

Update

CALENDAR OF EVENTS

At press time, the schedule for the October Membership Meetings had not been finalized. By the time you receive this issue, the schedule for these meetings should be published in the Union Glass Case in each Flight Attendant lounge as well as on the TWU Local 556 Website. Simply 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 at this time (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.fsa.gov, click the "What We Do" button at the top of the page, and then the "Crew Member Self Defense Training" link.

Atlanta, GA:

August 27
September 10, 27
October 15, 26
November 5, 30
December 7, 17

Charlotte, NC:

August 24
September 28

Chicago, IL:

August 22
Sept. 6, 13, 20
October 11, 18, 25
November 8, 15, 22
December 6, 13, 20

Dallas, TX

August 21, 30
Sept. 12, 20, 25
October 3, 8, 26

Denver, CO:

August 24
September 21
October 5, 6, 19
November 15, 16, 17

Los Angeles, CA:

August 23
September 27
October 4

Miami, FL:

August 21
September 18, 26
October 9, 17
November 7, 12
December 4, 11

Phoenix, AZ

August 21
September 8, 21
October 11, 24
November 3, 15
December 3, 14

San Francisco, CA:

August 22
September 5, 19

Seattle, WA:

August 29, 30

Washington, DC:

September 17, 25
October 9, 22
November 5, 12
December 11, 17

PRESIDENT'S MESSAGE

by Thom McDaniel, TWU Local 556 President

Wow, it looks like I ruffled a few feathers. A few calls have come in to our Union Office from Employees who, based on my last *UNITY* article about the "D" Flight Attendant, think that I don't like our Inflight Supervisors.

I would like to categorically state that I do not dislike Supervisors. I am friends with many of our past and present Supervisors. As a Flight Attendant, they have usually offered help and support when needed. Even during our last difficult Negotiations, most of them stood uncomfortably on the sidelines hoping it would all soon be over. And those Supervisors and Base Managers who were the biggest Union busters back then have either left their positions to return to the line or left the Company in the mass exodus from the Inflight Department during the last few years.

I do not dislike Supervisors or Managers because they choose to go into Management. Okay, they do freak me out a little bit when they go to MIT

and start "talking like Managers". You know what I mean, every third word becomes "partner", they say "opportunity" instead of "problem", and when they knowingly violate our Contract, they call it "agreeing to disagree".

I don't dislike our Supervisors even though many of them have never been Southwest Flight Attendants. I have to admit I have a hard time with it when they are hired directly as Supervisors and don't even stay in the same hotel as their classmates during initial training, and that they supervise their classmates on Probation. I also have a problem with a recent new Supervisor who refused to fill out mandatory Union paperwork like the rest of his class until he was directed to by an Initial Training Manager. He said he didn't know the reason why he should do it. Can you imagine as a New Hire refusing to learn the city codes or do drills until someone explained why? Of course not, because if you had, you wouldn't be here now.



I DO NOT DISLIKE our Supervisors for going into Management at all. Many of them do it for the right reasons and do an excellent job supervising and assisting our Members. I DO DISLIKE the impossible position they are put in by upper Inflight Management. As the Supervisor's position has become more and more intolerable, most Flight Attendants won't take it. Those who do take the job usually come from outside the Company or Inflight and are placed in the unenviable position of "doing the dirty work" and complying with misguided efforts of their Superiors. This will inevitably alienate them from those that they hoped to lead. Many of our new Members have never experienced this, and none of our seasoned Members should ever forget it.



And the Survey Says...

The results and what YOU have to say

by Kyle Whiteley, MDW Executive Board Member
Scheduling Committee Vice Chair

The Scheduling Committee survey regarding the reduction in 4-day pairings ended July 31. The Flight Attendants that responded indicated Choice B—reduced 4-days and consolidate the additional pairings as much as possible—as the most favored course of action. Choice A came in second, while Choice C was last.

During the Scheduling Committee Listening Tour, we came to the understanding that we will never make everyone happy. This was made even more apparent through the comments that we received from the survey. There were also several great ideas proposed through the comments section, and we have already taken some of those ideas to Management. Additionally, several recurring themes helped us isolate areas of concern and where we should provide better education to the Membership.

Thanks to everyone who participated in the survey. Here are the results, as well as some of the comments, both good and bad.

SURVEY RESULTS:

Q. In order of your personal preference, what would be your first choice?

Choice A - Reduced 4-day schedule, and spread out the additional pairings. (Like Dec-Apr lines) 24%

Choice B - Reduced 4-day schedule, and consolidate the additional pairings as much as possible. (Like May-July) 48.6%

Choice C - Return to the higher 4-day schedule, and all that goes with it. (Like the lines were before December '06) 27.5%

Q. What is your second choice?

Choice A - Reduced 4-day schedule, and spread out the additional pairings. (Like Dec-Apr lines) 45.8%

Choice B - Reduced 4-day schedule, and consolidate the additional pairings as much as possible. (Like May-July) 37.4%

Choice C - Return to the higher 4-day schedule, and all that goes with it. (Like the lines were before December '06) 16.8%

Q. What is your least favorite choice?

Choice A - Reduced 4-day schedule, and spread out the additional pairings. (Like Dec-Apr lines) 29%

Choice B - Reduced 4-day schedule, and consolidate the additional pairings as much as possible. (Like May-July) 13.7%

Choice C - Return to the higher 4-day schedule, and all that goes with it. (Like the lines were before December '06) 57.3%

SURVEY COMMENTS: 964 Comments were received. The following is a sampling.

"3 day clean lines would be ideal, but I also realize that there is a huge picture that many of us do not see in its entirety. Trying to please everyone while running a profitable business can be daunting. Overall, I am very satisfied with everyone's collaborative efforts, both TWU & SWA."

