



NOVEMBER 5, 2014

# unity update

Your bi-monthly  
Unity supplement

## 1<sup>st</sup> Vice President's Message



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

This is my favorite time of the year. Football season is in full swing, basketball season has just begun, the weather gets colder, and the holidays are just around the corner. The holidays for some are a very exciting time of the year to reconnect with friends and family.

For others, they can create a very tough time to deal with. We as Flight Attendants have the best job in the world. At times however, it can be very lonely. As our work group surpasses the 12,000 Member mark, now more than ever your chance of flying with new Co-workers is very likely; obviously flying with someone you do not know makes it more challenging to read their mood or understand their personality. That is why I ask that each and every one of us look out for one another, especially during the holidays. There are many resources out there to utilize if you encounter a fellow Flight Attendant who is going through a rough time. There is Critical Incident Stress Management (CISM) and the Flight Attendant Drug and Alcohol Program (FADAP) that can both be anonymous referrals. You can remind them of the ability to call Clear Skies. When in doubt you can always contact the Union Office too. Although the staff may not be able to help you directly, they can send you in the right direction.

While President Audrey Stone continues to stay busy with Negotiations, I have had the privilege of working with TWU Local 556's Grievance Chair **Becky Parker**. I had the opportunity to sit in on the new Board of Adjustment Panel training she conducted back in August. I was 3<sup>rd</sup> Chair in two separate Board of Adjustments that she presented. I, along with Becky and Grievance Team Member **Barbara Fitzhugh**, have been meeting monthly with Southwest Airlines Inflight Labor Relations group for our Grievance Meeting. This is when we sit down and discuss the grievances currently active and try to find resolution. The three of us have also been meeting with the Scheduling Department to address scheduling issues that come up. I can honestly say these meetings have been so beneficial in addressing the Membership's concerns that are brought to our attention.

In closing, I would like to give a big "shout out" to you, the Members of TWU Local 556. I saw some amazing and creative costumes you wore while working on Halloween. I think you all out did yourselves! Thank you for continuing to keep the Culture alive here. As always, it is an honor and pleasure representing you as the 1<sup>st</sup> Vice President.

*Todd D. Gage*



Of the 12,504 Flight Attendants at Southwest Airlines, 23% of them (2,859) are men. On average, men die at a significantly younger age than women do. The average life expectancy for American men is almost five years less than women (presently 76 compared to 81). However, there is no biological reason for this. The reasons for the poor state of men's health in America and around the world are numerous and complex.

From Movember's perspective, the reasons for the poor state of men's health include:

- Lack of awareness and understanding about the health issues men face
- Men not openly discussing their health and how they're feeling
- Reluctance to take action when men don't feel physically or mentally well
- Men engaging in risky activities that threaten their health
- Stigmas surrounding both physical and mental health

Movember aims to change the face of men's health and reverse this way of thinking by putting a fun twist on this serious issue. Using the mustache as a catalyst, we want to bring about change and give men the opportunity and confidence to learn and talk about their health more openly and take action.

Donate to the TWU Local 556 Team of Mo Bro's and Mo Sista's here: [monetwork.co/TWU](http://monetwork.co/TWU)

In November, we encourage Members of TWU Local 556 to support Movember and men's health by exercising your right to grow your mo! Show off your mustache by submitting your photos. [Click here to upload](#), or you may email your photos to [communications@twu556.org](mailto:communications@twu556.org). Pictures submitted can be viewed on the TWU Local 556 Website.

# Negotiating Team Video Update



Your Negotiating Team (NT) just wrapped up another three days at the bargaining table with Southwest Airlines Management last week. As expected, talks last week became tense at times as we delved deeper into issues revolving around economics. Even though both sides remain a good distance apart on some of the major issues, I am happy to report some movement by Management—but not enough.

I have made clear to Management that we will not settle for anything less than fair wages and work rules for the hardest working Flight Attendants in the industry. Our Team fully understands the current aviation market, where we rank within the industry, and the future vision of Southwest Airlines. We spent many hours last week with both our Economist and Strategic Advisor, and we are confident that our requests are reasonable.

The two Negotiating Teams will meet again on November 18, 19, 20 and December 1, 2, 15 and 16. It is my hope that Management's Team will use the time between now and then to review and consider our positions presented last week. I remain committed to bargaining in good faith and representing the voice of you, the Membership of Transport Workers Union Local 556.



[Click here to watch a short video from TWU Local 556 President and Lead Negotiator Audrey Stone.](#)

I want to thank you all for your support and continued commitment during these negotiations. It is important now, more than ever, for us to stand united and strong, and continue to show Management each and every day why we deserve another industry-leading Contract.

