



SEPTEMBER 5, 2015

unity update

Your bi-monthly
Unity supplement

1st Vice President's Message



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

I would like to start by congratulating our newly elected Shop Stewards. We had 292 elected during the last round of Membership Meetings. This is the largest group we have ever seen. It's very exciting to have so many Flight Attendants offer to serve the ever-growing Membership of TWU Local 556. All Shop Stewards, whether veterans or first-timers, will have the opportunity to attend Shop Steward Training later this month. The role of a Shop Steward is such an important piece of the success of our Union. I look forward to working with you all.

As summer comes to an end, I would like to thank all of you for your professionalism and patience through the crazy weather delays, re-schedules and/or hot aircraft. We thank you for your feedback. Please know that with the information that you have provided us, we have continued to address your concerns with Southwest Airlines Management. In fact, next week we will be meeting with Inflight Scheduling to address a long list of issues that have occurred within the past few months that you have brought to our attention.

I wish you all a happy Labor Day.

2nd Membership Meeting of 2015

Three hundred and thirty-seven Flight Attendants attended the 2nd Membership Meeting of 2015, held in all Inflight Bases, August 17-21. Members present at the Meeting discussed the failed Tentative Agreement (TA) with a Negotiating Team (NT) Member(s), and offered suggestions and ideas regarding how to proceed when the NT returns to the bargaining table with Southwest Airlines Management.

During the Meeting, Members nominated 292 of their Union Sisters and Brothers to serve as TWU Local 556 Shop Stewards, and offered 64 motions to amend the Local's Bylaws.

Thanks to all of those who attended the Meeting, we look forward to seeing you again this fall at the 3rd Membership Meeting of 2015, expected to be held in November.

Professional Standards "Open Call" for new Committee Members



Kurt Beggs is a Houston-based Flight Attendant and serves as the Chairperson of the joint TWU Local 556/Southwest Airlines Professional Standards Committee.

Professional Standards is looking for qualified Flight Attendants to join our growing Team of conflict resolution specialists. We are looking for Flight Attendants that are truly interested in working to improve our work place through direct interaction with Co-workers. Professional Standards has gone through an extensive "redo" in virtually all aspects of how it has operated. We are excited about new and enhanced ways for us to assist Southwest Airlines Flight Attendants in a more active and defined manner.

Professional Standards is an industry-wide program that allows trained volunteer Flight Attendants to assist Co-workers with conflict resolution in order to promote a safer working environment through improved Crew Resource Management (CRM). Professional Standards attempts to resolve duty-related conflict, thus improving CRM and making safety our number one priority. It is a confidential service.

Professional Standards is supported and funded by TWU Local 556 and Southwest Airlines Inflight Management.

If selected to be on the Committee, you will complete a one-day group training, scheduled to be held in February 2016. Completion of training is required to serve on the Committee.

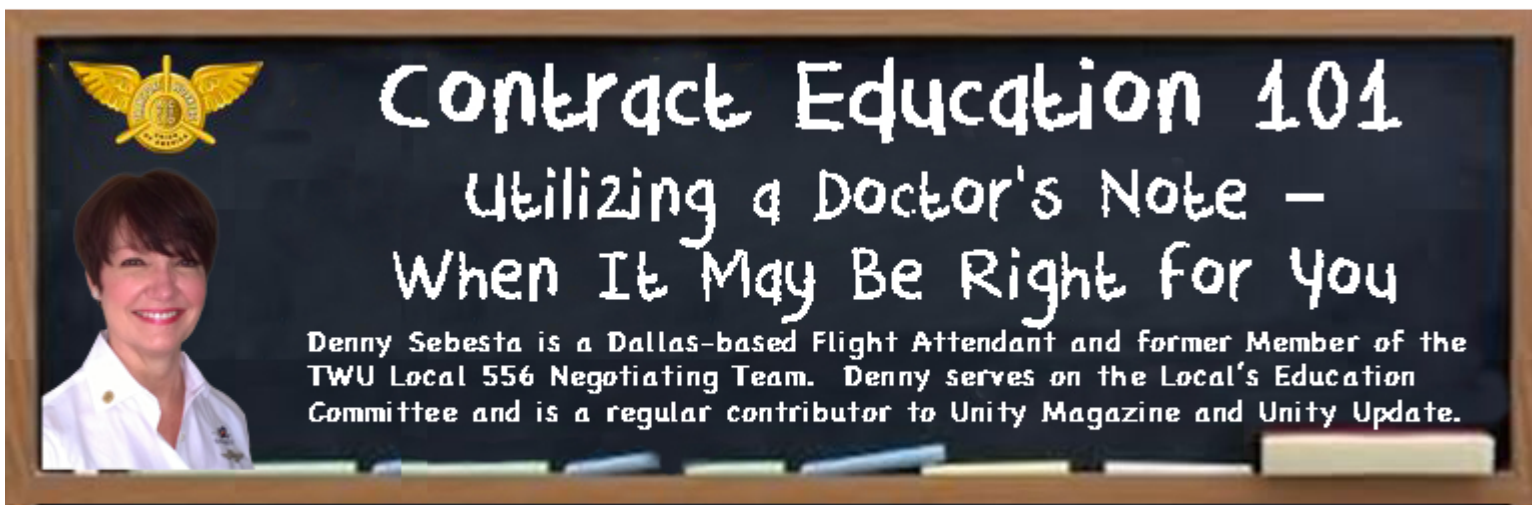
You can read more about what Professional Standards is and how it operates by visiting www.twu556.org and click on: Committees>Workplace Tools>Professional Standards.

