

Update

CALENDAR OF EVENTS

APRIL 2006 MEMBERSHIP
MEETING* - ALL TIMES ARE LOCAL

DAL

DATE/TIME: Mon., 04/10/06 at 10:00 AM
LOCATION: Holiday Inn Select Love Fld.
3300 W. Mockingbird Lane
Dallas, TX
(214) 357-8500

OAK

DATE/TIME: Tues., 04/18/06 at 11:00 AM
LOCATION: Oakland Airport
Esther Love Conference Rm
(Take Elevator to 2nd Floor,
go through the handicap
door, turn left, room is
halfway down hall on right.)
(510) 563-6424

PHX

DATE/TIME: Wed., 04/19/06 at 10:00 AM
LOCATION: PHX Sky Harbor Airport
Terminal 3 - Level 2
HMS Host Conference Rm.
(At end of hallway next to
Sbarro)
(602) 273-3382

HOU

DATE/TIME: Fri., 04/21/06 at 10:00 AM
LOCATION: Hobby Airport
The Cloud Room
(713) 641-7723

BWI

DATE/TIME: Tues., 04/25/06 at 10:00 AM
LOCATION: Hampton Inn BWI
829 Elkridge Landing Road
Linthicum, MD
(410) 850-0600

MDW

DATE/TIME: Wed., 04/26/06 at 10:00 AM
LOCATION: American Legion
Clearing Post 600
4352 W. 63RD Street
Chicago, IL
(773) 767-0230

MCO

DATE/TIME: Thur., 04/27/05 at 10:00 AM
LOCATION: Hawthorn Suites MCO
7450 Augusta Natl. Drive
Orlando, FL
(407) 438-2121

MEETING AGENDA: - General Business.
Membership Motions re: Voting on Article on
Compensation for Union Work, and on Time
Period of Annual Survey Issuance.

* 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



It is sometimes said that "all politics are local". While this may be true, it is also important to know that much of the opportunity that we have to work in the Labor Movement is also right in our own back yard.

In almost every major city, there is an organization called the Central Labor Council or CLC. The overall mission of these councils is to promote justice for workers and working families through organizing and building the power of workers on the job and in the community. CLCs work in partnership with organizations that share this goal and have the values of fairness and inclusiveness for all in the community. This mission is carried out through support of its member in collective bargaining, legislative and electoral activity, and community education around the values of working families.

While we were in negotiations, we asked for the support of other Labor groups to make

sure that our voices were heard and recognized in our communities. Our numbers would double or triple on the picket lines when other Unions mobilized their Members to come and support us. Sometimes we benefited even further, like the time that a Doctor's Union in Dallas supplied coffee, donuts, and pizza for our cold, hungry picketers in Dallas.

Some of our Members have become active and even hold elected offices in their local AFL-CIO organizations or CLCs. It is through this involvement that we gained the much needed support in our negotiations, and this is a great way to show support for working families right at home in our own communities. In addition, CLCs often sponsor family activities such as picnics in the summer and toy drives around the holidays to directly benefit working families in the area that they live.

Our Members have very busy lives, and like our Union, CLCs offer many opportunities to

be involved. These opportunities range from monthly meetings (usually the same night every month), to occasional picketing or canvassing events to support a specific work group or issue. Several of our Members have represented Local 556 at State AFL-CIO Conventions, and our Executive Board now requires work on a local level to qualify to attend these important meetings.

We owe a great deal of our success in bargaining to community support and involvement in our Central Labor Councils is a great way to pay it back and guarantee if for the future. Please contact me or your Domicile Executive Board Member for further information and get involved on a local level today!

Is it time to invest in ourselves and our future?



The choice is
ours to make



*by Ron Regan, Treasurer with
Michael Massoni, 1st Vice President*

Last year our Union celebrated its 30-year birthday. As we plan for the next 30 years, we need to continue to seek ways to control our Union's operating costs in order to secure a fiscally sound future for our Local.

Our Local's Bylaws require that our Union headquarters be located in the corporate city of Southwest Airlines. Compliance with this Bylaw is one of the reasons our Local Union Office is in Dallas. In addition, we need to remain in close proximity of Management's decision makers in order to effectively conduct business on behalf of our Membership.

While the Union office is located in Dallas, we rely on our Domicile Executive Board Members and Shop Stewards to provide local representation at all seven domiciles. This structure allows us to maintain a presence at the Company's Headquarters in order to maintain knowledge of Company decisions on a national level, and at the same time, provide service to our Members at a base level.

The lease on our current building is up at the end of October, 2006. As a result, we have been weighing our options for future operational needs during the last eight months. The Union has two choices: First, we can continue leasing, or second, we can purchase space to house our offices into the foreseeable future.

