



DECEMBER 5, 2014

unity update

Your bi-monthly
Unity supplement

President's Message



Audrey Stone is a Las Vegas-based Flight Attendant and the President and Lead Negotiator of TWU Local 556.

Your TWU Local 556 Negotiating Team (NT) completed another scheduled bargaining session with Southwest Airlines Management this week. We spent time in caucus on December 1 and returned to the negotiating table on December 2. Discussions resumed on Article 8 (Hours of Service). Although it has been awhile since we've talked about this Article, we have had extensive dialogue with Management during the course of these negotiations. We continue to debate the proposals exchanged by both sides, but I believe that we are moving closer together on some critical areas of our Contract.

Since our last time at the bargaining table with Management, a Read Before Fly (RBF) was issued that directly relates to a current topic of our negotiations, and that is our pay for Recurrent Training (RT). I understand that many Flight Attendants are not happy about extending what can already feel like a long day; I'm not either. Prior to this announcement, your NT had already begun talks with Management regarding Article 21 (Compensation) and future RT pay. We recognize that RT is a regulated item, and for those of us who have been around more than a few years, we have seen the Federal Aviation Ad-

ministration (FAA) implement changes that have affected our quality of life before. For example, our annual training time increased with the addition of overwater procedures and as our network expands, I believe our required training will too. I don't believe any of us want to see us return to the days where RT was a required two-day annual training.

Rest assured that your NT had already made it clear that we expected an increase in our RT pay, and now we are insisting upon it. We must negotiate this increase to be fairly compensated for the additional time we will all spend to complete this requirement. Unfortunately, the negotiating table is the only avenue to accomplish this change. Our current Contract contains language under Article 10.8.C that states RT "will be treated as a legal duty day" and even with the new extension, training falls under our legal 10½-hour duty day. Our Contract also states under Article 21.9 that RT will pay 5.5 TFP and 2.0 TFP for RT online training. There has been no contractual violation with this unpleasant change, but know that we will continue this fight at the negotiating table.

In closing, I hope each of you had a terrific Thanksgiving, whether you were on an aircraft providing positively outrageous service to our Customers, or spent time relaxing (or eating!). I continue to be thankful and honored for the opportunity to lead our NT at the table, as we represent you in the fight to maintain and improve our industry-leading Contract. We will not stop until we have achieved this goal.

"Keep Strong and Union ON"



Angie Kilbourne is an Oakland-based Flight Attendant. Angie serves as a Contract Action Network (CAN) Leader.

Over the last several months, your Contract Action Network (CAN) has been ramping up efforts to educate YOU, the Members. We are coming into a critical point in negotiations and it's time to stand together and support our Negotiating Team and secure a Contract.

We know that you may not have a lot of time outside of work to volunteer for the CAN but one thing YOU CAN DO is display your "Keep Strong and Union ON" bright orange bag tag on your Crew luggage.

Adding the bright orange tag to your luggage makes two large statements. First, you show your Brothers and Sisters in the airports, jetways and lounges that you stand shoulder to shoulder with them in the fight to maintain and improve our industry-leading Contract. And second, all the flair shows Management that as a Membership, we are standing together as a large and unified group. As an added and unintentional bonus, the BRIGHT ORANGE color of the bag tag gives you one more thing to look for when a Passenger thinks your black bag is their black bag.

You may be wondering where you can get these fabulous rubber symbols of Unity and Brotherhood. Well, look no further than your Flight Attendant mailbox in the lounge. Your TWU Local 556 CAN Members will be dropping one in each Member's mailbox on December 10. We will also be recapping 2014 and launching our resolve to get involved in 2015.

Contract Pop Quiz

How well do you know your Collective Bargaining Agreement (Contract)? Test your knowledge by taking the latest "Contract Pop Quiz," brought to you by the TWU Local 556 Education Committee. The latest installment of ten questions tests your knowledge of Holiday Pay, the Attendance Policy, Personal Illness Note (PIN), and so much more. [Click here](#) to test your knowledge of your Contract.



Matt Hettich is an Oakland-based Flight Attendant. Matt serves as the Oakland Domicile Executive Board Member and the Chairperson of the Union's Education Committee.