Applications will ONLY be taken online and can be submitted using the online application at www.twu556.org and clicking on the "Professional Standards Online Application" link.

The deadline for application submission is October 15, 2015.

Thank you for your interest.





There are two types of notes that you may utilize to excuse an absence for your own illness or injury (except OJI), which are outlined in our Contract language under Article 32 (Attendance Policy). One is referred to as a Doctor's Statement and the other is a Personal Illness Note (PIN). For easy comparison, think about it this way: at times, an illness or injury may need medical attention that could force you to be off work for a longer period of time, or if you think you are feeling better, go to work and then, have a relapse. This is when you would likely want or need to seek medical care to help you fully recover. A Doctor's Statement can help you avoid accumulating attendance points that could lead to discipline which, in turn, may give you some piece of mind so you can focus on your health and recovery.

This article will explain when a Doctor's Statement (Doctor's Note) may be the better option to cover your sick call, as well as other important information when utilizing it. Since most refer to it as a Doctor's Note, that is how it will be identified below.

What information is required on a Doctor's Note?

1. Date(s) of illness/injury
2. Dates(s) of treatment
3. Date Employee can return to full duty
4. If applicable, connection to other illness or occurrence that would constitute a Single Continuous Occurrence (Doctor's statement indicating the absences are related)
5. Doctor, Nurse Practitioner, or Physician Assistant signature

NOTE: No diagnosis is required.

How often can a Doctor's Note be used?

A Doctor's Note may only be used *one time per quarter* to remove any points associated with a sick call. However, you have the ability to link a Doctor's Note to a single continuous occurrence in two ways: either return to work and fly and/or sit Airport Standby between sick calls, or your sick call is not broken by returning to work.

NOTE: A PIN may be used in lieu of a Doctor's Note and other conditions must be met to link to a Doctor's Note with a PIN.

How many days does a Doctor's Note cover?

A Doctor's Note will cover up to fourteen consecutive days (a PIN covers seven consecutive days). This is very important to know: you begin counting the fourteen days the first day **AFTER** the last day of the initial sick call (PIN starts counting from the first day of the initial sick call).

Example of Continuous Sick Call covered by Doctor's Note:

This scenario shows multiple pairings with no flying and/or APSB in between; begin counting on July 18 to calculate the fourteen consecutive days. A Doctor's Note will cover the entire sick call.

28	29	30	1 Jul	2	3	4	5	6	7	8	9	10	11
12	13	14	15	16	17	18	19	20	21	22	23	24	25
			SLPA				Day 1			SLPA			
26	27	28	29	30	31	1 Aug	2	3	4	5	6	7	8
			SLPA		Day 14								

Example of linking two Doctors Notes as a Single Continuous Occurrence:

In this scenario, both sick calls fall within the fourteen-day time line (calculation begins on July 18). You must turn in the Doctor's Note for the *first sick call* prior to or on the next scheduled pairing, which begins July 19. To link the *second sick call* to the first one, you must submit a separate Doctor's Note verifying the sick calls are connected. The second Note must be turned in prior to, or on the next scheduled pairing, OR within seven working days (excluding Saturday, Sunday or Holidays) after the ending of the last sick call, whichever is earlier. To calculate the seven working days, begin counting the day **AFTER** the last day of absence, which is July 25 in this scenario.

