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TWU Unity Update

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Welcome to the new electronic Unity Update

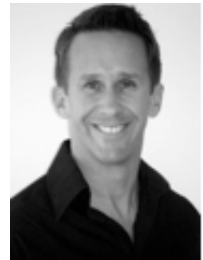
Welcome to the new email edition of Unity Update. The switch to this more environmentally friendly version of Unity Update was initiated by the Survey we held toward the end of 2008. The survey results were clear that our Members wanted us to become a greener Union, and we are certainly happy to save the additional money on printing costs.

Our challenge is we have to ensure that our Membership continues to receive the information that we are trying to disseminate, while being as eco-friendly as possible. Thanks to some amazing technology, we will be able to track how the electronic version of Unity Update is utilized by the TWU Local 556 Membership, including how many of you open the email (you've made it that far already!), which links you click on, and other statistics.

Please help us continue to be green(er) during this three-month test by engaging your fellow Crew Members, forward this email to your coworkers, and asking them simply to sign-up by adding their email address to their profile on the TWU Web site. We hope this trial period will be a success; otherwise, we may be forced to return to the printed version—sooo twentieth century!

President's Message

Congratulations to the winners of the recent 2009-2012 TWU Local 556 Executive Board. Nearly 3,800 of our Members voted in the election, and we thank those who took the time to fill out their ballots. The complete results are listed a little further down in this Unity Update edition. Now that the election is over, it is time for all newly-elected representatives to put their differences aside, and understand that we're all on the same team, fighting for the same cause: the Membership of TWU Local 556, the Flight Attendants of Southwest Airlines.



Recently, the Executive Board of TWU Local 555, our Brothers and Sisters in Ramp, Ops, Cargo, and Provisioning, voted to send the Company's "last offer" to their Members for a vote. They have been in Negotiations for over a year, and Mediation since December. Although the Local 555 Executive Board did not make a recommendation for or against ratification, we support whatever decision their Members make.

I know I have said it before, but we continue to move closer to reaching a Tentative Agreement for a new Contract for you to vote on, as well. There are very few issues left to resolve; however, they are the most important issues in the table, and require serious negotiation. Your Negotiating Team is working hard for you, and will reach an agreement as soon as possible. Remember, it must be the right agreement before we send it to you for a vote. Our goal remains to negotiate a fair Contract that protects our Members while allowing Southwest Airlines to remain profitable, and we are committed to that.

For those who were not here during our last Negotiations (or those that may have blocked it out), these Negotiations have moved much more quickly and have been much less contentious. We have been bargaining now for nine months, but last time we weren't even half as close as we are now, and were only

just beginning our Membership Mobilizations with a few public events to send a message to our Company and Community that our Flight Attendants deserved a fair Contract.

What is the difference this time? I believe it lies in two things.

First, last time our Union went to the table prepared to solve problems and was committed to remaining there until they were solved. Management, on the other hand, came to the table to win. This was obvious when Herb and Colleen took over as negotiators for the Company after two years. We truly worked in a collaborative way, and achieved the great Contract that we work under today. We all won.

Secondly, and most importantly, we stood strong and stood united. We earned the respect of our Company, and it is paying off at the table today. We have a talented and devoted team of Negotiators and Advisors at the bargaining table, but none of that matters without you standing behind us.

I remain optimistic that we will reach an Agreement very soon. Thank you for patience, your support, and most of all, for making our jobs easier this time around.

United We Stand!

Election Results

Results of 2009 TWU Local 556 Officer Election. Candidate with highest number of votes is reflected in bold.

President

CINDY RITNER 1,625

THOM MCDANIEL 2,158

First Vice President

JIM GORDON 1,361

MICHAEL MASSONI 1,634

JILL VAN DER WERFF 692

Second Vice President

DENNY SEBESTA 1,288

STACY K. MARTIN 2,346

Financial Secretary Treasurer

JOHN PARROTT 1,827

JERRY LINDEMANN 1,690

Recording Secretary

MIKE FILLMON 1,438

CUYLER THOMPSON 2,137

Executive Board Member At Large

MARK TORREZ 1,465

COLLEEN GRIFFIN 1,499

DAVID REED 344

DON SHIPMAN 1,356

MANNY SANTANA 1,285

CHRIS SULLIVAN 782

BWI Domicile Executive Board Member

AUDREY STONE 284

CHRIS CLICK 128

DAL Domicile Executive Board Member

KAREN AMOS 331

GUS OLVERA 20

MICHELLE MOORE 197

HOU Domicile Executive Board Member
CRYSTAL RAINS (UNOPPOSED) 387

LAS Domicile Executive Board Member
 VICTOR CONEJO 157
BRYAN OROZCO 192

MCO Domicile Executive Board Member
JIMMY WEST 283
 SUSAN KERN 137
 EDDIE PIRL 12

*MDW Domicile Executive Board Member**
TRACY INGRAM 316
 JULIA PAVLICEK 67
 DONNA KEITH 289

OAK Domicile Executive Board Member
 GREG HOFER 107
TODD GAGE 234

PHX Domicile Executive Board Member
JOHN DIPIPPA (UNOPPOSED) 461

* Tracy Ingram declined the position, and **Donna Keith** will be the MDW Domicile Executive Board Member.

February's Unity Update

During the recent TWU Local 556 Officer Election, a candidate requested the use of the TWU Email list for campaigning purposes. Most members of your Current Executive Board were very concerned with this request, fearing that those who provided their email addresses would simply choose to block emails received from the Union. Such action would have made this electronic edition of Unity Update impossible.

The Department of Labor (DOL) was brought in to help settle the dispute, and ruled in favor of the candidate making the emailing of election material available. The DOL instructed our Local to provide the email list to a third party, who would be responsible for sending the emails and to protect the email list from further use.