The cost of leasing our offices over the last 5 years was as follows:

2002	\$3,900 a month	\$46,800 a year
2003	\$4,300 a month	\$51,600 a year
2004	\$4,400 a month	\$52,800 a year
2005	\$4,700 a month	\$56,400 a year
2006	\$5,200 a month	\$62,400 a year

Total \$270,000 for 5 years

If we continue to lease space, the costs will continue to rise. Below, you will see a comparison of the cost of continuing to lease our current building and the cost of leasing a different property over the next 6 years.

Leasing our current building over the next six years:

Year 1	\$6,700 a month	\$80,400 a year
Year 2	\$6,700 a month	\$80,400 a year
Year 3	\$7,200 a month	\$86,400 a year
Year 4	\$7,700 a month	\$92,400 a year
Year 5	\$8,200 a month	\$98,400 a year
Year 6	\$8,700 a month	\$104,400 a year

Total \$542,400 for 6 years

Leasing costs of another potential office space:

Year 1	\$7,215.47 a month	\$86,585.72 a year
Year 2	\$7,215.47 a month	\$86,585.72 a year
Year 3	\$7,215.47 a month	\$86,585.72 a year
Year 4	\$7,798.31 a month	\$93,579.72 a year
Year 5	\$8,381.14 a month	\$100,573.72 a year
Year 6	\$8,381.14 a month	\$100,573.72 a year

Total \$545,484.32 for 6 years

TO LEASE OR TO BUY - THAT IS THE QUESTION...

You can see that over a period of 6 years the total cost of leasing is between \$542,000 and \$546,000. Seeing this amount of money might make you think, "What if we were to have put that money into a building purchase instead of leasing? Our money would then be going toward an asset and not just a rising cost". The building we currently lease is in disrepair due to the owner's unwillingness to improve the property. Therefore, our office is no longer

(Continued on page 4)

The TWU Local 556 Shop Steward Program

Alive, Well, and THRIVING!



*by Kathy Anderson,
Recording Secretary*

When I started writing this article, I began by asking for the impressions some of the Shop Stewards who were elected and trained last year. After talking to many of them, I compiled a

brief summary of some of their experiences to convey to the Membership the value of the work these dedicated Members perform.

Flight Attendants choose to accept the role of Shop Steward for many different reasons - some have been involved in the grievance process themselves, some want to be a part of making changes, and some, like myself got tired of griping and wanted to get involved to make a difference.

THE HISTORY OF THE SHOP STEWARD PROGRAM

As recently as the last 10 years, we did not have Shop Stewards. We had "Union Reps". Union Reps would help stuff mail boxes with Union literature, and assist the Officers with other jobs of that nature. They were not representing Members in fact-finding or discipline meetings with Management and did not have the training or experience that the Shop Stewards of today possess.

The Shop Steward Program officially began in 1997. Shop Stewards were appointed and approved by the Executive Board at that time. At that time, we did not have Bylaw language to describe procedures for elections or duties of the Shop Steward. Many of those appointed Shop Stewards went on to become today's Union Leaders.

TODAY'S SHOP STEWARD PROGRAM

Three years ago, Chicago Domicile Executive Board Member Bunkie McCarthy and I began working together to compose a set of proposed Bylaw amendments concerning elections, terms, and duties of the Shop Stewards. These proposals were voted on and approved by the Membership and are now included in the current Bylaws in Article 8. By approving those Bylaws, the Membership decided that they want their Shop Stewards to be elected and to have a specific job description.

Shop Stewards bring with them the rich experience of years of flying, both with Southwest Airlines and with other airlines. Being a Shop Steward is an excellent way to get involved in Union work and to learn the structure and workings of the Local. A Shop Steward should not feel

like they have to know everything. Many times, the Shop Steward may not have the answer to a Member's question, but our Shop Stewards have been trained to find out the answer and get back to the Member as soon as possible.

ARE YOU CUT OUT TO BE A SHOP STEWARD?

Shop Stewards should have a level head, good listening skills especially to those who may have differing views. We have Shop Stewards who are commuters who serve in their own way. Many times they are called upon to represent Members in meetings with Management when it can be coordinated with their commuter schedule. These Shop Stewards can be wonderful sources of information on the Commuter Policy as well as other issues regarding the art of commuting.

Sometimes a Shop Steward may find that they are representing a Member when it appears that there is no reason for discipline to even be a consideration. A lot of times, the Shop Steward will resolve the issue at that point and still wonder 'What in the world was Management thinking by calling this Flight Attendant in?'

One of the Shop Stewards with whom I consulted for this article stated that the Shop Stewards are the first line of defense in keeping Management accountable to our Contract and in keeping the Membership accountable to the our Contract. Knowing your Contract is so important, and ignorance is not a very effective defense.

