

UNITY Update

JUNE 2005

CALENDAR OF EVENTS

3rd QUARTER 2005 MEMBERSHIP
MEETINGS - ALL TIMES ARE LOCAL

BWI

DATE/TIME: Wed., 07/06/05 at 9:00 AM
LOCATION: Comfort Inn BWI
Chesapeake C Room
6921 Baltimore Annapolis Bvd
Baltimore, MD
(410) 789-7223

MDW

DATE/TIME: Thur., 07/07/05 at 9:00 AM
LOCATION: American Legion
Clearing Post 600
4352 W. 63RD Street
Chicago, IL
(773) 767-0230

MCO

DATE/TIME: Fri., 07/08/05 at 9:00 AM
LOCATION: Hyatt Regency MCO
9300 Airport Blvd.
Orlando, FL
(407) 825-1366

HOU

DATE/TIME: Mon., 07/11/05 at 9:00 AM
LOCATION: Hobby Airport
The Cloud Room
(713) 641-7723

OAK

DATE/TIME: Tues., 07/12/05 at 9:00 AM
LOCATION: Oakland Airport
Rear Conference Room
(Take Elevator to 2nd Floor,
Go through handicap door,
turn left and go to the
very end of the hallway.)
(510) 563-6424

PHX

DATE/TIME: Wed., 07/13/05 at 9:00 AM
LOCATION: PHX Sky Harbor Airport
HMS Host Conference Rm.
Terminal 3 - Level 2
(End of the hallway next to
the Sbarro restaurant)
(602) 273-3382

DAL

DATE/TIME: Thurs., 07/14/05 at 9:00 AM
LOCATION: Holiday Inn Select Love Fld.
3300 W. Mockingbird Lane
Dallas, TX
(214) 357-8500

MEETING AGENDA: - General Business,
Vote on Amendments to Bylaws,
Nominations of Convention Delegates.

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

PRESIDENT'S MESSAGE

*by Thom McDaniel
TWU Local 556 President*

The most important lesson that we learned during our most recent Contract Negotiations is that when workers are organized and united, we can make a real difference even in the most difficult situations. Our Flight Attendants managed to set aside politics, seniority, and individual differences to stand together for the collective good of our Members and all airline workers. The results were an industry leading Contract and a better quality of life for everyone.

We are now faced with the responsibility to take what we have learned to other workers that need our support. Here are some examples:

American Eagle Flight Attendants, represented by the Association of Flight Attendants (AFA), have now been in negotiations for over four years. Can you believe it? They are currently among the lowest paid of the regional carriers even as the Eagle division of AMR remains profitable. They are in mediation, but the NMB is not scheduling further meetings. The parties recently agreed on a Tentative Agreement over a weekend just a few weeks ago, but by Monday morning, Eagle Management withdrew an important work rule that the Union would not give up. As of press time, they are at a standoff. This has all occurred as American Management is telling its stockholders that they are committed to working in a cooperative effort with their Unions. Does anything here sound familiar?



*Thom speaking at a rally supporting the
American Eagle Flight Attendants*

We all know that our uniforms are provided by Cintas. What some may not know is that Cintas has a reprehensible reputation of Union busting, Labor law violations, and discrimination. Whether we like our uniforms or not, we should all agree that the workers who make and provide our uniforms should be treated fairly and have the same right to have a Union that we have.

Staying informed and involved in Labor battles is just one way that we can be effective in supporting workers. Our Company now faces a huge challenge to lift the anti-competitive and discriminatory Wright Amendment. We know from our Negotiations that our Flight Attendants are very effective spokespersons on Capitol Hill.
(Continued on page 4)

Preserving our History

Remembering and Celebrating our Past with an Eye to the Future

by Michael Broadhead, PHX F/A #33877

TWU Local 556 wants your photos!

TWU Local 556 has begun the project of preserving the history of our Local and showcasing our Members' accomplishments. The Flight Attendants of Southwest Airlines have created aviation history using their own unique style for over thirty three years, and now TWU Local 556 wants to display and showcase these Members in the Union office for all to see.

The goal of this project is to create a permanent way to honor the contributions that each SWA Flight Attendant has made to one another and to the success of our Company and Union. It is our hope that all who enter the offices of Local 556 see and feel the pride of our group. After all - it is remarkable!