28	29	30	1 Jul	2	3	4	5	6	7	8	9	10	11
12	13	14	15	16	17	18	19	20	21	22	23	24	25
			SLPA				Dr. Note			SLPA			
26	27	28	29	30	31	1 Aug	2	3	4	5	6	7	8
							Dr. Note			Dr. Note			

- 1st Dr. Note must be turned in before end of this pairing.
 2nd Dr. Note due no later than the August 4.

Are there Blackout Dates for using a Doctor's Note?

No. Only a PIN has blackout dates. A PIN cannot be used to cover any portion of a pairing or Reserve block that includes a blackout date.

What is the timeline to turn in a Doctor's Note?

Single Continuous Occurrence – This is a continuous sick call that could include multiple pairings; there is no flying and/or Airport Standby in between the sick calls. The Doctor's Note must be submitted within seven working days (exclude Saturdays, Sundays and Holidays) after the ending of the last sick call, or prior to the next pairing, whichever is earlier. To calculate the seven working days begin counting the day AFTER the last pairing of the sick call. Remember, this may cover up to fourteen consecutive days (calculated from the first day after the initial sick call).

Multiple Sick Calls with Flying and/or Airport Standby (APSB) Assignment – There are two separate Doctor's Notes required in order to link all sick calls that fall within the fourteen days. The first Doctor's Note must be submitted prior to or on the next scheduled pairing or APSB assignment. The second Doctor's Note must be submitted prior to or on the next scheduled pairing, OR within seven working days, (exclude Saturday, Sunday or Holidays), after the ending of the last sick call, whichever is earlier. The seven working days begin counting the day AFTER the last day of absence.

How do you submit a Doctor's Note?

In our current Contract, there are provisions outlined under Article 32.4 – Attendance Policy (page 152 hard copy) that strongly encourage a Flight Attendant to turn in a doctor's state-

ment directly to their Supervisor to avoid misunderstandings, as well as the Supervisor's obligation to determine the Doctor's Note acceptability at that time and inform the Flight Attendant. If the Supervisor does not tell the Flight Attendant at that time that the Note is unacceptable, the Doctor's Note is deemed to be acceptable. You have the right to utilize this provision, or may submit your Doctor's Note through the Attendance and Leave department. However, if you submit your Doctor's Note to the Attendance and Leave department you will not receive immediate notification if your Doctor's Note is deemed unacceptable. It is your responsibility to check your CWA messages for any notification from the Attendance and Leave department concerning the Doctor's Note being unacceptable. If your Doctor's Note is deemed unacceptable, you will be responsible for submitting a new one as outlined in Side Letter 5 in the Contract – “within 7 working days (exclusive of Saturdays, Sundays, and Holidays from the date the Company notified the Flight Attendant of the Doctor's Notes unacceptability, or within 5 calendar days from the termination of her/his next scheduled pairing, whichever is earlier.”

How can a Doctor's Note help in other situations?

If you have already used your Doctor's Note or PIN in a quarter, but it's necessary to call out sick again, you may submit a Doctor's Note to ensure the MAXIMUM number of points you accrue is no more than 2½ points. For example, you already used a Doctor's Note for the quarter but, you become ill and need to call in sick again, missing two 3-day pairings: by submitting a Doctor's Note, the maximum points you will accrue for both is 2½ versus accruing ½ point for each day that would equal 3 points without the Note.

Suicide Prevention Awareness



Matt Hettich is an Oakland-based Flight Attendant and serves as the Oakland Domicile Executive Board Member.

National Suicide Prevention Week: September 7-13. World Suicide Prevention Day: September 10.

According to the Centers for Disease Control, suicide takes the lives of over 38,000 Americans every year and there is approximately one death by suicide in the US every thirteen minutes. However, suicide is preventable.

During National Suicide Prevention Week, Domicile Executive Board Members, Shop Stewards, and Members of Critical Incident Stress Management (CISM) are teaming up to talk about the issue of suicide prevention and awareness. We are promoting various resources that are available to TWU Local 556 Members and their families, and making sure that Flight Attendants know that their Union Sisters and Brothers are always here to listen. If you or someone you know is in crisis, the Suicide Prevention Hotline is there for you and so are we.



CISM: (800) 408-3220

Nation Suicide Prevention Hotline: (800) 273-TALK

TWU Local 556 Emergency Officer On-Call (available after hours, 365 days a year): (214) 640-4300

TWU Local 556 Celebrates Labor Day



Lori Lochelt is an Oakland-based Flight Attendant and serves as the Chairperson of the TWU Local 556 Civil and Human Rights Committee (CHRC).

