

1st Vice President's Message



Todd Gage is an Oakland-based Flight Attendant and serves as the 1st Vice President of TWU Local 556.

Yesterday, many Americans across the country celebrated one of our nation's greatest Civil Rights Leader's birthday. Dr. Martin Luther King Jr. would have been 86 years old. As we remember Dr. King and his efforts as not only a Civil Rights Leader, but as a humanitarian, I find it necessary to reflect on what he meant to the Labor Movement and especially to the Members of the Transport Workers Union of America (TWU).

During the 1961 TWU Constitutional Convention in New York, Dr. King was invited by the great TWU President Michael Quill to be a keynote speaker. Dr. King spoke about the correlation of what TWU had done in the fight for equality for workers in the Labor Movement to his own fight in the Civil Rights Movement. Dr. King recognized the efforts of the TWU, which at the time was a "Union of Minorities." TWU had been and still is a huge supporter of equality and civil rights. Dr. King thanked Quill and the TWU for their trail blazing efforts and support of his fight for equality going on in the South. Dr. King compared the two fights, "What Labor needs, Negroes need." Whether it was for the lack of legislation to protect housing needs, or a bill protecting their medical and retirement, both the labor and civil rights struggles were similar, achieving a better quality of living.

Today, although those same fights may have changed their shape and form and even encompass a larger demographic, they continue to give a voice to both Labor and Civil Rights in America. The efforts of Dr. King and the TWU have been passed on to a new generation perhaps, but the common goal of protection and equality for all can always be traced back to these roots.

"When your Union was born in strife during the turbulent times, it grew and developed in the pioneering democratic tradition of a CIO Union, with respect to racial equality. Your crusading spirit – which broke through the open shop stronghold also broke through the double walled citadels of race prejudice."

– Dr. Martin Luther King Jr.

On Behalf of the Members of TWU Local 556, Happy Birthday Dr. King.

[Click here and link to the TWU MLK video.](#)

Open Enrollment for TWU Local 556 Supplemental Insurance ENDS this FRIDAY, JANUARY 23 @ 1700 (CST) !

*Click here to see the times
a representative will be in
your base.*

Colonial Life
Making benefits count.

Our annual open enrollment period is almost over! We strongly encourage Flight Attendants to meet with a Benefits Counselor in the Inflight Lounge. You will need to bring your December 20, 2014 pay stub in order to update your short-term disability plan. Monthly premiums are changing as well as some policy wording, so be sure to meet with someone to best understand your benefits.

As a reminder, the products currently available to Members of TWU Local 556 are:

Short Term Disability is an income replacement policy for off job accident and sickness. There are multiple options to choose from (depending on your Inflight Base) and are guaranteed issue (unless previously declined through the evidence of insurability process).

Universal Life Insurance helps provide financial security for family members and can be tailored to help meet your individual life insurance needs.

Cancer Insurance helps offset the out-of-pocket medical and non-medical expenses related to cancer diagnosis and treatment. This plan also provides a benefit for specific cancer-screening tests/wellness tests.

Hospital Confinement Insurance helps with the rising costs associated with a covered hospital confinement or covered outpatient surgery.

Critical Illness Insurance helps offset the out-of-pocket medical and non-medical expenses related to critical illness that most medical plans may not cover.

Accident Insurance helps offset unexpected expenses resulting from a covered accident, such as emergency room fees, deductibles and co-payments.

You may update your salary for your existing Short Term Disability policy by faxing your 12/20/2014 pay stub to 877-885-9191. Please provide your name and phone number so a Benefits Counselor can call you to discuss the changes to your policy and review your premium options. Pay stub must be received before 1600 on January 23, 2015.

TWU Local 556 Celebrates Martin Luther King, Jr.

Addie Crisp is a Las Vegas-based Flight Attendant. Addie serves as the TWU Local 556 Civil and Human Rights Committee Chairperson.

Can you divorce your identity from your job? I can't. I'm a mother, wife, Union worker and mixed race woman. I can't ever just be one thing and I don't want to or know anyone that can be. Our differences and life experiences are what make this Union strong. This past Martin Luther King weekend, we celebrated those differences. We try to understand those differences, so that when we see the hash tag *#BlackLivesMatter*, it doesn't make us cringe. It makes us as Union Members say, yes they do! It makes us say *#TransgenderLivesMatter* *#ImmigrantLivesMatter* *#TraffickedLivesMatter* *#WhiteLivesMatter* ...*#AllLivesMatter*.