We are asking all Flight Attendants to gather photos of themselves in their uniforms at work over the years. A collage will be created to line the walls of the Local honoring the Members of TWU Local 556. Take a few minutes and find some photos of yourself at work in uniform and make copies using the many photo copying machines now available at most drug stores or other retail stores. Please make the copies in sizes 4x6 or 5x7, then place in a ready made frame and mail them to the Union office. Photos and frames will not be returned. On the back of the frame, please write your name and employee number and the year the picture was taken. Or, if you're in the Dallas area, stop by and deliver the photo yourself. Don't feel limited to just one photo either! If you have been with the Company for more than a few years, send photos that represent all the years in all the uniforms. If you know someone that used to work at SWA as a Flight Attendant, please let them know we want their photos as well!

In conjunction with this project, other efforts to showcase and preserve the history of our Local are underway. These efforts include:

- The preservation and reframing of the TWU Local 556 Charter
- The framing and display of the new certificate honoring our 30 year anniversary that was presented to the Local by TWU International
- The framing and display of the Texas State Flag and certificate presented to the Local by the office of Texas Stated Representative Raphael Anchia. (Showcased on the cover of the April 2005 UNITY Magazine)
- The acquisitions through donations of photos of

the SWA fleet that are framed and displayed

- The framing and display of posters from previous Contract negotiations in addition to photos from our most recent Contract negotiations
- A photo collage of the most recent Contract signing that was donated by Colleen Barrett is now on display alongside photos from previous Contract signings
- We are working with SWA to obtain copies of original photos and advertisements showcasing our Flight Attendants which would be proudly displayed in the Local office.
- We are working with SWA to obtain classic photos of the SWA fleet over the years for display in the Local office.
- We are making efforts to obtain photos of all previous Officers and Executive Boards of the Local for display in the Local office. ***If you are a former Officer and have photos to donate, please contact the Union office.***

The purpose of this project is to honor each Flight Attendant and to preserve and showcase the history of TWU Local 556. We hope that all that enter the Local office know who we are, and how proud we are to be Flight Attendants.

It is important to know and appreciate the contributions made by the many Flight Attendants over the years whose efforts built our Union. Many have worked hard and made sacrifices for the betterment of our Company and our profession and we are indebted to each one of them. Preserving the history of TWU Local 556 is also about celebrating our successes and our challenges. We must remember and be proud of our history, as we have become one of the most admired Flight Attendant Unions in the world today.

Please help be a part of this project and help us cover the walls of TWU Local 556 with your photographs. The "call for photos" is to be an ongoing request and not simply a one-time project.

You are a part of history and your help in preserving this remarkable history is much appreciated.

The mailing address for the Union is:

**TWU Local 556
ATTN: Michael Broadhead
2520 W. Mockingbird Lane
Dallas, TX 75235**

Maestro Codes

Compiled by Lucy White-Lehman
Domicile Executive Board Member, BWI

Ever wonder what all those Maestro Codes mean? Wonder no longer.
The following is a partial list of the most common codes.

Reason Code Definitions	
AC	Assign City (Nonfly)
AL	Accept from a Lineholder
AR	Assign Reserve
AT	Payroll Adjustment
AZ	Audited Z Label pairing
CC	Company Convenience
CD	Compensatory Day
CI	Critical Incident
CK	California Kin Care
CM	CRM Meeting
CQ	Change Qualification
CR	Crew Reroute
CT	Charter leg
CX	Cancellation
DC	Double Covered Trip
DN	Deadhead – No Pay
DP	Deadhead – Pay
DV	Diversion
EF	Extra Fly
EN	Error – No Pay
EP	Error – Pay
ER	SBS test (Enter Reason)
EX	Extra Section
FM	FMLA
FP	Forced Pay
FV	Floating Vacation
FY	Ferry Flight
GL	Give to a Lineholder
GT	Giving Training
GY	Guarantee Adjustment
IF	Illegal – FAR
IL	Illegal – Contract
IN	Interviewing
IO	Initial Operating Experience (IOE)
IT	Initial Training
JA	Junior Available
JD	Jury Duty
LM	Military Leave
LN	Leave – No Pay
LP	Leave – Pay
MA	Maternity Leave
MD	Medical Leave
ME	Company Meeting
MS	Miscellaneous
MU	Move Up
MV	Moving
NC	Add a New City
NQ	Not Qualified
NS	No Show
OA	Open Time Acceptance
OF	Work in Office
OR	Original
OT	Open Time Trade
OV	Overlap Pull
PB	Paper Bid
PF	Personal Family Leave
QT	Quit/No Longer Employed
RL	Release from duty
RO	Remove for Training
RT	Recurrent Training
RW	Return to Work
SN	Sick Leave – No Pay
SP	Sick Leave – Pay
SS	Input Error
SU	Suspension
TF	Training Flight
TL	Trade with a Lineholder
TR	Miscellaneous Training
UL	Unscheduled Leg
UN	Union Business
VA	Vacation
VJ	Volunteer Junior Available
WC	Worker's Compensation

