



OCTOBER 20, 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.

Despite there being no official sessions scheduled at the bargaining table between October 2 and October 13, the TWU Local 556 and Southwest Airlines Inflight Negotiating Teams (NT) continued to negotiate. Your NT presented proposals on Article 21 (Compensation), Article 22 (Expenses) and Article 30 (Profit Sharing & Retirement) to Management. Both sides also exchanged proposals on Article 11 (Reserve).

Your NT returned to the bargaining table during a two-day bargaining session on October 13 and 14, hosted at Southwest Airlines Company Headquarters in Dallas. Management presented additional information that we had requested regarding Article 16 (Sick Leave/On-the-job Injury). We continued dialogue regarding the Union's proposal on Article 22 (Expenses). Management submitted a counter proposal to Article 11 (Reserve) and we believe that both parties are now very close to an agreement. Both teams engaged in spirited and passionate debate about the proposed changes to Article 24 (General & Miscellaneous); we expect that Management will submit a counter proposal during Monday's bargaining session.

I am pleased to report that your NT has reached a Tentative Agreement (TA) with Management on Article 23 (Insurance Benefits), which incorporates language previously agreed to in Side Letter 10. We now have TAs on 21 out of the 34 Articles in our Contract. All of the remaining thirteen Articles in our Contract are now "open" and in discussion.

TWU Local 556 will host the next scheduled bargaining sessions with Management at the Union Office on October 20 and 21. We will resume discussions regarding Article 8 (Hours of Service) and Article 9 (Additional Flying). Our Contract Ne-

gotiations will continue to narrow in focus towards compensation and items tied to compensation. Both the Union and Management's economists continue to "cost out" and analyze the financial impact that the proposed changes to the Contract will entail for Southwest Airlines.

I remain cautiously optimistic that we will soon reach a TA on a Contract that will recognize the hard work of our Flight Attendants, reward them for their contributions to the success of our Company, yet enable Southwest Airlines to continue to grow and prosper for years to come.

Thank you for your support.

In Solidarity,

Audrey Stone

TWU Local 556 President and Lead Negotiator

A Note about the Family and Medical Leave Act (FMLA)



Alice Hinckley is a Dallas-based Flight Attendant and serves as the TWU Local 556 Leave Specialist

When you open an FMLA claim, check your Southwest Airlines Company email daily. If Management needs additional information to process your FMLA paperwork, the request will be emailed to your Company email. Whether your claim is pending or approved, you must go online and electronically submit your FMLA within 48 hours of returning to work. As a good rule of thumb, immediately after calling out sick, go online and submit your FMLA paperwork. Go to *inflight>forms>intermittent fmla*. You will need to input your claim number and the start and end dates of your illness. If you call out sick and do not submit your claim, and you complete your next trip without submitting it, you will accumulate points.

As always, the Union is here to help you navigate the leave process. Please do not wait until you are in point trouble before reaching out for assistance. My direct number is 214-640-4350. My email address is ahinckley@twu556.org



Breast Cancer awareness

Because It Matters



PREVENT Breast Cancer

GET TESTED

the sooner the better
breast cancer is second most
common among american women,
with skin cancer being the first

five ways to help fight breast cancer

1. volunteer your time
2. take part in research
3. make your voice heard
4. participate in making strides
against breast cancer
5. take charge of your health

www.cancer.org



Contract Quickies!

Brandon Hillhouse is a Dallas-based Flight Attendant and a Member of the TWU Local 556 Grievance Team and Negotiating Team.



Contract Article 25: Health and Safety

- The Vice President of Inflight Services or her/his designee agrees to meet with the Union's Health Coordinator and Safety Coordinator on a monthly basis to discuss issues relating to Flight Attendant's health and safety, including but not limited to, regulatory compliance issues and Company and FAA required training.
- Flight Attendants shall be provided safe equipment, working areas, and working conditions.
- The Committee will review all job related Flight Attendant accidents, illnesses and Hazard Reports and will issue written recommendations, which will be considered by the Company.
- The Company will inform Flight Attendants of potential environmental hazards.
- All stations shall be equipped with proper equipment, and personnel trained and qualified to assist Crew Members to clean up bodily fluids. If the Flight Attendant determines the risk level to be high, or if she/he encounters an extremely large spill of blood or bodily fluids, cleanup will not be the responsibility of the Flight Attendant; instead, prescribed Company procedures will be followed to arrange for cleanup of aircraft and disposal of waste.
- In the event that a Flight Attendant is exposed to a communicable disease or bodily fluids while on duty, the Company will offer testing and treatments recommended by appropriate governmental health care agencies at no cost to the Flight Attendant.

Welcome Dallas Domicile Executive Board Member Andrea Garnett!



The TWU Local 556 Executive Board is pleased to announce the appointment of Andrea Garnett to serve as the new Dallas Domicile Executive Board Member, per the TWU Local 556 Bylaws. Andrea has been a Southwest Airlines Flight Attendant since June of 1994.

In 2012, Andrea was elected to serve as a Shop Steward in the Dallas Base. This summer, Andrea stepped up to serve the Dallas Membership as a Leader of the Negotiating Team's Contract Action Network (CAN).

The Executive Board is excited that Andrea has accepted the appointment and looks forward to working alongside her, serving the Members of TWU Local 556, representing the Flight Attendants of Southwest Airlines: the best in the industry!

"Claim at Gate" for Crew Bags

According to the Southwest Airlines Ground Operations Manual, Section 4.7.5 (Crew Member Travel), "If there is not enough space to accommodate a deadheading or commuting Crew Member's carryon baggage, the Operations Agent should check the baggage with a Claim at Gate tag. Upon arrival at the destination, only Pilots with a Southwest Airlines badge and a Security Identification Display Area (SIDA) badge issued in that city displayed may retrieve Claim at Gate baggage on the ramp. Flight Attendants and Pilots who do not have a SIDA badge issued by that city may not claim their bags on the ramp and should wait for the Operations or Ramp Agent to retrieve their items."

Flight Attendants are encouraged to email Cuyler Thompson at cthompson@twu556.org with detailed flight information should they experience any problems.



unity
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