

Update

CALENDAR OF EVENTS

OCTOBER 2005 MEMBERSHIP
MEETING* - ALL TIMES ARE LOCAL

OAK

DATE/TIME: Tues., 10/18/05 at 10:00 AM
LOCATION: Oakland Airport
Rear Conference Rm.
(Take Elevator to 2nd Floor,
Go through the Handicap
Door, Turn Left - go to the
very end of the hallway.)
(510) 563-6424

PHX

DATE/TIME: Wed., 10/19/05 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

DAL

DATE/TIME: Thur., 10/20/05 at 10:00 AM
LOCATION: Holiday Inn Select Love Fld.
3300 W. Mockingbird Lane
Dallas, TX
(214) 357-8500

HOU

DATE/TIME: Fri., 10/21/05 at 10:00 AM
LOCATION: Hobby Airport
The Cloud Room
(713) 641-7723

MCO

DATE/TIME: Wed., 10/26/05 at 10:00 AM
LOCATION: Hawthorn Suites MCO
7450 Augusta National Dr.
(407) 438-2121

MDW

DATE/TIME: Thur., 10/27/05 at 10:00 AM
LOCATION: American Legion
Clearing Post 600
4352 W. 63RD Street
Chicago, IL
(773) 767-0230

BWI

DATE/TIME: Fri., 10/28/05 at 10:00 AM
LOCATION: Sleep Inn BWI
6055 Bella Grove Road
(410) 789-7223

MEETING AGENDA: - General Business,
Outcome of Bylaw Amendments,
Outcome of a Member's Motion.

* 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

During the last few months, our Union and Southwest Airlines have worked together within the bounds of our Contract to make some very positive changes for our Members. Through collaborative efforts, we have achieved "win-win" agreements that benefit our Flight Attendants by allowing position trades less than two hours to departure and allowing flying after a No-Show to protect our pay checks.

While our Union is committed to continue our cooperative efforts with Management to improve the flexibility and quality of life of our Flight Attendants, we are also committed to upholding the Contract to which we both agreed. In a recent RBF, Management notified our Membership that they would be discontinuing "Reserve-flipping" based on the results of the Scheduling Audit and concerns from Flight Attendants. This was not, I repeat **NOT** based on an agreement with our Union.

Management informed us of their intent

to change the policy approximately one week before they published the RBF. We told them that we did not agree as it was a violation of the Contract, and that we would be filing a grievance if they changed the policy. Management told us that it was not negotiable and they would be going forward.

"Reserve flipping" is a long established, accepted past-practice that Management has been aware of for many years. Scheduling has developed "T" and "N" labels to properly schedule and pay those days above the monthly guarantee when the practice became widespread. We also discussed this in Negotiations. Management discussed the effect of "Reserve flipping" on Reserve usage and the cost to the Company. They presented a proposal to eliminate this practice and the Union did not accept the proposal. The proposal was dropped, and the language and the practice stayed the same.

Rest assured, the Union has filed group



grievances on this change in policy. Whether Management or the Union likes a practice or not, neither party can arbitrarily change a negotiated or past practice policy unless it is by mutual agreement. There was no mutual agreement on this issue. Remember, the grievance process will take time, and we will take these grievances to the highest level to uphold the rights of our Members.

The issue here is not whether or not people should "flip" Reserve blocks, but a matter of upholding the Contract that we negotiated. We would rather accomplish this through cooperation and collaboration, but in the absence of those efforts, the grievance process can accomplish the same results.



WHO is ROBERT?

And WHY does he have so many RULES?

by Kathy Anderson - TWU Local 556 Recording Secretary

Editor's note: The following article was originally published in the October 2002 issue of UNITY Magazine. During the course of the last few Membership Meetings, several questions were asked about "Robert's Rules of Order", so we felt it would be timely to have another look at this set of rules that help groups worldwide conduct orderly meetings.

General Henry M. Robert was asked to preside over a church meeting. He did not know how, but nonetheless, he conducted the meeting. As the Chair of the meeting, he found that he was embarrassed with the way the meeting proceeded. He decided he would not attend, much less lead another meeting until he knew something of Parliamentary Procedure. General Robert researched Parliamentary Procedure and applied his knowledge in many subsequent meetings. The result of those experiences is the book we now know as Robert's Rules of Order.

Parliamentary Procedure is designed to help the minority, but need not be strictly enforced if there is no minority to protect, as in the case of unanimous consent. Parliamentary Procedure, when properly used, provides the means by which the business of an organization can be conducted by the general resolve within the entire Membership, wherein, the majority rules.