Labor Day, the first Monday in September, is a creation of the Labor Movement and is dedicated to the social and economic achievements of American Workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well being of our country.

The 2015 AFL-CIO Labor Day theme is “Working for a Better Life,” in recognition of all hard-working people who keep the economy moving. It is a celebration of the contributions of Labor and the struggles to keep up with changing economic times, during which we have seen corporate interests take precedence over the concerns of working families. Unions and other Labor Movements as well as civil rights organizations continue to push for a more fair and just economy.

The first Labor Day holiday was celebrated in New York City on Tuesday, September 5, 1882, in accordance with the plans of the Central Labor Union. The Central Labor Union held its second Labor Day holiday just a year later, on September 5, 1883.

In 1884, the first Monday in September was selected as the holiday and the Central Labor Union urged similar organizations in other cities to follow the example of New York and celebrate a “workingmen’s holiday” on that date. The idea spread with the growth of Labor organizations, and in 1885, Labor Day was celebrated in many industrial centers of the country.

On May 4, 1886, protesters in Chicago gathered to demand an eight-hour workday. Toward the end of the day, a peaceful demonstration devolved into violence when a bomb was hurled toward the police, killing one officer instantly and injuring others. The police

responded by firing into the crowd, killing a still undetermined number of people. The incident enraged Labor activists but also fueled fears in America that the Labor Movement had become radicalized, prompting a crack-down on Labor groups.



The bomb thrower was never identified, but four people were hanged for their alleged involvement. This now famous incident is known as the Haymarket Affair. Subsequently, Union leaders and socialists declared May 1 as International Workers’ Day to commemorate the protest demanding less work and more pay and to honor the loss of lives in the ensuing riot.

Through the years, the nation gave increasing emphasis to Labor Day. The first state bill to become law was passed by Oregon on February 21, 1887. By 1894, 23 other states had adopted the holiday in honor of Workers, and on June 28 of that year, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and the territories. Labor Day is a celebration of the dignity of work and workers as well as a nod to Labor Unions.

The aviation industry is one of the most heavily unionized work forces. In the private sector transportation industry, around 20% of Employees are in a Union as compared to the 11% of overall employed population. Most Flight Attendants are in a Union. Seventy years ago, the first Airline Stewardess Association was formed and on February 5, 1975, the Flight Attendants of Southwest Airlines became certified as a unionized workforce. The first Collective Bargaining Agreement was negotiated later that year. Southwest is now the most unionized airline in the United States.

We honor and celebrate our fellow Union Members and Workers everywhere on this Labor Day!



TAKE ACTION!

Tell the Department of Labor to strengthen protections for people working overtime hours:
<http://labor-day-2015.hq.afl-cio.serenity-v1.aflcio.org/#!/take-action>

To find an AFL-CIO Labor Day event:
<http://labor-day-2015.hq.afl-cio.serenity-v1.aflcio.org/#!/events>



Pride at Work

Michael Broadhead and Jim Volpe are Phoenix-based Flight Attendants and Members of TWU Local 556.



Thom McDaniel, Jim Volpe, and Michael Broadhead at the P@W Convention

Pride at Work (P@W) is a national Labor organization and AFL-CIO constituency group with the mission of ensuring that members of the lesbian, gay, bisexual, and transgender (LGBT) community have contractual language for workplace issues relative to discrimination.

In the aftermath and now backlash of the June 2015 Marriage Equality ruling of the Supreme Court, few realized that the day after a couple gets married legally they can be fired legally in over 29 states. You get married, put up pictures on Facebook, come to work the next day, put a picture of your spouse in your workplace and sign up your spouse for insurance. Then your employer fires you, legally, simply because of who you are. It is yet another realization of the great disparity and unfair reality faced by those in the LGBT community. Ask yourself this question if you are not LGBT: *When was the last time you feared losing your job just for being you? When was the last time getting married got you or your loved one fired?*

In March of this year, Phoenix Flight Attendant Jim Volpe began to look further into the organization of "Pride at Work AFL-CIO" and realized

there was no chapter in Arizona. By volunteering literally hundreds of hours of his time, money and resources, Jim was successful in recruiting the qualifying membership from a broad spectrum of multiple Union/Non-Union members to join, and the official "Charter" was granted in June 2015.

