

Update

CALENDAR OF EVENTS

AUGUST 2007 MEMBERSHIP
MEETING* - ALL TIMES ARE LOCAL

OAK

DATE/TIME: Thur., 08/09/07 at 10:00 AM
LOCATION: OAK International Airport
Esther Love Conf. Room
(Take elevator to 2nd Floor,
Go through wheelchair
accessible door, turn left,
room is on right)
(510) 563-6424

PHX

DATE/TIME: Fri., 08/10/07 at 10:00 AM
LOCATION: PHX Sky Harbor Airport
Terminal 3 - Level 2
HMSHOST Conf. Room
(Go to the end of hallway
next to Sbarro Restaurant)

DAL

DATE/TIME: Mon., 08/13/07 at 10:00 AM
LOCATION: Holiday Inn Select Love Fld.
3300 W. Mockingbird Lane
(214) 357-8500

HOU

DATE/TIME: Fri., 08/17/07 at 10:00 AM
LOCATION: HOU Hobby Airport
The Astro's Room
(713) 641-7723

MDW

DATE/TIME: Wed, 08/22/07 at 10:00 AM
LOCATION: American Legion
Clearing Post 600
4352 W. 63RD Street
(773) 767-0230

BWI

DATE/TIME: Thur., 08/23/07 at 10:00 AM
LOCATION: BWI Airport
BWI Conf. Room NTE 247
(At the end of the Air Tran
counter, turn right to the
Meditation Room, then take
another right. The BWI
Conf. Room, #NTE 247, will
be to the left behind the Air
Tran ticket counter)

MCO

DATE/TIME: Fri., 08/24/07 at 10:00 AM
LOCATION: Hawthorn Suites MCO
7450 Augusta National Dr.
(407) 438-2121

MEETING AGENDA: - General Business;
Negotiators' nominations, discussing &
voting on Bylaw Amendments.

* All sessions constitute the meeting.

**GENERAL UNION MEETING - OPEN TO
MEMBERS ONLY - ID'S WILL BE CHECKED**

PRESIDENT'S MESSAGE

by Thom McDaniel, TWU Local 556 President

As promised in the last issue of *UNITY Update*, here is the latest on the Open Time Manipulation Arbitration. Since the Arbitration, the Union and Management have met to try to resolve as many issues as possible as requested by the Arbitrator.

At the first meeting, our Union went prepared to resolve all or any part of the issues that were in dispute as long as the Contract was upheld. We went to the meeting with good intentions, good ideas, and a willingness to solve problems. We agreed with Management on the major issues and offered potential solutions which they agreed to explore and discuss at our next meeting.

The second meeting was not as productive. In a nutshell, Management proposed a conceptual solution and the Union wanted strong, enforceable language. Based on the past manipulation by Scheduling, our Union believes that if

clear words and phrases like "all", "uncovered", "immediately" and "to be made available" could be misinterpreted, we could never agree to "concepts" that are any less clear.

By the time you read this, we will have held a conference call with the Arbitrator to inform her of our lack of progress. Both sides will then prepare briefs. We are planning to publish the briefs on our website to keep you informed. After receiving the briefs, the Arbitrator will make her decision.

Some may wonder why language so simple is being misinterpreted by Management. The answer is unfortunate but simple. Management has been manipulating Open Time and violating our Contract for almost two years and will continue to do so unless we stop them. They have nothing to lose by throwing the dice in Arbitration. If the Arbitrator rules for the Union, they will have to abide by our Contract and pay any remedy awarded. If



the Arbitrator rules for Management, they will continue violating the Contract. They are willing to gamble, but it is a no-win game, because regardless of the outcome, they lose the trust and good faith of our Membership and our Union.

Our Company is currently facing the challenges of a stagnant stock price, new low-cost carriers, high fuel costs, and foreign competition. We could be fighting these outside battles together, but because a few misguided Inflight Leaders have chosen to violate the Contract we both agreed to, we are forced to spend our time, energy, and resources fighting each other. My Warrior Spirit knows that is wrong – someone should tell Management.



Add 'em to the List

Cintas Employees Fight for Union Representation

by Kyle Whiteley, MDW Executive Board Member

When I think of companies that are known for treating their Employees poorly, I think of Wal-Mart, Circuit City, Publix, and American Airlines. These companies are often in the news for their treatment of their employees, and have found themselves in court as well. A company you may not think of, with just as many issues, made the shirt on your back. Cintas, Southwest's uniform provider must be added to the list.