KEEP CALM AND GO TO THE NEXT UNION MEETING

Make plans to attend the first Union Meeting of 2015

HOUSTON

Friday, January 16, 2015, 12:00 P.M.
Houston Hobby Airport (713) 845-2140
Astros Room-Down the hall from the Flight Attendant Lounge

CHICAGO

Saturday, January 17, 2015, 12:00 P.M.
Hampton Inn Midway (708) 496-1900
6540 S. Cicero Ave, Bedford Park, IL 60638

BALTIMORE

Sunday, January 18, 2015, 12:00 P.M.
Doubletree by Hilton-BWI Airport
(410) 859-8400; 890 Elkridge Landing Road,
Linthicum Heights, MD 21090

ORLANDO

Monday, January 19, 2015, 12:00 P.M.
Hampton Inn-International Airport
(407) 888-2995
5767 TG Lee Blvd, Orlando, FL 32822

ATLANTA

Tuesday, January 20, 2015, 12:00 P.M.
AFA Council 57 - 4th Floor Meeting Room (404)
523-8107 x 216
501 Pullium Street SW, Atlanta, GA 30312

OAKLAND

Friday, January 23, 2015, 12:00 P.M.
OAK Airport Rear Conference Room
(510) 563-6424
Terminal 1, before checkpoint take a right, take the elevator to the 2nd floor, right through the double doors, 2nd door on the right

LAS VEGAS

Saturday, January 24, 2015, 12:00 P.M.
Hyatt Place (702) 369-3366
4520 Paradise Road, Las Vegas, NV 89169

PHOENIX

Sunday, January 25, 2015, 12:00 P.M.
Phoenix Sky Harbor International Airport
(602) 273-4391, T-4 next to British Airways First Class Lounge

DENVER

Monday, January 26, 2015, 12:00 P.M.
Holiday Inn & Suites (303) 574-1300
6900 Tower Road, Denver, CO 80249

DALLAS

Tuesday, January 27, 2015, 12:00 pm
Transport Workers Union Local 556
(214) 640-4300, 7929 Brookriver Drive,
Suite 750, Dallas, TX 75247

TWU Local 556/U.S. Marine Corps Reserve Toys for Tots Drive

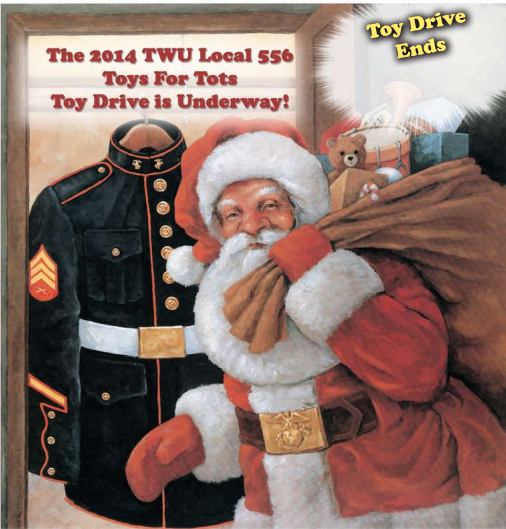
For the fourteenth consecutive year, in conjunction with the U.S. Marine Corps Reserve, TWU Local 556 is collecting toys in the Flight Attendant Lounges. The toys will be distributed to children whose parents cannot afford to buy them gifts for the holiday. Donated toys should be new, unwrapped and appropriate for ages zero through twelve years old. Though donations are thoroughly screened for safety before being delivered to the children, please keep safety in mind when you make your selections. You'll find a TWU Local 556 Toys for Tots donation box in your Inflight Lounge. Cash donations are also accepted; checks, made out to "Toys for Tots," may be left in your Domicile Executive Board Member's Flight Attendant mailbox.

Toys for Tots began as a Los Angeles charitable effort in 1947. William Hendricks was inspired by his wife Diane when she tried to donate a homemade Raggedy Ann doll to a needy child but could find no organization to do so. At her suggestion, he gathered a group of local Marine Reservists who coordinated and collected some 5,000 toys for local children that year from collection bins placed outside of Warner Bros. movie theaters. Over its life span, the Toys for Tots Program has distributed more than 469 million toys to more than 216 million less fortunate children. TWU Local 556 began collecting toys for the U.S Marine Corps Reserve Toys for Tots Program in 2001. [Click here](#) to hear Peggy Lee, Nat King Cole and Nancy Wilson in a public service announcement from the 1960 Toys for Tots Campaign.

