

Update

CALENDAR OF EVENTS

AUGUST 2006 MEMBERSHIP
MEETING* - ALL TIMES ARE LOCAL

BWI

DATE/TIME: Tues., 08/08/06 at 10:00 AM
LOCATION: BWI Airport
BWI Observation Gallery
(Located in the Terminal
Bldg between piers B & C)
(410) 859-7683

MDW

DATE/TIME: Wed., 08/09/06 at 10:00 AM
LOCATION: American Legion
Clearing Post 600
4352 W. 63RD Street
(773) 767-0230

MCO

DATE/TIME: Thur., 08/10/06 at 10:00 AM
LOCATION: Hawthorn Suites MCO
7450 Augusta National Dr.
(407) 438-2121

HOU

DATE/TIME: Fri., 08/11/06 at 10:00 AM
LOCATION: Hobby Airport
The Cloud Room
(713) 641-7723

DAL

DATE/TIME: Mon., 08/14/06 at 10:00 AM
LOCATION: Holiday Inn Select Love Fld.
3300 W. Mockingbird Lane
(214) 357-8500

OAK

DATE/TIME: Tues., 08/22/06 at 10:00 AM
LOCATION: Oakland 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: Wed., 08/23/06 at 10:00 AM
LOCATION: PHX Sky Harbor Airport
Terminal 4 - Level 3
(Past the food court, next
to the art gallery)
(602) 273-3382

MEETING AGENDA: - General Business.
Vote on Motion Re. Assessment
Fee/Secret Ballot.

* 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

Congratulations to Southwest Airlines on our 35th Anniversary. This is a momentous event for "the little airline that could" as we have been profitable for 33 of those 35 years thanks to a good business plan and great Employees.

As a Union Leader at Southwest Airlines, I have had the benefit of learning from the success of our Company to lead our Union. We are currently faced with a problem and that knowledge will be valuable to resolve it for the good of our Membership.

Last January, our Membership voted to approve a motion for a Special Assessment of \$2.00 per month to be used only for the purpose of our upcoming negotiations by over a 5 to 1 margin. In addition, there was a motion to rescind the Assessment Fee motion that was defeated by an over 20 to 1 margin the following April. The Assessment was implemented in May 2005 and at the time of this article, we have been able to save over

\$200,000 to be used only for our upcoming negotiations without permanently increasing our dues.

It was brought to our attention by a Member in April of this year, that federal labor law requires that any special assessment fee levied on Members must be voted on by secret ballot in special or general Membership meetings after reasonable notice is given. To correct this mistake, a Member made a motion in our last Membership meeting to institute the Assessment Fee retroactive to May 2005 to be taken by secret ballot to comply with the required labor law. This is not a new assessment fee, but reaffirms the former vote and preserves our present negotiations fund. This vote will be taken at our upcoming Membership Meetings in August.

It is at times like these that I am most grateful for the lessons I have learned from SWA Leaders. Once when Herb was asked about the biggest "screw-up" SWA had ever made, he



dismissed the question with a corporate philosophy of why mistakes are powerful learning opportunities. "The most important thing when making a mistake is a quick recovery," Herb said. "When you make a mistake, don't mourn it, don't wallow - fix it as quickly as you can." We are attempting to correct our mistake with this vote.

An even more important lesson comes from Herb when asked how SWA has remained successful in these turbulent times while others have failed. Herb's simple reply has been "We manage in good times so we will do well in bad times."

Our Union initiated our first Assessment for negotiations in 2001, and through our Membership driven campaign funded
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PHX Domicile Executive Board Member, Bill Bernal Steps Down

Thank you Bill for 6 years of service

On June 10, the TWU Local 556 Executive Board received notice from Bill Bernal of his decision to resign from the TWU Local 556 Executive Board. Bill has served the Membership of TWU Local 556 on the Executive Board for more than 6 years now through some of the most difficult as well as some of the best times our Local has seen in our 30+ years representing Southwest's Flight Attendants.

In accordance with our Local's Bylaws, in the event of a vacancy of an Executive Board Position that ran unopposed (except the President), the Executive Board will appoint a Member in good standing. Bill Bernal recommended Michael Broadhead to fill his vacancy, and the Executive Board agreed that Michael would be an outstanding representative for the PHX Base. We welcome Michael to the Executive Board.