During this organizing process, it was learned that P@W was holding its triennial convention in Orlando, Florida on August 26-29. Lori Lochelt, Chairperson of TWU Local 556 Civil & Human Rights Committee (CHRC), submitted a request to the TWU 556 Executive Board to fund participants. The Board agreed to fund three participants: Jim Volpe, newly elected Pride at Work-Arizona Chairperson, Atlanta-based Flight Attendant Amy Davis, and Oakland-based Flight Attendant and Shop Steward Eric Hironymous. The Arizona AFL-CIO generously offered to sponsor an additional participant, Phoenix-based Flight Attendant Michael Broadhead, newly elected Pride at Work-Arizona Co-Chairperson. In addition, TWU International supports P@W as a national constituency group and sent Houston-based Flight Attendant Thom McDaniel, which brought the TWU Local 556 participants to five.



Jim Volpe with Stuart Appelbaum, President of Retail, Wholesale and Department Store Workers Union (RWDSU)

The convention included more than thirteen guest speakers, three panel moderated discussions, eight workshops, one work action, one working lunch and a final awards banquet in addition to voting on Board Members and conducting general business. Over 300 people attended the convention; a record attendance for the twenty-year-old organization.

Some of issues covered included model contract language for LGBT, media use, transgender issues, livable wage, as well as in depth examples of organizations and Unions working to improve protections of LGBT.

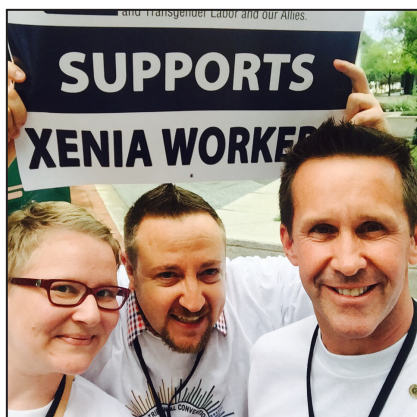
In addition, on Thursday afternoon, P@W convention attendees participated in a protest for Xenia workers who are trying to form Unions to negotiate fair contracts. Xenia manages a group of boutique hotels and is very anti-Union.

Prior to the Arizona P@W Chapter receiving an official charter, Jim Volpe was instrumental in updating discrimination language to include gender identity for TWU Local 556 Flight Attendants in the Collective Bargaining Agreement through our Contract Negotiations. This issue was a huge point of discussion at the convention. We are also communicating with TWU International President Harry Lombardo to ensure that TWU International has current and evolved Contract language to reflect all changes in LGBT issues.

P@W-Arizona has been busy at work since its inception in June 2015. Actions taken thus far include creating a Facebook page and website, holding our first official meeting and electing officers, and writing and ap-



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Amy Davis, Eric Hironymous, and Thom McDaniel protesting with Xenia workers



proving bylaws. In addition, P@W-Arizona is participating in efforts to help Olympic athlete Greg Louganis on an organized national petition sent to General Mills Cereal company asking to place Greg on a box of Wheaties. We are also seeking support for Daldon Maldonado, the high school senior starting center on his basketball team that came out earlier in the year and was somehow omitted from his high school yearbook pictures. We have reached out to the Magic Johnson Foundation, Southwest Airlines and the Ellen DeGeneres Show for support on this.

Pride at Work-Arizona invites our Members to participate in two scheduled community events: The Arizona Aids Walk in Phoenix on Sunday October 25, and in Tucson on Sunday October 11, and the Arizona Animal Welfare League "Walk to Save Animals." Please check the Website or Facebook page for details.

Pride at Work-AZ Website: <http://www.prideatworkaz.org/>

Facebook: <https://www.facebook.com/prideatworkarizona?fref=ts>

Negotiating Team Update



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

On behalf of the 13,500+ Members, TWU Local 556 thanks those Flight Attendants who submitted a resume and/or letter of interest to fill one of the two vacant positions on our Negotiating Team. The TWU Local 556 Executive Board (EB) is currently reviewing the letters of interest/resumes and will interview all eligible candidates during the week of September 14-18. Our EB will then appoint two new Negotiators per Article IX (k) of the TWU Local 556 Bylaws, which states, "Any vacancy shall be filled by appointments of two-thirds (2/3rd) vote of the Executive Board. All Contract Negotiating Committee Members must be on the SWA Inflight seniority list for not less than a period of one (1) year at the time of the nominations."

unity
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TWU Local 556

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