"4-days have been a part of our lines for a very long time. They are not only useful for commuters, but allow us better productivity not only on a monthly basis, but when bidding vacation lines. It is unfortunate that many of these trips end up in open time for the Reserves. But we all can't have the clean mid-week 3-days in our first years. Sometimes you just need to buck up and fly what's left over."

"Amazing - when Open Time came out in July, the days were full of 4-days. Where did they come from? Thought they were supposed to be reduced?"

"Choice A and B only benefit the junior and Reserve Flight Attendants, not the rest of us."

"[A] 4-day schedule reduces our quality of life. For those who commute and/or live at base, [it] takes away from the quality time spent with family."

"HATE CHOICE B AND A"

"High paying 4-days [are] ok."

"I am glad that we had the opportunity to try the different schedules. It gave us the chance to see what our options are."

"3-day trips are so much better. You can pick up additional trips without any problems. 4-day trips make it much more difficult to pick up or trade to do anything worthwhile."

"I definitely would fly a "pure" line with three 4-days only. Thanks for all the work you do."

"I have looked carefully at the lines for bidding each month and the A choice total reduction in 4-days were the worst. B choice was a little better but Open Time was awful and remains terrible. Now I feel what we had to begin with more 4-days was the best after all. Open Time was better and the lines were much better. Thank you for allowing us input."

"Your surveys do not leave any room for input."
(KYLE'S FAVORITE! This comment was left in the 'input' box!)

"Suggestion - why not build all lines with three 3-days

and one 4-day."

"[I] would like to see more 3-day commutable lines! Thanks!"

"Wow! Looks like we are stuck between a rock and a hard spot... it's a lose-lose situation... oh well!"

"Stop placing PM's on AM lines, and vice versa."

"Quality of life has gone down drastically [with] days getting longer nights getting shorter. Not enough time to get rest or sit down and eat at least one meal per day. Gettin' too old for these kinds of trips. Haha."

"No 4-days!!"

"More 4-days!"

"It seems that no matter the outcome, people are going to find fault. I'm sure Scheduling is not perfect, but neither are Flight Attendants. We all have tough jobs to do and it would be great if we would remember that we're a team, working toward the same goal of supporting the continued prosperity of Southwest Airlines. This from a humble 2 year + Flight Attendant. Why can't we all get along???"

CONCLUSION:

Thanks again to those of you who took the time to let your Union know how we can best represent you with regards to our Schedules. Rest assured, you'll see more surveys in the future, and your comments and suggestions are always welcome whether we have an active survey or not. Please send your comments and suggestions to schedulingcommittee@twu556.org.

Plane Funny:

The following artistic rendition was submitted by Kyle Whiteley. If you're the artistic type and would like to see your work featured in UNITY or UNITY Update, please send it in digital format to: unityfeedback@twu556.org.



WANTED: LAS DEBM

With the upcoming opening of the LAS Domicile in October, the TWU Local 556 Executive Board will be appointing a new Domicile Executive Board Member for LAS in accordance with our Local's Bylaws. If you are interested in this appointment, please submit a letter of interest and resume to the following address no later than September 7:

Thom McDaniel, President
TWU Local 556
7929 Brookriver Drive, Suite 750
Dallas, TX 75247

TWU Organizes Workers at the Wynn



by Michael Broadhead, PHX Executive Board Member

Frequently in the media, it is stated that Unions of today are dying a slow death and Membership numbers are down. Business experts state that Unions must change as companies have changed. Business educators and Wall Street analysts all agree: to not change is a sure symptom of death in today's business environment.

TWU International has taken a changed and aggressive new path under the leadership of President Jim Little. No better example of this is the newly created and completely reorganized TWU Organizing Department under the direction of Frank McCann and Justin Molito.

Last month, TWU International ran a successful campaign to organize and represent the Card Dealers at the Wynn Hotel in Las Vegas. Mr. Wynn ran an intense and expensive campaign in an effort to rebuff TWU's attempt to organize, and he ultimately lost. The Card Dealers voted 3 to 1 in favor of TWU.

Among Card Dealers, the Wynn Hotel is considered the leading establishment for their career. For TWU to have organized success-

fully is a sign of a new strategy to diversify and strengthen our International Union under Jim Little's leadership. There are tens of thousands of career Card Dealers in Las Vegas wanting strong representation as the Casinos have slowly cut their pay and tip amounts, and TWU is poised to lead the way to help recover and protect their career and wages.

TWU is currently engaged in several other drives to organize workers such as: 8,000 Ramp Agents at Continental Airlines, Flight Instructors at Alaska Airlines, Jacksonville Florida School Bus Drivers, and the Railway Express Shuttle Drivers in Nebraska. "We are engaged in a new extensive project to look at a strategic organizing approach. We are identifying all unorganized airline workers and developing a plan to bring them into the TWU," said Frank McCann, International Organizing Director. TWU is also identifying Flight Attendants at other airlines for organizing efforts to begin in the near future.

Over the next few months and years, the TWU Organizing Department will be working aggressively to expand TWU Membership in the core industries as well as new

areas. TWU knows the greater density of TWU Membership that we have in the core industries and new areas like the Wynn Hotel, the stronger all of our Contracts are under TWU.

TWU is developing a strategic organizing plan that will help our Union grow. The most important component of this expansion is the presences of well trained and motivated "Volunteer Member Organizers" (VMO).

Nothing is more effective in organizing new workers than a conversation from a TWU Member about the benefits of being a member of TWU. In our context, think of it as "Flight Attendant talking to Flight Attendant". In order to reach our goals TWU International is looking to train and recruit hundreds VMOs. Over the next several months TWU International will be holding regionally based training. If you are interested in participating and helping TWU grow, contact Justin Molito at j-molito@twu.org or call **212-259-4912**.

UNITY Update

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