Due to this decision by the DOL, your Publications Committee opted to not send the February edition, which would have been our first electronic Unity Update. We choose to not risk overloading your email inbox without knowing how many candidates would utilize the email option or having any idea of the number of emails that would be sent.

Satellite Base Update

Ummm, Dallas, we have a problem.

After almost three years of working on the Satellite Base program, we have run into a snag right before our test launch.

During the last round of Membership Meetings, three motions were made by Members that have essentially ended your Executive Board's, as well as the Company's, work on getting a test Satellite Base opened this year. The motions, which will be available on the TWU Web site soon, and have called for an "official" vote on proceeding with a Satellite Base test.

Approximately 4,200 Flight Attendants took the Satellite Base Survey hosted by Southwest that was run over

the first couple of weeks of December. Of those that took the survey, 2,384 respondents commuted either by flying or driving from one Southwest city to their Crew Base. Of those that do not commute, when asked, "Even though you would not plan on participating, having read through the agreement and Q&A, would you be in favor of a Satellite Base program?" 77.5% of all non-commuter respondents said yes.

So where does this leave the program? As of the writing of this article, Southwest Management has sent a letter suspending all further work on the program. "While the Company remains prepared to proceed with the preliminary work in preparation for satellite base testing, as agreed on December 03, 2008, this is to inform you that all Company efforts and resources used toward such preliminary work will cease immediately. It is particularly important during this economic environment that we remain prudent in our decisions, especially those decisions that require the use of Company resources. And, based on this recent information, it is necessary that our resources remain available for more certain projects."

The TWU Executive Board discussed these motions during our last Board Meeting, and will keep you informed as we learn more about the situation. The actual results from the survey will be released shortly.

Apply now for TWU's Scholarships



Education is important to TWU Local 556, so our Local is proud to sponsor two Scholarships: the Paul Gaynor Scholarship, awarded to Members of TWU Local 556, and the Shanna M. Martin Scholarship, awarded to family members of TWU Local 556 Members.

TWU International also offers the Michael J. Quill Scholarship Fund for 15 more college scholarships of \$1,200 each, annually renewable for four consecutive years. Each scholarship is worth a total \$4,800 to winners who continue to be eligible over the four-year college course. Winners of the scholarships will be determined by a public drawing to be held in May 2009.

For more information on these Scholarships, as well as entry forms to apply, please visit the TWU Web site or simply click [here](#).

Wear it to Win it Contest

During the January Membership Meetings, a Member made the Board aware that in a July, 2008 Meeting of the Executive Board, the minutes stated that "The Board agreed that the trips that were flown for the winners of the contest by Domicile Executive Board Members would be published in the September UNITY Update publication."

While the September issue contained a full-page article on the Contest and detailed the winners' names, the trips that were pulled, the cost of the Contest to the Union, and other information, it did not specifically describe the pairings the Domicile Executive Board Members actually flew; therefore, the information is as follows. The Domicile Executive Board Members (DEBMs) retained all rights under our Contract for unlimited trip trading, etc.:

BWI DEBM Audrey Stone flew the winner's 3-day pairing BB12 on June 26, 2008

DAL DEBM Gwen Dunivent picked up the winner's 4-day block of Ready Reserve, June 24-27, sat the first two days, but had to be pulled for emergency Executive Board business on the 26-27, and while not required to do so, she picked up two additional Ready Reserve days on a later date to make up for the two days.

HOU DEBM Michael McNeil was not able to pick up the winner's pairing. Treasurer Jerry Lindemann mistakenly pulled the winner's pairing and placed it in to Open Time where it was picked up/traded by other

Flight Attendants before Michael could pick it up. Michael agreed to pick up another similar pairing from Open Time, but was unable to do so before his resignation from the Executive Board.

LAS DEBM Kevin Onstead picked up the winner's 3-day block of Ready Reserve, June 26-28, and was assigned and flew a 3-day pairing.

MCO DEBM Susan Kern picked up the winner's 4-day pairing FC76 on July 10, and exercised her Contractual trip-trading privileges, and traded that pairing for 3-day pairing FC86 on July 11.

MDW DEBM Kyle Whiteley picked up the winner's 4-day pairing MB15 on June 24, but became ill and had to call in sick for the pairing.

OAK DEBM Mark Torrez picked up the winner's 2-day block of Ready Reserve, August 30-31, and was assigned and flew a 3-day pairing (which caused an overlap problem; he was pulled from and lost a VJA pairing for overlap).

PHX DEBM John DiPippa flew the winner's 3-day pairing PE81, but had to be pulled from the third day of the pairing for emergency Executive Board business, and while not required to do so, he picked up an additional pairing on a later date.

TWU Web Site Changes / Sign-Up for Text Messages

The TWU Web site has undergone several changes over the past year, and we really appreciate all the feedback we have received. We will continue to make improvements based on your suggestions as we move forward with our enhancements. We are aware of, and are working to improve, issues related to the login process for the Web site. This process is a challenge for us, because the new system contains much more of your personal information than the previous version. We fear that not everyone is aware of all the additional information available, and may leave a lounge computer without logging out. We will find the solution, and will make the change as soon as possible. Please bear with us as we work this bug out.

Did you know that you can sign up to receive important notices from the Union via text messages? We will only send you the most vital information to keep you up-to-date through our text messaging system. To activate your text notices, visit your account page on our Web site, and change your preference for text messaging. Make sure your cell phone number is correct while you're there.

Closing

That's everything for this issue of Unity Update. Send us your thoughts, and let us know about the stories you would like to see covered in future editions. Just email us at generalinformation@twu556.org.

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