Over five million people a day wear a Cintas uniform. The company has over 700,000 clients, including Northwest Airlines, Delta, Hershey's, and Ford Motor Company just to name a few. The company not only manufactures and distributes uniforms; they also have several other divisions. Some of these include their laundry business—providing towels to various businesses including hotels and hospitals, first aid and safety products, dust and wet mops, restroom supplies, hygiene products, and even a corporate shredding service to companies all over the United States and Canada. Cintas is a very profitable business: in 2006 the company reported profits of over \$327 million, yet the treatment of their employees, or as they call them "partners", remains deplorable.

In April 2006, a national class action law suit was filed against Cintas on behalf of thousands of hourly "partners," alleging that Cintas deliberately held back tens of millions of dollars in overtime pay. Lawyers.com reports, there could be as many as 3,500 workers in this class action, and if the company is found guilty of these charges, it could cost Cintas \$75 – 100 million.

Furthermore, UNITE HERE states that, Cintas has found itself in the spotlight of investigations by the FBI, IRS, NLRB, and US Department of Labor. Over 40 lawsuits have been filed against them for racial, sexual, age, and disability discrimination. Other investigations have resulted from former "partners" reporting that they were told to bill for goods they knew were not delivered. Forbes Magazine reported that in 2001 the Alabama Circuit Court had upheld a complaint of bogus charges being placed on the invoices of customers. A similar investigation is currently underway by the Postal Inspector General, for Cintas tacking on additional charges that were not necessary.

Simply being paid for hours you work at Cintas can be a challenge. UNITE HERE, has stated that paychecks are often shorted, and workers are forced to fight to be paid for time worked. According to the National Labor Alliance, since 1995, Cintas has been

cited and fined eight times for failure to pay minimum wage and overtime. Another class action suit, (Philip Vaca vs. Cintas Corporation) was filed in 2001 against Cintas for failing to pay overtime to thousands of delivery drivers. The company agreed to pay \$10 million to settle the suit.

Unions including UNITE HERE and the Teamsters have tried for years to bring Union protection to Cintas employees in order to improve their working conditions. Both Unions have stated that they have been met with stronghanded tactics by Cintas management. Employees found speaking with Union organizers have been placed under surveillance to monitor their activities. Anti-union attorneys, industrial psychologists, and an army of security guards have been employed to intimidate workers from simply taking Union leaflets, while deploying large campaigns keep Unions out. Those "partners" leading the drive to Unionize are terminated or lose their benefits in retaliation for their actions.

As Cintas has grown, they have purchased other companies that had Unionized Labor. Interrogation, intimidation, threats, and firings have been used to force employees to become non-Union. In the plants where Cintas was unable to intimidate the workers into decertifying their Union were simply closed. In its numerous anti-Union campaigns, Cintas has had over 25 complaints issued against it by the National Labor Relations Board for committing violations of Federal Labor Laws, as stated by the Whitepaper, printed by UNITE HERE and the Teamsters.

It is disheartening to me that Southwest Airlines continues to do business with a company that has repeatedly been warned, fined, and sued for treating their employees so poorly. I believe doing business with a company with such poor ethics goes against our corporate culture, and is a slap in the face to all of our Unionized employees every time we put on our uniform.



For more information and to read about how you can support Cintas workers, visit the UNITE HERE website at:

www.unitehere.com

TWU Local 556 Treasurer, Gayle Ross Steps Down

Thank you Gayle for your service

On May 10, the TWU Local 556 Executive Board accepted Secretary Treasurer Gayle Ross' resignation from the TWU Local 556 Executive Board for personal reasons. Gayle graciously volunteered to train her replacement and continue to perform her Treasurer Duties as long as she is needed. Gayle will remain in her role as National Health Coordinator. The Executive Board extends a huge thanks to Gayle for her many years of service to our Membership as a Grievance Staff Member, Officer, and most notably for her work to make Short Term Disability Insurance available to our Members. We look forward to continuing working with her as National Health Coordinator.

In accordance with the TWU Local 556 Bylaws, the Secretary Treasurer position was offered to Jerry Lindemann who received the next highest number of votes in the previous Officer elections. Jerry has agreed to accept the position and is now working in the Union Office full-time to serve the TWU Local 556 Membership. Please join the Executive Board in welcoming Jerry and supporting him in his new Office.