In Solidarity,  
Audrey Stone

## Personal Illness Note (PIN) Black Out Dates

A Personal Illness Note (PIN) may not be utilized to excuse an absence that falls on any of the Black Out Dates listed in our Contract Article 32.5.b.v. (Attendance Policy). In order to use a PIN to excuse their illness, a Flight Attendant must not be scheduled to work on any day of their pairing during the following Black Out Dates this quarter:

- Thanksgiving Day (November 27)
- The Friday after Thanksgiving Day (November 28)
- Christmas Day (December 25)
- New Year's Eve (December 31)

A PIN may be used for sick call(s) before and/or after a Black Out Date, as long as the pairing the Flight Attendant called in sick for does not encompass the actual Black Out Date.

### Example:

Flight Attendant reports sick on Dec 20, 21, 22 (three-day pairing) and 26 (turn): the Flight Attendant was scheduled off Dec 23, 24, and 25. A PIN may be used in this situation because the pairings did not fall on the actual Black Out Date.

| November 2014 |        |         |           |          |        |          |
|---------------|--------|---------|-----------|----------|--------|----------|
| Sunday        | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|               |        |         |           |          |        | 1        |
| 2             | 3      | 4       | 5         | 6        | 7      | 8        |
| 9             | 10     | 11      | 12        | 13       | 14     | 15       |
| 16            | 17     | 18      | 19        | 20       | 21     | 22       |
| 23            | 24     | 25      | 26        | 27       | 28     | 29       |
| 30            |        |         |           |          |        |          |

| December 2014 |        |         |           |          |        |          |
|---------------|--------|---------|-----------|----------|--------|----------|
| Sunday        | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|               | 1      | 2       | 3         | 4        | 5      | 6        |
| 7             | 8      | 9       | 10        | 11       | 12     | 13       |
| 14            | 15     | 16      | 17        | 18       | 19     | 20       |
| 21            | 22     | 23      | 24        | 25       | 26     | 27       |
| 28            | 29     | 30      | 31        |          |        |          |

# Flight Status Notifications



Cuyler Thompson is an Oakland-based Flight Attendant. Cuyler serves as the TWU Local 556 Recording Secretary and Communications Committee Chairperson.

According to Article 8 (Duty Limitations), Section E of our Contract, *“The Company will make available via electronic means (text messaging and email) the status of flights for the current day. When a scheduled departure is delayed over two (2:00) hours, or canceled, the*

*Company will notify the Flight Attendant by electronic means (text messaging or email as designated by the Flight Attendant). The Flight Attendant may also contact Crew Scheduling to determine whether to remain at home or the hotel, or proceed to the airport. If the Company fails to notify such Flight Attendant as stated above, each Flight Attendant will be compensated an additional two (2.0) TFP.”*

## How do I sign up to be notified via electronic means if my first flight of the day is delayed?

Until other electronic means is developed, you can be notified of a flight delay(s) by utilizing southwest.com, as our Passengers currently do. If you sign up and are not notified that your flight is over two (2) hours late, you will be paid 2.0 TFP.

To receive electronic updates regarding a flight via text or email, follow the instructions at southwest.com or follow this link: <http://www.southwest.com/flight/flight-notification-subscribe.html> to register your flights. You should then receive electronic flight status notifications. If your flight is more than two hours late and you do not receive electronic notification, call the Union Office at 1-800-WOW-SWFA (800-969-7932) to speak with a Member of the Grievance Team.

## What should I do if I am notified electronically that my flight is over two (2) hours late?

You can either call Scheduling who may allow you to remain at the hotel or home and give you a new report or check-in time, or you may simply report at your scheduled time.

## If my flight is running over two (2) hours late and I call Scheduling, am I guaranteed the choice to stay at the hotel or at home?

No.

### Flight Status Notification

[Create Notification](#)[View or Edit Notification](#)

Sign up for ONE TIME flight status messaging for your domestic U.S. or international itinerary, and we'll send you the latest arrival and departure information via e-mail or text.

**Important Note:** Flight status messaging is the only automated way to receive updates via e-mail or text for international itineraries at this time.

Please read the [Conditions of Use](#) prior to subscribing.

**\*Required**

|                                                                            |                                                                                            |
|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| <b>Flight Information:</b>                                                 | <b>Send Notification By:</b>                                                               |
| <input type="radio"/> Arrivals <input checked="" type="radio"/> Departures | <input type="radio"/> E-mail <input checked="" type="radio"/> Text (standard rates apply)* |
| *Flight Number<br>1234 <small>Lookup Flight Number</small>                 | *Phone Number (US Only)<br>( 800 ) 969 - 7932                                              |
| *Departure Date<br>11/05/2014                                              | <b>Alert Schedule:</b>                                                                     |
| *From:<br>Dallas (Love Field), TX - DAL                                    | *Remind Me<br>4 hours before                                                               |
| *To:<br>Oakland, CA - OAK                                                  |                                                                                            |

\*Note: Southwest Airlines will notify you via text messaging. Message and data rates may apply. Message delivery occurs in the same time zone as the arrival or departure for which you requested notification.

**Travel Tip:**  
Charges on the Fly  
If your flight has been delayed or disrupted, you can easily change your reservation online or on your phone with no change fees (applicable fare difference may apply).

Submit

**unity**  
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#### TWU Local 556

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