Parliamentary Law was adapted from the methodology used by the British Parliament. Thomas Jefferson applied this methodology as a basis for a manual he developed for his use when presiding over the United States House of Representatives. General Robert simplified and condensed the federal procedures and developed 'Robert's Rules of Order', which remains the most widely used manual on Parliamentary Procedure. General Robert believed that Parliamentary Procedure should be used to "help, not hinder business".

There is so much more to the history of Parliamentary Procedure than can be addressed in this article, however the purpose of this article is to provide basic guidelines for Members who wish to participate effectively in Membership Meetings.

RESPONSIBILITIES OF THE CHAIR: In order to be an effective Chairperson, the Chair must keep the meeting moving and on track. The Chair has a responsibility of ensuring that the Members understand what is going on in the meeting, as well as the procedures. The Chair must ensure that there is full discussion, which leads to informed voting. The Chair must remain fair and impar-

tial when chairing the meeting. An effective Chair knows how to maintain the peace of a meeting and how to prevent a spirited discussion from erupting into an all-out brawl.

MEMBERS' RIGHTS: Yes, Members do have rights. A Member has the right to make any motion that is appropriate to the Local. A Member has the right to discuss that motion or any other matter before the meeting. A Member has the right to call a Point of Order. (A Point of Order is intended to maintain orderly procedure.) A Member has a right to hold the floor when it is legally obtained, although time limits may be imposed. A Member has the right to appeal the decision of the Chair.

AGENDA: Robert's Rules suggest that a meeting have an agenda. What is an agenda? An agenda may be thought of as a map, defining the course of the meeting. The purpose of an agenda is to inform the Members of the business of the day and to provide a structure for that business. The agenda must be utilized to maintain order in the meeting and to allow the Members to reach their potential productivity in the meeting.

MOTIONS: If a Member has an idea and desires that something be done with the idea, the Member will make a motion. The purpose of a motion is to produce action. Most motions require another Member to second the motion in order for the motion to advance to a vote.

THERE ARE FOUR TYPES OF MOTIONS:

Main Motion- The Main Motion introduces items to the Membership for their consideration. Main Motions require a second and cannot be made when another motion is on the floor. A Main Motion is made when a Member would like to present an idea. Example: "I make a motion that 'we do this'".

Subsidiary Motions- A subsidiary motion is made to change or affect how a main motion is handled. It is voted on before a main motion can be brought to a vote. This type of motion is used when the Member wants to say 'I have a way to make the motion better'. An amendment to a motion is an example of a Subsidiary Motion. Example: "I move to amend the motion 'in this way'".

Privileged Motions- A Privileged Motion is used to bring up items that are urgent and about special or important matters unrelated to pending business.

They are not subject to debate. Example: "I make a motion to adjourn."

Incidental Motions- An Incidental Motion is made to provide a means of questioning procedure concerning other motions and must be considered before the pending motion. An example of an Incidental Motion is call for a Point of Order. Example:- "I rise to a Point of Order." A Member may call a Point of Order if the Chair has, for example, missed a violation of rules. Even the best, most experienced Chairperson may miss a violation of the rules, or even make a ruling that is felt to be wrong.

How does a Member make a motion? First, the Member must legally obtain the floor. The Chair will recognize the Member and the Member will introduce themselves and state the motion. Another Member will second the motion. (If the motion is not seconded, the motion is lost.) After the motion is seconded, the Chair will then restate the motion and call for discussion. Discussion should always be directed to the Chair and not to individual Members. (There are some motions that are not up for discussion, one being a motion to adjourn.) After discussion, the Chair will restate the motion and the Membership will vote on the motion. After the vote, the Chair will announce the result of the vote.

THERE ARE FOUR MOTIONS THAT ARE ALWAYS OUT OF ORDER:

1. Motions that conflict with federal, state or local laws, or that conflict with the bylaws, constitution or rules of the organization.
2. Motions that present an item that has already been rejected during the same session or that is in conflict with a motion that has already been adopted.
3. Motions that conflict with, or present substantially the same question as one that has been temporarily disposed i.e.: tabled, referred to committee, etc.
4. Motions that propose actions beyond the scope of the organization's bylaws- however a 2/3 vote of the Membership may allow this.

An amendment is made to a main motion in order to insert or strike something in the motion. An amendment is out of order if it changes the essence of the main motion. Amendments must be seconded. The main motion should be stated in the amendment and there may only be two amendments attached to a main motion. The first amendment is to amend the motion and the second is to amend the first amendment. There cannot be two separate amendments to a motion on the floor at the same time.