**TRANSPORT WORKERS UNION
OF AMERICA, AFL-CIO
AIR TRANSPORT LOCAL 556**

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May 10, 2007

Dear TWU 556 Executive Board, Office Staff, and Membership,

I write this with mixed emotions. I have taught my son to finish everything he begins, and so I feel I am breaking my own code as I extend my resignation as Financial Secretary/Treasurer of Transport Workers Union Local 556. This was not an easy decision, but I feel I must do what is best for my family. I feel I have served the Membership well during my tenure as Grievance Staff and as a member of the Executive Board. I have secured the future of our Treasury by securing Manning & Napier to oversee our savings, and my dream has come true by offering our Members Short-term Disability, Accident, and Cancer Insurance opportunities through Local 556. I hope the Executive Board will allow me to remain as TWU 556 National Health Coordinator. I would like to continue my work for the Membership and oversee the Insurance Program for years to come.

It has been an honor to serve all of you, and I look forward to hearing your health concerns and wishes in the near future out on line. I am more than willing to train my successor or assist in any way the Executive Board wishes.

Sincerely,

Gayle L. Ross

Respect and Professionalism

A good alternative to the dreaded write-up

by Lisa Happer, BWI F/A #30149

Sitting in the van on the way to the hotel another Crew asked us where we were based. "BWI", we said. "How is that going?" one of the Flight Attendants asked a bit skeptically. "Fine", I said with a questioning look. The Flight Attendant turned to another member of her Crew and said, "See it's not bad in BWI; don't worry if you get transferred. All bases have their stereotypes."

I wondered which "type" she was referring to. I know BWI is a junior base. I know we have had more

than our share of problems over the years, especially in the BWI Inflight Office. But what would make a Probationary Flight Attendant worry about being transferred here? My answer came the other day while in the office to turn in a Probationary Evaluation. One of the Supervisors told me that "write ups" are quite common even outside evaluations. Is this happening everywhere or just BWI? Are we in junior high school or are we adults? I'm gonna tell the teacher on you!

We have to remember that

when we write-up a fellow co-worker, we are taking their career into our hands. A write-up should always be the LAST resort, not the FIRST response to a situation. Surely, there are cases when it could be deemed necessary, but is it the best course of action for every situation?

Over my twelve years at SWA I have always tried to live by the rule "talk it out don't write it up" - the catchphrase of the Professional Standards Committee. Yes, it is difficult to approach someone with something that they are either doing wrong or is bothering you, but we work with the public and deal with difficult things on a daily basis. We resolve conflicts with our Customers all the time. We need to use those skills and that simple act of respect with each other. We are co-workers, sometimes friends, but always professionals. Next time someone upsets you or does something you feel needs to be addressed, approach them and respectfully talk to them about it. This not only relieves your tension but gives the other person a chance to defend or explain their actions, and even apologize if necessary.

Remember, we are all older then twelve and all in this job together. Let's work together instead of against each other. Talk it out, don't write it up.

TWU Local 556 Scholarship Update

On May 30, the TWU Local 556 Scholarship Committee met to take on the task of selecting this year's recipients of the TWU Local 556 Paul Gaynor Scholarship and Shanna M. Martin Memorial Scholarship. Due to our Local's efforts this year to get the word out about these two excellent educational opportunities, the number of applications received almost quadrupled over last year.

Last year, TWU Local 556 2nd Vice President Stacy Martin agreed to personally match the funds for the Shanna M. Martin Memorial Scholarship so that two Scholarships could be awarded in its inaugural year. Due to the highly qualified candidates, this year's decision was very difficult, so the Committee approached Stacy to see if he would again be willing to match the funds awarded this year. Stacy enthusiastically agreed, so we are pleased that this year's Scholarship recipients will include TWO recipients of the Shanna M. Martin Memorial Scholarship.

The Paul Gaynor Scholarship is awarded to a Member of Local 556 who wishes to pursue a degree in Labor studies. The recipient of the 2007 Paul Gaynor Scholarship is **HOU Flight Attendant Stephanie Tillman**. Stephanie is currently enrolled at the University of Houston Law School and plans to become a Labor Attorney.

The Shanna M. Martin Memorial Scholarship is awarded to a family member of a TWU Local 556 Member. The winners were selected based on the support they have demonstrated to their family member in their work for TWU Local 556 or as a Southwest Airlines Flight Attendant. The 2007 recipients are **Joel W. Imel, husband of MDW Flight Attendant Carolyn Imel**, and **Lizzi Schader, daughter of MDW Flight Attendant Pat Schader**.

Look for more information on this year's Scholarship recipients in an upcoming issue of UNITY or UNITY Update. Thank you to all who applied, and congratulations to this year's winners.

UNITY Update

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

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