TOYS FOR TOTS

The 2014 TWU Local 556 Toys For Tots Toy Drive is Underway!

Toy Drive Ends



U.S. MARINE CORPS RESERVE

For more information or to make a tax deductible donation, please go to our website at:
www.toysfortots.org

Help make this a Christmas to remember, and to make a dream come true for a child who might otherwise be forgotten.

Please drop off a new, unwrapped toy in the drop box located in your lounge. If you would prefer, simply leave a check or money order made out to "Toys For Tots" in your DEBM's mailbox.



Contract Education 101

The Loss of a Loved One and Time Off

Denny Sebesta is a Dallas-based Flight Attendant and former Member of the TWU Local 556 Negotiating Team. She serves on the Local's Education Committee and is a regular contributor to Unity Magazine and Unity Update.

Recently, my family dealt with the loss of a loved one and sadly, we all know this is the part in the circle of life that is the most difficult. Dealing with grief is difficult and I'm very grateful for our Company who has shown our family compassion and caring responses through cards, flowers, in memory donations and phone calls!

Taking time off is the last thing you should have to worry about during the loss of a family member for many reasons. Thankfully, we have Contract language that provides for time off with pay under *Article 15.7, Funeral Leave* (page 86 hard copy), when you experience the loss of an immediate family member. An immediate family member is defined as Mother, Father, Step Mother, Step Father, Grandmother, Grandfather, Wife, Husband, Committed Partner (as defined and recognized by the Benefits Department), Son, Daughter, Brother, Sister, Mother-in-Law, Father-in-Law, step-children, grandchildren,

and Committed Partner's parents and children. If additional days are required, you may use days from your remaining vacation. In the event of a death of a Spouse, Committed Partner, Child, Mother or Father, you may utilize up to four (4) accrued sick days as additional leave. If you decide to use sick days for this purpose, they will not be considered a chargeable occurrence under *Article 32, Attendance Policy*.

Finally, there are many stages of grief for the loss of a loved one in your life: pets, family members, friends, etc., and it's a very personal experience and process. Don't feel that you are alone in handling your grief if it's too much. There are many resources available to you: faith or religious community, bereavement support groups, friends, family, or Clear Skies, a confidential Employee Assistance Program available to all Southwest Employees and Family. To contact Clear Skies, call (800) 742-8911.

Supplemental Insurance Open Enrollment: January 5 – 23, 2015

Flight Attendants are encouraged to meet with a Benefits Counselor in the Flight Attendant Lounge during Open Enrollment to secure your 2015 benefits without disruption. Flight Attendants will need to bring their December 20, 2014 pay stub for Short-Term Disability enrollment. Monthly premiums will be changing as well as some policy wording, so be sure to meet with a Counselor to best understand these benefits changes.

Lincoln Financial will continue to offer the same great Short-Term Disability options. However, this year Lincoln Financial will offer the option to choose how much weekly benefit Flight Attendants want or can afford. You may still purchase up to 60% of your salary but you will now have the option to purchase a lower benefit at a lower monthly cost.

There are two specific changes to the policy worth mentioning:

Effective February 1, 2015

The "pre-existing condition" language will change to a "6/12 month" qualification. This will not affect Flight Attendants who are currently insured under the policy. What does "pre-existing" mean? If you file a claim within the first twelve months of your new disability policy, the claims department will look back at the six months before your coverage began and check for a pre-existing condition. For the first twelve months of a new disability insurance policy, the policy will not cover any condition

for which you sought medical advice, or received medical treatment or prescriptions, during the six months prior to signing up for the disability policy.

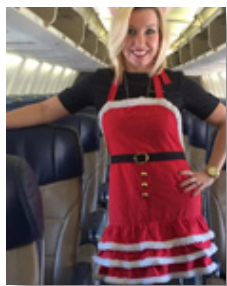
Effective February 1, 2015

The recurrent claim wording will be changing as well. This change will affect all Flight Attendants, regardless of when the policy was purchased. Currently, Flight Attendants may file a disability claim for a recurrence of the same condition after **four weeks**. In the future, Flight Attendants must wait **twelve weeks** before filing another disability claim for the same condition. What does this mean? If you file a claim for a same or similar condition within twelve weeks of the original claim, it will be considered as the same claim. If your benefit duration was completely exhausted by the first claim, then no additional benefits will be paid for the second claim. If your date of disability is after twelve weeks have passed, then it will be considered a new claim and a new benefit duration will begin.

