



JANUARY 5, 2015

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.

Happy New Year! I hope 2015 has started off well for each of you. I am also grateful that our Company has begun on a brighter note compared to where we were at this time a year ago.

During a recent conversation with a friend on the topic of the year 2014, I began sharing with him my plans for the new year, both on a professional and personal level. I talked about the goals I had set for myself and also for our Union, and how I would score those goals as if I was going to grade myself. I wasn't happy that my grade for achieving some of my personal goals would be an "F", but I had to recognize that the score on the professional front would be much higher. While there is always room for improvement, I believe TWU Local 556 worked hard to accomplish many things last year on behalf of our Flight Attendants. You may not even be aware of some of the advocacy done on your behalf.

Much of the work accomplished was through the respectful relationship built with Southwest Airlines Management. An example of this was the additional one TFP we will all be paid for Recurrent Training (RT) this year. Yes, our Union Leadership advocated hard for each of you and Southwest agreed to compensate us. The "In-flight Info on the Go," published on December 30, references that on November 5 we were informed that our service procedures would be printed in *Southwest: The Magazine*, and that this has now been postponed. It was postponed because your Union Leadership had concerns with what was going to be published, and wanted to make sure our Flight Attendants are set up for success. We reached out to Management and requested to have additional conversations with them before this is published to our Customers.

At the end of November, some of you expressed anxiety about a blog on SWALife regarding Customers taking photos of us on the aircraft and us not being allowed to approach them. We understand these worries come from both a privacy and safety perspective, and we shared that with Management. We have been in discussions with them in order to bring a policy forward that protects our Flight Attendants.

These highlighted items were accomplished in just the last few months; however, our efforts are evident throughout all of last year. Take for example the Flight Attendants on our Grievance Team who have been fighting for you to ensure that the Contract is being upheld and that any discipline issued is just and fair. During 2014, the Union filed a total of 214 grievances for our Flight Attendants. We were able to settle 159 in favor of the Flight Attendant. Of these, seventeen were Flight Attendants who were terminated and returned to work. Almost all of the Flight Attendants returned to work did so not because of an Arbitrator's decision, but because the Grievance Team advocated for these individuals and worked with Management to get

this accomplished. We have seen many successes in the Step 2 Meeting process, and have finally made movement with Management on them not applying the most severe penalty in certain Class 1 offenses, and instead looking at the individual circumstances when applying discipline.

Also throughout this time, your Negotiating Team (NT) continued to fight for you at the bargaining table. We reached Tentative Agreements (TA) on nine additional Articles in our Contract, bringing the total to 23 out of 35, and made significant progress towards a final TA to bring forward. We also worked hard to save money and continue rebuilding the Union's treasury, in spite of the extra expenses involved with negotiating a Contract for more than 12,000 Flight Attendants.

When I speak to the New Hire Flight Attendant classes, I tell them that they're going to meet people when they get out on line that will say, "I've never used the Union." But I remind them that each of us can thank the Union on every pay day for the wages we receive, and the quality of life we have that allows us the freedom to dictate how big or small the paycheck will be, based on how much or how little we want to fly. Rest assured that TWU Local 556 will continue fighting for the best interests of our Flight Attendants as we move forward in 2015.

It remains an honor to serve you and the TWU Local 556 Leaders who represent you, and I am excited about where the new year can take us!

In Unity,

Audrey Stone

2015 TWU Local 556 Executive Board Elections

Officer Elections are coming! Here is the timeline:

1. Nominations taken during the January Membership Meetings.
2. Nominees accept or decline by February 13, 2015.
3. Voting opens March 1, 2015.
4. Voting closes March 16, 2015 and results posted by 1700 Central.

Please make an effort to attend a Membership Meeting to nominate Members you feel would do a good job for our Membership! Complete details can be found in the following [Nomination/Election notice](#). This notice was mailed to your address on file with Southwest Airlines in December 2014. If you did not receive a copy, please contact the Board of Election to ensure your address is correct.

Open Enrollment for TWU Local 556 Supplemental Insurance Starts Today!



OPEN ENROLLMENT IS HERE!

[Click here to see the dates a representative will be in your base.](#)

Your voluntary insurance benefits annual enrollment has started today and will end January 23, 2015.

You will need to enroll or re-enroll in your short-term disability coverage by providing your 12/20/2014 pay statement to the Benefits Counselor in the Inflight Lounge between today and January 23, 2015.

Short Term Disability: offered through Lincoln Financial. It is an income replacement policy for off job accident and sickness. There are multiple options to choose from (depending on your flight base) and are guaranteed issue (unless previously declined through the evidence of insurability process). 6/12 month pre-existing will apply.

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 indirect non-medical expenses related to cancer diagnosis and treatment. This plan also provides a benefit for specific cancer-screening tests/wellness tests.

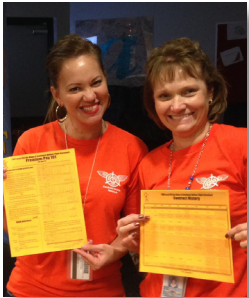
Hospital Confinement Insurance: helps with the rising costs associated with a covered hospital confinement or covered outpatient surgery.