Pairing/ Reserve Assignment Label Definitions	
A	Accepted pairing from another F/A
B	Traded Non-Breakable reserve days (Toward Guar)
C	Rescheduled assignment
D	Accepted pairing from Open Time
F	Scheduling Awarded Charter
G	Nonfly replaces O label trip B or C position.
H	VR lines Nonfly replaces O label trip A Position
I	IOE assignment
J	Junior Available
K	Original Non-Breakable reserve days (Toward Guar)
M	Move up assignment
N	Accepted Non-Breakable reserve days (Above Guar)
O	Original pairing/ reserve days (Toward Guar)
P	Pays "A" rate <i>nonflys only</i>
Q	Traded pairing with another F/A
R	Reserve assignment
S	Combined reserve / non -reserve assignment
T	Accepted Breakable reserve days (Above Guar)
U	Voluntary overlap
V	Volunteer junior available
W	Traded Breakable reserve days (Toward Guar)
X	Traded Original pairing with Open Time
Y	Conversion
Z	Rescheduled unaudited pairing

Leg Work Code Definitions	
CN	Check-in No Brief (Report at departure)
CT	Charter Working Leg
DT	Double Time Leg
DV	Diverted Leg
FR	Possible FAR Violate
FS	Food Service Charter Leg
IP	IOE on board
JA	Junior Available Leg
JT	Accept Jetway Trade
PA	Pay Leg at "A" rate
RC	Report with Check-in (30 minutes prior to departure; used on first leg when starting pairing at outstation)
RL	Release (at outstation -gives 30 minutes FAR debrief; used when they do not have to return to domicile)
RN	Release No Debrief (duty ends at block -in)
RS	Release
TT	Triple Time Leg
UL	Unscheduled Leg
VJ	Volunteer Junior Available Leg
VR	Reserve flying leg for VJA rate

Duty RIG Symbols		
M	(DPM) Duty Period Minimum	4.0 TFP/Day
D	(DHR) Duty Hour Ratio	0.7 TFP/Duty Period
T	(THR) Trip Hour Ratio	1.0 TFP/ea. 4:00 TAFB
A	(ADG) Average Daily Guarantee	6.5 TFP x Days of Trip
F	Forced Credit	
G	Guarantee	
P	Prorated (on trips and duty periods)	Never calc. RIGS again
E	Prorated with DHR applied	
U	Prorated with THR applied	
Q	Scheduler-Adjusted Proration	Continue to test DHR, THR (not yet applied) (ADG, DPM suspended)

Deadhead Codes	
DH	Normal Deadhead
DM	Paid Mustride
DP	Paid Positive Space
NM	Non-paid Mustride
NP	Non-paid Pos Space
OM	OE paid Mustride

Trip Classes	
C	Charter
L	Late Notice Charter
P	Pay at 'A' rate
Z	Illegal Pairing

Non Fly Code Definitions	
ADOP	Adoption Leave
AS1	Airport Standby
BO	Base Orientation
BUS	Busing
CC	Co. Convenience –No Per Diem
CCN	Co. Convenience –No Pay
CCP	Co. Convenience –Pays Per Diem
CCS	Co. Convenience –Special Projects
CD	Compensatory Day
CDN	Compensatory Day - No Pay
CISM	Critical Incident Stress Management
CKC	California Kin Care
CR	Crew Reroute
CV	Reserve Conversion
CX	Cancelled Pairing
DRT	Daily Release Time
EFL	Extended Funeral Leave
EFLV	Extended Funeral Leave / Using V A
ELMI	Extended Military Leave
ERP	Error Pay
FMLA	Family Medical Leave
FP1	Non-Taxable Per Diem
FP2	Day Per Diem (Taxable)
FP3	Taxable Per Diem (Exc)
FTR	Failure to Report
FV	Floating Vacation
HOTL	Hotel Committee
IL	Illegal Pull Pay
IN	Interviewing (pays per diem)
INA	Interviewing (pays per diem)
JD	Jury Duty (pays per diem)
JRY	Jury Duty For Lineholders
JS1	Job Share 1
JS2	Job Share 2
JTW	Jetway Trade
LMA	Maternity Leave
LMAN	Maternity Leave –No Pay
LME	Medical Leave
LMI	Military Leave
LMN	Medical Leave –No Pay
LVN	Personal Leave – No Pay
LVP	Personal Leave – Pay
MBL	May Be Late
MRT	Monthly Release Time
MTG	Committee Meeting
MV	Moving Pull
MVVA	Moving Vacation
NS	No Show
NST	No Show Training
OOSC	Out of Salary Continuation
OV	Reserve Days Pulled for Overlap
PFL	Personal Family Leave
PLN	Parental Leave
PT	Probationary Testing
REG	Pay Adjustment – B/C Position
RETR	Retro Pay Due to Grievance
RGA	Pay Adjustment – A Position
RLS	Release FA
RNU	Reserve Called/Not Used
RTS	Recurrent Training Special
SKN	Sick Bank – Negative adjustment
SKP	Sick Bank – Positive adjustment
SL1	Sick Leave < 2 Hours -
SLA	Sick Leave, at Time of Acceptance
SLN	Sick Leave – No Pay
SLP	Sick Leave – Pay
SLR	Sick Leave on Line - Reserve
SLT	Sick Leave – Training – No Pay
SPP	Special Project Pay – No Per Diem
STQ	Starquest
SUS	Suspension
TR	Training Misc.
UB	Union Business –No Per Diem
UN	Union Business –Pays Per Diem
UTC	Unable to Contact
VA	Vacation Days
VAN	Vacation No Pay (Pulled Outside)
VAP	Vacation Paid (Pulled Inside)
VAP0	Vacation Payout Hardship
WCI	Workers Comp. Intermittent
WCN	Worker's Comp - No Pay
WCP	Worker's Comp - Paid
WCS	Workers Comp. Special

