look for more on these exciting new developments in upcoming publications, and don't forget our website, **www.twu556.org**, where you will soon be able to pay your back Union Dues online!



Above we see a screen shot of our new Dues Recovery Database program. A simple log in will allow you to see how much you owe, and get back up to date quickly online. This will be accessible soon through the TWU Local 556 website at **www.twu556.org**.

A Word from Your Editor



by Allyson Parker-Lauck
Executive Board Member at Large
and Publications Committee Chair

I wanted to take a brief moment to apologize for the tardiness of this issue of UNITY Update. I know some of you get frustrated when our newsletter isn't out on schedule, and last year I made a commitment to improve the timeliness of the distribution. Unfortunately, every now and then life gets in the way. I was planning to have this issue of UNITY Update ready to go to the printer during the week beginning December 10, which would have meant the issue would hit the bases during the week of December 17. Unfortunately, on December 8, an ice storm hit Oklahoma causing the largest scale power outage in Oklahoma history leaving over 200,000 homes without electricity in the Tulsa Metro Area alone. Some people lost power December 8 and aren't going to be restored until sometime in mid-January. I was lucky and was only out for 6 days (no lights, no heat, in sub-freezing temperatures is NO FUN!). The good news is that I have become a master at Monopoly and Trivial Pursuit (watch out Thom, we're ON next time I'm in Dallas!), but sleeping in a house where you can see your breath is no game. It did teach me a lot about emergency preparedness, and since the theme of the January issue of UNITY Magazine is "Pay it Forward", I'll be sharing some of what I learned so that others may be a little more prepared than I was if you ever suffer a power outage.

My lights finally came back on late in the evening of December 13. But dealing with fallen trees, providing housing for others without power, and catching up from almost a week of being out of commission resulted in a further delay. Thanks to all of you for your patience and understanding, and along with joining Kyle's "Losers and Quitters" group, I will also continue my commitment to providing you with a high quality and timely Union publication in the New Year. Have a happy, healthy, and safe New Year.



What's left of my neighbor's trees across the street.



That's me wearing the head lamp and rolling the dice in a game of Trivial Pursuit with my husband and sister.



Moby, my 6-year old Lab/Husky mix enjoying the fire.

PRESIDENT'S MESSAGE

(Continued from page 1)

your full Negotiating Team held our first training and planning session. The session was lead by Strategic Advisor Mark Richard, and preparations have now begun for opening up our Contract that becomes amendable on May 31, 2008. The training and planning session was very productive, and we will begin providing regular Negotiation updates beginning in January.

Due to upcoming Negotiations, our regular Membership Meeting schedule is being adjusted. Your Negotiating Team will be embarking on a World Tour in the first quarter of 2008 with the kickoff of our Negotiating Survey. We will be spending extra time in every base to give our Members an opportunity to meet and share ideas and concerns with our Negotiating Team. The schedule will be published as soon as it is confirmed.

In closing, I would like to thank you for your continued support of "Toys for Tots". This year marks the 7th year that our Flight Attendants have made a difference for the children in our communities. I am incredibly blessed to represent the best Flight Attendants and the best people in the industry.

UNITY Update

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

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