TODAY'S SHOP STEWARDS ARE TOMORROW'S LEADERS

Many Shop Stewards have found through their work in the Steward program that there are many Union Committees to which they can contribute. Shop Stewards have gone on to Chair many of the Union's committees and find this work very fulfilling.

A big part of the role of a Shop Steward is to get other Members involved in coming to Membership Meetings and staying involved by being informed. Shop Stewards have proven to be very effective communication tools for the Union.

The reality in Union work is that those who get involved thinking they can advance a personal agenda or do the work without committing to volunteer their own time, quickly learn that it just is not possible. The good of the whole is the guiding principle of Union work. We have an outstanding group of Shop Stewards and their work does not go unrecognized. Please thank your Shop Stewards for their dedication the next time you see them. You'll find a complete list of the TWU Local 556 Shop Stewards on page 4.

TWU Local 556 Shop Stewards:

BWI:

Ali Bahreman*, Bryan Gardner,
Ed Leitz*, Mike Lutz,
Chris Sullivan, Tandee Thomas*,
Cuyler Thompson*, Dave Ulibarri*,
Portia Reddick White

DAL:

Lynn Beall, Gwen Dunivent*,
Vince Eakes*, Mindy Grimes

HOU:

Jannah Dalak*, Kelley Martin,
Michael McNeil, Jenny Rice,
Chris Schroeder*, Jill Vander Werff

MDW:

John Parrott, Kyle Whiteley,
Victor Conejo, Jay Stacks*,
Eric Weis, Tina Tyrrel,
Julia Pavlicek, Don Shipman,
Donna Keith

MCO:

Bobbie Celmer, Susan Kern
Rob Riddell*

OAK:

Val Lorien, Bryan Orozco,
Sylvia Palomares,
Michael Quattlebaum*,
Cristina Wenzl

PHX:

Darryl Daoang, Richard Locher,
Brett Nevarez, Mark Savage,
Louie Sibaja, Lisa Vallet
Teina Woerth

* Shop Stewards who have been
elected, but not yet attended training.

SCHOLARSHIP INFO:

Since space in our newsletters is sometimes limited, the TWU Local 556 website now has a "Scholarships" section. Just go to www.twu556.org and click "Scholarships" to find the most up-to-date information.

THE CHOICE IS OURS

(Continued from page 2)

competitively priced considering its overall condition. In other words, we can get more "bang-for our buck" by relocating, whether we choose to lease OR buy.

There are many benefits to buying a building. First, we will invest our money in ourselves. We have been here for 30 years as a Union, 35 years as a Company and it is a safe bet that we are not disappearing anytime soon. Contrary to the rumors circulating around the Company, Southwest Airlines has no plans to move its Headquarters to Phoenix. According to an article in the March 2, 2006 issue of "Today@SWA", *"Our position about relocating our Headquarters locations has not changed—we are not currently considering moving our Headquarters. The questions about our Headquarters come up simply because of the Wright Amendment, and our shrinking traffic at Love Field. Of course, this all goes away when the Wright Amendment finally goes away!"*

Second, our monthly lease payments have been rising each year. By having a set mortgage, we will have a fixed monthly cost that until the end of the terms of the mortgage.

Third, we are the only growing Flight Attendant Union in the industry and we need a professional environment to conduct the business on behalf of our Members. By leasing, our operating costs increase each year. When costs rise, we have to compensate by cutting costs in Member services as well as other areas of our operations. Eventually, this could lead to a need for a dues increase.

SO WHERE DO WE STAND NOW?

Currently, we are in the process of selecting a building to lease for the next several years. We will negotiate within the lease an option to buy the building. This option will give our Membership the flexibility to later authorize the purchase the building if an opportunity arises and it is in the best interest of the Union.

The building under considera-

tion is located just a few doors down from our current location. It is a larger, two-story office space with ample parking. The TWU Local 556 Executive Board believes this building meets the current needs of our Membership and has room for our future growth.

DON'T WORRY, YOU WON'T BE LEFT OUT...

The TWU International Constitution grants authority to the Officers of our Local to purchase a building with TWU International approval. However, we would like input from the Membership before any decision to buy is made. With that in mind, please attend a second quarter Membership Meeting and let your opinion be heard on this very important and potentially cost saving issue. Further details on the prospective building will be available at each domicile session of the April, 2006 Membership Meeting. Information on the lease/purchase agreement will be provided in the coming months.

Please note: We are committed to acting on the will of the Membership and do not want to bias anyone's decision on the matter. We simply want to provide factual information in the spirit of fiscal responsibility so that you may voice your opinions, questions or concerns on this matter.

UNITY Update

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

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