Meet Your New Money Man

Introducing Ron Regan, TWU Local 556 Treasurer



On April 1, TWU Local 556 Treasurer Tom Mitchell resigned his position with the Union to return to flying the line. During Tom's 5 years as our Local's Treasurer, we saw our Treasury grow from less than \$400,000, to a peak of almost \$2,000,000. This was largely due to Tom's work on the dues recovery project, frugal spending, and wise saving. To quote Chicago Flight Attendant James Gordon, "Tom Mitchell throws money around like manhole covers." All kidding aside, we thank Tom for his leadership, and wish him all the best in his future endeavors.

In accordance with our Local's bylaws, the Executive Board was faced with the task of appointing a new Treasurer to fill Tom's vacancy. After carefully considering several highly qualified candidates, the Board agreed to appoint DAL Flight Attendant Ron Regan to the post.

Ron was born in New York City, and went to college at Stephen F. Austin University graduating with a Bachelor's Degree in Business Administration. He began working for Southwest Airlines in December, 1998 as a DAL Customer Service Agent, and transferred to Inflight in September, 2000.

In 2003 Ron applied for a posi-

tion in the Union Office working on our Local's Grievance Team. Ron impressed the Board with his high quality work product and work ethic.

Ron is enjoying his new position as Treasurer, but agrees that it has been a steep learning curve. Ron says, "My commitment to the Membership of TWU Local 556 is to ensure our Local's finances and assets are managed and administered with the utmost of integrity and responsibility." Ron will serve as our Treasurer for the remainder of the current Board's term which ends in May next year.

When asked what advice he has for the Members of TWU Local 556, Ron remembered his days working on the Grievance Team and answered, "Always carry your Contract with you."

Ron, we thank you for stepping up to the plate to fill this important position. We have full confidence that you will protect our treasury and that you will be an excellent representative of the Members of our Local.

PRESIDENT'S MESSAGE

(Continued from page 1)

Hill, on Wall Street, and in our own communities. The Wright Amendment is not a typical Union issue, but it is important to the future of our Company and we can help in this battle to ensure future profitability and growth of Southwest Airlines.

Through the strength, unity and resolve that we developed during Contract Negotiations, our Union has proven that we are a powerful force. In the future, we will be providing information and new opportunities to use that force to support causes that will help other working people, our Customers, and our Company.

What can you get for \$2 a month?

A More Secure Future

by Ron Regan
TWU Local 556 Treasurer

Several Members have called the Union Office asking about the new deduction that took effect on our May 20, 2005 paycheck.

In accordance with our Local's bylaws, a motion made in the 4th Membership Meeting of 2004 to establish a new fund for future negotiations. This motion passed during the 1st Membership Meeting of 2005. Starting with our May 20, 2005 paycheck, a \$2.00 Assessment Fee will be deducted from our checks and will discontinue upon the ratification of our next Contract. This new fund allows our Membership to have a head start on saving for future negotiations. Money collected from this assessment fee is placed in a separate interest bearing account and can only be used for the purpose of Contract negotiations. This small investment will make a big difference in our futures.

UNITY Update

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

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