The only way we make sure *#AllLivesMatter* is to work together. Rev. Dr. Martin Luther King, Jr. and the Civil Rights Movement only worked because of coalition building. When they looked to the community to see which people might work with them, it was the Union workers who were the clear advocates. Unions, at that time, did not shy away from uncomfortable social issues. Jim Crow laws and segregation were part of everyday life in the south. Both black and white people were comfortable with blacks on one side and whites on the other side; that's all they knew. Union workers however were uncomfortable with the way black workers were treated. Today, our influence at the negotiation table affects the working conditions of the least of us. That's why we fight to raise the minimum wage. That's why we fight for equal pay for women. That's why we fight for the end of discrimination in the work place. We, as TWU Members, are lucky: we are covered by an awesomely negotiated Collective Bargaining Agreement, but we will never see gains in quality of life if Allegiant Flight Attendants work extremely long days for extremely low pay.



I LOVE you all! You are my Sisters and Brothers in the struggle for economic freedom. We may not agree on everything, because we come from different backgrounds (religion, race, sexual orientation or identity), but the one constant and united ground we all claim as Flight Attendants is a desire for a better life, for ourselves, our families and our Co-workers. We as workers, work countless hours, overcome adversity daily and try to do our best to raise our children to be hardworking, compassionate human beings. This year we will come into contact with different cultures and people with different views. I hope our Members don't rush to judge those differences, but rather embrace our differences and begin the year more united than before. Our differences are what make America strong. They are what make this Union strong.





Side Letter 10

- Average Daily Guarantee (ADG) is 6.50 TFP per originally scheduled domicile day of the pairings, regardless of how many duty periods it contains. The exception would be a single duty period pairing that crosses 0300 Local Time into the next domicile day. The ADG for such pairing would only be 6.50 TFP, even though it crosses two domicile days.
- Any Flight Attendant who is in the LODO program will receive the LODO premium of \$2.00 per TFP for working on a LODO flight, regardless of which position they work.
- The 'A' Flight Attendant working on a Regulatory Requirements flight will be paid the additional \$1.00 per TFP premium. This premium does not apply to an 'A' Flight Attendant deadheading on a Regulatory Requirements flight.
- If you are required to clear Customs at the end of a Regulatory Requirements duty period, your duty period will be extended an additional 15 minutes. (Note: This will not show on your trip sheet, but the 'R' label is a trigger for the audit department to manually audit the pairing. The additional 15 minutes will also count towards reduced Crew rest calculations.)
- All Flight Attendants must carry their passports for all flying (even domestic) and Airport Standby assignments due to the possibility of being assigned or rescheduled to a pairing containing a Regulatory Requirements flight(s).
- If for whatever reason you do not have your passport/required visa with you, you should notify Scheduling as soon as you become aware.
- If you have a trip that checks in between midnight and 0259 local time, the latest you can trade down, or for another day, with Open Time is 0300 local time the prior calendar day. For example, if you have a 3-day trip that checks in at 0100 local time on the 18th, you have until 0300 local time on the 17th to trade it with Open Time.

Contract Action Network (CAN) Leaders



Alison Head is an Atlanta-based Flight Attendant and Shop Steward. Alison serves as a Contract Action Network (CAN) Leader.

Being selected as a Contract Action Network (CAN) Leader is a privilege. I have been given the opportunity to educate and mobilize my fellow Flight Attendants.

When deciding to make the commitment to be a CAN Leader, I did have my own personal concerns. What if I didn't have the answers to the questions the Flight Attendants were asking? Whom would I turn to if I didn't understand the language in the Collective Bargaining Agreement? Those questions were quickly answered. I have amazing resources available via the Coordinating Council, Executive Board, Negotiating Team, and my fellow CAN Leaders and Shop Stewards.

As a CAN Leader, it is my goal to always have the most up-to-date information directly from the source, our Negotiating Team, to pass along to my colleagues. I also pass any of your concerns on to the Negotiating Team. As Flight Attendants, we love to have the latest gossip we can chat about on the jumpseat, in the galley or on our overnights. The next time you see a CAN Leader or Volunteer, in our bright orange shirts (you can't miss us), make sure to ask your questions and voice your concerns.