Again, Flight Attendants are encouraged to meet with a Benefits Counselor in the Flight Attendant Lounge during Open Enrollment to secure 2015 benefits without disruption and to best understand these benefits changes.



Operation: “Paint the people”



Crystal Reven in a Houston-based Flight Attendant. Crystal serves as a Shop Steward and is a Member of the TWU Local 556 Coordinating Council. She is also the Chairperson of the Union's Uniform Committee.

I am happy to announce that the Uniform Steering Committee has officially begun working on an all-new uniform for Southwest Airlines Employees who work both “above the wing” and “below the wing.” “Above the wing” Employees are Flight Attendants, Operations Agents and Customer Service Agents. “Below the wing” Employees are Provisioners, Rampers and Mechanics.

Why Now? The Uniform Steering Committee has wanted an all-new uniform for a while now, but the topic was kept at bay and, as we know now, for good reason. This decision (at a cost of nearly 17 million dollars) is a direct result of the September 8, 2014 announcement in which Southwest Airlines introduced our new livery; a bold new look that will set our airline and Employees apart from other low cost domestic and near international carriers. You see, it would not have made sense to create an all-new look with our uniforms if (or should I say when) our Company's overall look was about to change. It will take several years to paint the planes and meanwhile, efforts are also underway to “Paint the people,” a process that will also take a while, but will be well worth the wait.

Why Cintas? On November 11, 2014, the Uniform Steering Committee made the announcement that the vendor for our all-new uniform will be Cintas. Many factors go into a vendor selection. Southwest Airlines has standing relationships with Lands' End and Cintas. Lands' End was chosen in the last RNP (bid process) to uniform the “above the wing” Employees, while Cintas continued to clothe those “below the wing.” Both Lands' End and Cintas (and a couple other smaller companies) competed in 26 different areas focusing on: product development and planning, technology, design capability, wear test plan, and overall impression. The “decision makers” chose Cintas as the overall best candidate for our new uniform efforts.

What Now? The Uniform Steering Committee will work closely with the Core Uniform Project Team and the Employee Design Team to develop a uniform with a look and fit that you will be proud to wear. Because we are in the first phase of the process, decisions regarding designs, colors, fabrics and actual pieces have not yet been made. After those decisions are made, the pieces will go into pro-

duction and wear tests will begin. Rest assured that individuals who will wear test the new items will be of all sizes, shapes and gender. Wear tests will be season specific, so if we are wear testing outerwear we will do that in the colder months and “cooler” options will be tested in warmer months. Once we determine that a piece/pieces are suitable and will work well in our work environment, mass production will begin (and I do mean MASS production). We estimate that each “above the wing” Employee will receive a minimum of fifteen through twenty uniform items.

Almost 4,000 surveys were completed by “above the wing” Employees and your wants and needs are clear. Surveys show that the dress is the most favored item in the line. You want a vest (not sweater vest) and a skirt. You want improved outerwear options and better quality shirts. You want to stay fun, comfortable yet professional AND you want to look differently than other workgroups. (They want to look different than you do as well.)

Continue to order your uniforms the way you do now until further notice. Because uniform allotments are a negotiated item in our Contract (Article 13.4), you will keep your allotment and your balance will carry over during the transition.

Remember, *Article 13.3* in our Contract states, “At such time after the Flight Attendant has purchased her/his first uniform that the Company elects to completely or partially change to a new uniform, the Company, at its expense, shall provide Flight Attendants with new replacement required uniform pieces and any required accessories...” The new uniform will not be available for quite some time, so if you need items now, use your allotment to purchase these items.

There will be a lot of exciting uniform related information coming your way in the very near future. Should you have questions or concerns in the meantime, please reach out to your TWU Local 556 Uniform Committee anytime at uniforms@twu556.org.

unity
THE MAGAZINE OF TWU LOCAL 556



Unity and Unity Update are official publications of Transport Workers Union Local 556, representing the Flight Attendants of Southwest Airlines.

TWU Local 556

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