AN EXAMPLE OF AMENDING A MAIN MOTION WOULD BE AS FOLLOWS:

Member #1 states, "I make a motion that we purchase

a new computer." Member #2 states, "I second the motion."

Member #3 states, "I move to amend the motion that we purchase a new computer and to insert 'not to exceed \$800'." Member #4 states, "I second the motion to amend".

Member # 5 states, "I move to amend the amendment by striking the word 'new'. Member # 6 states, "I second the amendment to amend".

In conducting the vote on the above motion, the Chair would start with the second amendment. The Membership would vote on striking the word 'new'.

The Chair would then go to the next amendment, which is the purchase of a new computer 'not to exceed \$800'. The Membership would vote on 'not to exceed \$800'.

The main motion would then be considered. The Chair would state the main motion that 'we purchase a new computer'.

Even though an amendment may receive a favorable vote does not mean that it carries the main motion. Members may find that the amendment is the least objectionable choice, and still be in opposition to the idea embodied in the main motion. In other words, a Member is able to vote in favor of an amendment, and still vote against a main motion.

MEMBERSHIP MEETINGS: Although each organization may choose slight variations on the procedures, the standard rules apply. Our Membership Meetings are not as formal as some, but the process of the meeting is dictated by Robert's Rules of Order. Simply put, the rules apply to everyone. Only one topic at a time may be discussed, and all discussion must be directed through the Chair. While the majority rules, the minority has the right to be heard. Many people who attend Membership Meetings do not feel comfortable with the thought of speaking in a meeting. Hopefully this guide will help people feel more comfortable about publicly expressing their views within the structure of the typical meeting.

Congrats Charles Robinson

Winner of the 2005 Texas AFL-CIO Scholarship



TWU Local 556 is pleased to announce that the winner of the 2005 AFL-CIO Scholarship was Charles Jordan Robinson, son of DAL Flight Attendant Janice Robinson. Carrying a 3.69 grade point average at the Greenhill School, Robinson plans to attend Washington University in St. Louis. He participated in football, stock market club, Quiz Bowl, and as a peer leader. We wish Charles all the best in his future endeavors.

UPDATE: FAA Crewmember Requirements for Boarding

by Michael Massoni, 1st Vice President and Safety Coordinator

The new minimum Crew boarding procedures are in effect during boarding, and *only* boarding. A Flight Attendant may leave the aircraft to get food, smoke etc., during deplaning, but when it is time to

board, there must be three qualified Crew Members in the designated boarding positions. This includes Pilots (if their duties permit), dead heading Crew Members, and Non-Revenue SWA Flight Attendants

wearing their Company ID. Plan ahead and coordinate with your entire Crew before you arrive at a station where you would like to get off the aircraft.

Additionally, new exit row seating procedures took effect on August 1st, and there seems to be some confusion on this. The Flight Attendant Manual bulletin number 72 states that the "C" position Flight Attendant remains at the overwing until the opening PA is made. However, in practice, you remain at the overwing until all Customers desiring to sit in the exit rows are screened and briefed then you may continue to comply with the long standing practice and FAA approved manual language that defines the "C" Flight Attendant boarding position as being at "overwing window exit area". Keep in mind that should one of the Customers seated at the emergency exit row decide to change seats during boarding, the "C" Flight Attendant would be responsible for screening and briefing any other Customer that may decide to occupy the now vacant seat. All said, these are ultimately regulatory matters and thus the law and no matter how much we dislike these changes, we can only suggest ways to minimize their impact on each of us who fly.

TWU Local 556 Members Raise Money for Tsunami Relief



Pictured (L to R): Michael Massoni, Ron Regan, Kathy Anderson, Colleen Barrett, Marcy Vinyard, Gary Kelly, and Thom McDaniel.

After last December's devastating Tsunami, the Union wanted to organize a green pass raffle to raise money for the relief effort. Colleen Barrett loved the idea and graciously donated the green passes. Almost \$1,400 was raised through raffle ticket sales and monetary donations. Thank you to all Flight Attendants who participated in this effort.

HELP WANTED: Do you have an interest in serving your fellow Flight Attendants? If so, the Union is always looking for Flight Attendants to fill in on a part time basis at the Union office in Dallas. If you are knowledgeable about our Contract, dependable, and easily adaptable to a high stress environment, please submit your letter of interest and resume to:

Marcy Vinyard
TWU Local 556
2520 W. Mockingbird Lane
Dallas, TX 75235

FAX:
(214) 357-9870
Email:
mvinyard@twuatd.org

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