One of my favorite questions is, "Are you with the Union?" My usual response is, "We are all with the Union." Being involved comes in many different forms: putting a Union bag tag on your bag, wearing your Union Pin, reading the Unity Magazine and volunteering your time are all small things you can do.

Remember that we are ALL part of the Union. When the Negotiating Team is at the table, Management should not see just five Flight Attendants across the table from them; Management should see 13,000+ Flight Attendants, standing strong. #myteamspeaksforme



Editor's Note: The CAN will be in the Inflight Lounges and airport terminals tomorrow, January 21, helping to educate our Flight Attendants on the status of our ongoing Contract Negotiations with Southwest Airlines Management. Be sure to stop by and find out ways that you can "Resolve to Get Involved" in the New Year. Please remember to thank these hard-working Union activists for their outstanding work and service!

Negotiating Team Update



Contract Negotiations began in 2015 as TWU Local 556 returned to the bargaining table with Southwest Airlines Management. Our TWU Local 556 Negotiating Team (NT) spent time both in caucus and at the table over the course of our three-day session, January 6-8. We continued our conversation with Management on Article 8 (Hours of Service) and Article 28 (Scheduling Policy).

Your NT brought forward further concerns regarding quality of life issues affecting our Flight Attendants, including pairing quality and scheduled overnights. We utilized real-life examples that Flight Attendants have continued to provide us. Thank you for reaching out and giving us the ammunition we need to address the problems.

Through these talks, your NT also reiterated our expectations of the service Scheduling will provide now that the Crew Ops Support Team is in place as of January 2, as outlined in the Read Before Fly (RBF) #2015-001 published the same day. The Crew Ops Support Team is a product of our discussions with Management, both at and away from the negotiating table, since the now-famous Polar Vortex occurred a year ago. During regular operations, but especially during irregular operations, this support should allow faster customer service to be provided to you. Management has assured us that it will help to address the problems securing suitable hotel rooms on your overnights that many of you have continued to face. I assure you that TWU Local 556 will continue to closely monitor and address any future problems, which I am hopeful will decrease as the Crew Ops Support Team becomes staffed 24/7.

Your NT also continued our discussion with Management regarding Article 16 (Sick Leave/On the Job Injury). We are committed to bringing a Tentative Agreement



The TWU Local 556 Negotiating Team: (left to right) Paul Sweetin, Brandon Hillhouse, Audrey Stone-TWU Local 556 President, Bill Holcomb, Brett Nevarez-TWU Local 556 2nd Vice President.

(TA) to you that protects your current sick bank and allows for you to continue earning sick bank based upon your productivity.

Your NT and Management secured additional negotiating dates for the rest of the quarter. We will return to the bargaining table on February 2-3. We will also be negotiating February 16-17, March 18-19, 31, and April 1.

Thank you for keeping up with our negotiations and for your continued support of the Negotiating Team that is fighting for you at the bargaining table. We will not rest until we have a TA to bring forward to you that recognizes your contributions as the best Flight Attendants in the industry, the Flight Attendants of Southwest Airlines.

In Solidarity,

Audrey Stone
TWU Local 556 President and Lead Negotiator

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

7929 Brookriver Dr. Ste. 750, Dallas, TX 75247
Phone: 800-969-7932 • Fax: 214-357-9870
Hotline: 800-806-7992 • www.twu556.org

TWU Local 556 Editorial Team:

Cuyler Thompson, Robin Brewer, Erich Schwenk, Audrey Stone, Matt Hettich, Donna Keith, Lori Lochelt, Alice Hinckley, Mark Hoewisch, Trish Krider, Denny Sebesta, Matt Fearey, Kelly Lane, Brandon Hillhouse, Renda Marsh, Rachel Brownfield, Eden Hiatt, Manny Ozaeta, Michael Singer, Barbara Fitzhugh

The views expressed in Unity or Unity Update do not necessarily represent those of TWU Local 556 or TWU International. This publication is intended only to educate and inform TWU Local 556 Members. It is not intended to officially establish or clarify past practice, Contract language or grievance/arbitration positions. It is therefore not to be utilized or relied upon by any person or party as evidence of the Union's position on any past practices, Contract language, grievances/arbitrations or any other disputes or issues between TWU Local 556 and Southwest Airlines.