Below is Bill's letter of resignation. We thank Bill for his many years of service and wish him all the best in his future endeavors. When you see Bill out on line, make sure to thank him for his hard work and dedicated service.



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

2520 West Mockingbird Lane Dallas, TX 75235 (214) 352-9110 (800) 969-7932 Fax (214) 357-9870
Website www.twu556.org Hotline (800) 806-7992

June 10, 2006

To Thom McDaniel and all Board Members,

With much sadness I am resigning from the position of Domicile Representative. These last couple of months have been some of the hardest that I've had to deal with. I've had some personal issues that I've had to deal with, and feel this would be the best for all of us. I feel that I can not be an effective leader for my base. I've enjoyed working with those board members these last six years. I was looking forward to working with those new board members as well.

I know as a board you must make a decision on who will take over my position. I would like to recommend Michael Broadhead. I feel he is the most qualified Flight Attendant to take over this position. Michael's years of service to this Union and to its Members will be a huge asset. Thank you for all the good times and all the victories that we accomplished.

Bill Bernal Jr

TWU 556 Hot Topics:

TWU Local 556 Scholarship Deadline Extended

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. Although the original deadline to submit applications was scheduled for June 30, we have extended the deadline to July 15 in an effort to give more of you time to participate. For more information on the scholarships or to download an application, go to the TWU Local 556 website at www.twu556.org and click the button from the menu on the left titled "Scholarships".

Deutsche Bank Stock Option Privacy Breach

A Deutsche Bank Alex Brown (DBAB) laptop computer was lost or stolen, and it may have contained personal information on Southwest Flight Attendants. If you have received a letter from Pershing, LLC regarding a privacy breach relating to your stock options, please read the letter carefully and follow the instructions in that letter about enrolling in a free Credit Watch service. Our Local's attorney, Ed Cloutman, also recommends that each Member who is affected advise all three credit reporting agencies in writing of the potential for fraud, known as a "fraud alert". This is to further guarantee your privacy and the protection of your stock options. If you are affected by this situation, you will have already received the letter from Pershing, LLC.

TWU Local 556 Welcomes Susan Kern to the Executive Board

The TWU Local 556 Bylaws require that vacancies on the Executive Board within the first 18 months of an Officer's term in positions that run opposed (except the President) be filled by the candidate receiving the next highest number of votes. In the case of the MCO Domicile Executive Board Position, that person is Susan Kern. Susan has been a TWU Local 556 volunteer, Shop Steward, Coordinating Council Member, and very a very vocal and active Member for many years. We welcome her to the Executive Board and know she will serve the Membership in Orlando well.

FMLA Reporting

All Members need to be aware that the reporting procedures for FMLA leave relating to a family member have changed. If you are taking approved FMLA for a family member, not yourself, you must contact an Inflight Supervisor BEFORE calling Scheduling to call in sick.

Important Reminder on the SWA/AA Reciprocal Cabin Seat Agreement (RCSA):

In an effort to avoid confusion between American and Southwest employees, it is important that we all use the same terminology when utilizing the RCSA. Please do not use the terms "jumpseat" or "4th" when speaking to American Airlines Employees. Make sure to refer to the agreement as the "Reciprocal Cabin Seat Agreement" when you list for your flight or check in for a boarding pass. It is also helpful when calling to list to tell the agent that your priority status is "D7". Once you board the plane, you will board with a boarding pass like any other non-rev. Lastly, the RCSA does not apply to the "American Connection" feeder in STL.

TWU LOCAL 556 LEADERSHIP TEAMS AND CONTACT INFORMATION

EXECUTIVE BOARD:

Thom McDaniel, President
Michael Massoni, 1st Vice President
Stacy Martin, 2nd Vice President
Gayle Ross, Financial Secretary
Cuyler Thompson, Recording Secretary

Executive Board Members at Large:
Brett Nevarez and Allyson Parker-Lauck

Domicile Executive Board Members:
Lucy White-Lehman, BWI
Gwen Dunivent, DAL
Jill van der Werff, HOU
Susan Kern, MCO

Kyle Whiteley, MDW
Mark Torrez, OAK
Michael Broadhead, PHX

GRIEVANCE TEAM:

Denny Sebesta, Chairperson
Madeleine Howard, Administrative Assistant
Kathy Anderson, Grievance Team Member
Shae Grajeda, Grievance Team Member
Amy Montgomery, Grievance Team Member
Amy Lynn Neeper, Grievance Team Member
Becky Parker, Grievance Team Member
Catherine Rea, Grievance Team Member
Michelle Zenici, Grievance Team Member

Contact us at 800-969-7932

The Union Office is open Monday through Friday from 8:00 AM to 6:00 PM. The Office is closed weekends and on Company Holidays. We can be reached when the office is closed for emergencies by calling the toll free number, and following the prompts to the emergency extension.

The TWU 556 Hotline number is 800-806-7992

The Hotline is updated the first and third Friday of each month, and when circumstances require even more often. Please keep informed and call the hotline regularly.

Visit us online at www.twu556.org

Article XXI of our Constitution - It's About Accountability

Upholding our Constitution and Oath of Office - A brief explanation

by Thom McDaniel, President
TWU Local 556

Our Executive Board was recently placed in the difficult position of having to remove a fellow Officer under Article XXI of the TWU Constitution. The Union office has received several phone calls regarding this action. While our Executive Board respects the rights of all Members, we would like to offer a simplified explanation of the procedure.

Local Officers are elected by the Membership and are responsible for upholding and abiding by our Local Bylaws, Constitution, and labor laws. This means that we not only have to follow the rules, we have to make sure that everyone in the Union including fellow Officers follow them.

If an Officer fails or refuses to adhere to, or carry out, the instructions, directions, or decisions of the Local Executive Board or of the Local Union or acts in violation of the Constitution, the Executive Board or the International Executive Council may take disciplinary action under Article XXI of the Constitution. The accused Officer can be suspended and is then given the opportunity to

have a hearing and explain his/her conduct to the Executive Board. Based on the evidence presented at the hearing, the Executive Board must make a decision whether the Officer should be reinstated, removed from office, or take other appropriate action. If an Officer is removed, the Officer has the opportunity to appeal the decision to the International Committee on Appeals.

This may sound confusing and unfamiliar since, thank goodness, it does not happen very often, but it can be compared to our grievance process. Our Flight Attendants are responsible for performing duties and abiding by rules. If a Flight Attendant does not perform their duties or breaks a rule, they can be subject to discipline by Management. The Flight Attendant is given an opportunity to explain their actions and Management determines if discipline is appropriate. If the Flight Attendant disagrees with Management's decision, they can appeal through the grievance process.

As Southwest Airlines Flight Attendants and Union Members, on a regular basis we hear our Members ask why Management is not held to

the same or a higher standard as our Flight Attendants. The disciplinary provisions in our Constitution exist so that we can hold ourselves accountable. The Executive Board has not released the details of the case, because we do not want to prejudice the Officer's right to appeal in any way just as we would respect the privacy rights of a grievant.

In accordance with our Bylaws, there is a process for replacing Officers who cannot complete their term. The Executive Board has followed this process to ensure that the needs of our Membership are met.

PRESIDENT'S MESSAGE

(Continued from page 1)

by that Assessment Fee and with help from our International, we were able to overcome amazing odds to achieve an industry-leading Contract. Please attend the upcoming Membership Meetings and vote to continue the Special Assessment make sure that we are able to achieve the same success in our upcoming negotiations.

Thanks Herb, you have taught us well.



On April 22 and 23, 2006, the Southwest Airlines Cycling Team participated in the BP MS150 Bike Tour, an event that raises much needed funds for those suffering with Multiple Sclerosis. This year's SWA Team included more than 60 cyclists, each of whom were required to raise a minimum of \$400 just to participate. The Team's captains are HOU Flight Attendants Javi Garcia and Jessica Parker. If you would like more information on the Team or would like to participate in next year's ride, contact Jessica at swams150@yahoo.com.

UNITY Update

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

2520 W. Mockingbird Lane
Dallas, TX 75235
Phone: 800-969-7932
Fax: 214-357-9870
Hotline: 800-806-7992

UNITY Update Editor:
Allyson Parker-Lauck
OAK F/A #17928

www.twu556.org