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.

Union Support is Now Boarding!



Faith Kovacs is an Orlando-based Flight Attendant and a Member of the TWU Local 556 Contract Action Network (CAN).

I am proud to be a Member of this professional organization and want to ask others to join me in showing how united we are. One thing that I have learned in my years in this industry is that we all are a family. We always come together when

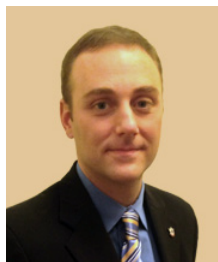
a fellow professional has a problem or crisis; we message on Facebook, put cards in mailboxes, text, call, email and show support many other ways. I have seen this (as most of you have) numerous times in our airline lifetimes. The one place that we seem to all drop off is our support of ourselves. The Union is OUR Union. We all pay our dues, reap the benefits of our Contract and ask for help from those who volunteer their time to be Shop Steward and Representatives of our Union. They need support from us too.

I have watched my husband negotiate contracts in law enforcement as a Union Rep and listened to him talk about how a little support from the Membership would be nice. He said that just to see different faces at negotiations, numbers at the Membership Meetings and for the Members to actually ask questions would be a change. He loved doing the Union Rep stuff, but it took a toll since it was all on his own personal time. He didn't get paid to help others; he did it because he felt if he didn't get involved, who would? He was always engaged and enjoyed the Union part of what he did, but now I see what he meant.

We need to support OUR UNION. It doesn't take a large commitment; just attend a Union Meeting or event, hand out fliers for a few hours, educate others on the importance of standing together. I personally think this means supporting ALL of US in the Company. The Pilots, Gate Agents, Ramp Agents, Mechanics... all of US who make Southwest Airlines what it is. We need to let the Company know that WE are UNITED and stand together. Management knows how many people are truly supportive and they know what they can get away with in OUR Contracts. Know your Contract and don't allow others to work outside of a Contract that has been fought so hard for. Contracts will never make everyone happy; they are designed to get the best results for as many people as possible. That's why it is so important to just have a voice and let Management know that you are involved and more importantly let your Union Representation know that their work is not unnoticed.

People all have lives that go on outside of work, but without the benefits and security from our Union and Contract we will be at the mercy of the Management. Management boasts of record profits, yet are still denying the "Ramp Agents" the decency of a fair wage increase. Union involvement is decreasing across the nation, allowing companies to reward Management and take from those of us who represent the Company to our Customers. Stand up for each other and yourself by giving just a little time in person at a meeting or event. The Union Representatives deserve our support after all the time they donate; can't we just donate a little bit in support? It is OUR Union and we MUST SUPPORT those who fight for US!

Improved TWU Local 556 iOS App Now Available



Josh Rosenberg is an Oakland-based Flight Attendant, Shop Steward and serves as a Leader of the TWU Local 556 Contract Action Network (CAN).

Are you familiar with the TWU Local 556 iOS App? Most of us know it as a way to quickly search the Contract from our phones. Did you know that's only one of its great features? With the wealth of information that the TWU Local 556 App has to offer, every Flight Attendant should take the time to explore it. It's a great resource to have and be familiar with.

The Contact section has most of the phone numbers and email addresses you'd ever need. The phone number to the Union Office is there, along with all the Bases, CISM and even a link to the Lands End Website.

The News section has all the recent happenings and important info from TWU Local 556. Also included are links to videos and even Unity Update. There may be a chance you're reading this from the actual app itself!

One of the newest features is the Duty Day Calculator. It's as simple as entering in your "Report" and "Block In" time for the current day, and "Report Time" for the following day. All the pertinent info regarding Premium Pay and Crew Rest will be given to you automatically.

To login to the app simply use your employee number and the same password as you do to get on to www.twu556.org. If it is your first time logging in to the Union Website or App, try your date of birth (MMDDYYYY) as the password.

Having trouble? Go to twu556.org and try to login. If your password is incorrect, you'll be directed to a "Lost your password?" link and given a chance to create a new password.

One more great thing about the app... It's FREE!

Available for iOS devices in the App Store. While not available yet, an Android version is being developed and will be available soon.

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

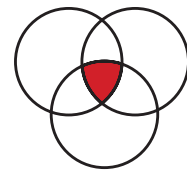
DALLAS

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

Application Process for Critical Incident Stress Management (CISM) Team Extended

The Inflight CISM Team has extended the deadline for all new CISM Team Member applications to January 7, 2014. Please fill out the [application](#), save it as a PDF and scan to cism@twu556.org.

If you have any questions please contact CISM Chairperson Eileen Rodriguez at cism@twu556.org



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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 Hinkley, Mark Hoewisch, Trish Krider, Denny Sebesta, Matt Fearey, Kelly Lane, Brandon Hillhouse, Rachel Brownfield, Eden Hiatt, Manny Ozaeta, Barbara Fitzhugh, and Terri McCaffrey

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