



AUGUST 20, 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.

While the Tentative Agreement (TA) that was voted down less than a month ago has been (and remains) at the forefront of our minds, it is a busy time at TWU Local 556 for several reasons. I

am currently on the road, traveling to five domiciles to chair our 2nd Membership Meeting of 2015; 1st Vice President Todd Gage is currently on the road as well, chairing the other five Meetings this week. Per the TWU Local 556 Bylaws, during this round of Membership Meetings, nominations are being made for Members to serve on the TWU Local 556 Board of Election (BOE) Committee, nominations and elections for TWU Local 556 Shop Stewards are being conducted, and motions to amend our TWU Local 556 Bylaws are being made.

The elections for the BOE will take place at the 3rd Membership Meeting of 2015. This is also when we will vote on the proposed motions to amend our Bylaws. We have already seen a large number of Flight Attendants elected to serve as a Shop Steward in their respective bases, and I believe we are going to reach a record number. You will also see in Cuyler's article below that our TWU Local 556 Executive Board is assisting our new and returning Committee Chairpersons to build their respective Committees. I believe now, more than ever, is the time for good, strong Union activists to step up and get involved.

We all have a long road ahead of us, following the results of the vote on the TA. You voted, and we heard you: "this TA was not acceptable." Many of the Flight Attendants with whom I have spoken have heard me say that while the NT worked to address what we thought were the top priorities, we missed the mark. I recognize and own that. We are moving forward and will continue to gather your feedback by all means available, including surveys, phone calls, emails and one-on-one conversations. The NT began the first of many base visits last week. Once a full Negotiating Team is in place, we will continue to develop a comprehensive survey that our Members will have an opportunity to take. We will be scheduling additional base visits in the future, to hear from you directly. Your feedback is vital in defining our strategy and re-prioritizing the top issues.

I am committed to leading our NT as we return to the bargaining table with Southwest Airlines Management and will continue to honor my pledge to the Membership of TWU Local 556. As President and Lead Negotiator, I remain dedicated to serving my Co-workers. First and foremost, I am a Southwest Airlines Flight Attendant and will work under this Contract (I hope) for many years to come.

Now is not the time to let Management see us divided (and you know that they watch everything we do!). By standing together, we will get the Contract we deserve. Please put Unity first.



Negotiating Team Update

Last week, the two appointed Members of our TWU Local 556 Negotiating Team (NT) submitted their resignations. We thank **Paul Sweetin** and **Brandon Hillhouse** for their dedication and hard work for our Membership and Union. Paul and Brandon remain committed to our Union, as both have offered to work with the NT to ensure a smooth transition for their replacements. (Click to view [Paul](#) and [Brandon's](#) resignation letters).

The Executive Board is issuing an Open Call to all Members of TWU Local 556 who are interested in serving on the NT. If you are interested in filling one of the two vacated positions on the Negotiating Team, we invite you to submit a Letter of Interest and a resume to TWU Local 556 President and Lead Negotiator Audrey Stone at astone@twu556.org. Letters of Interest will be accepted August 17 through August 31. The Executive Board will meet in September to appoint Members to fill the vacant positions.



Although summer is coming to a close where we have seen many reroutes, delays and stranded Crews, it is always important to know your Contract, or know what resources are available to help answer your contractual questions. Here are a few points to remember:

- When talking with a Scheduler about an illegal duty day or Crew rest issue, ALWAYS phrase your question as “What are my options?”
- All Flight Attendants (Reserve and Lineholder) are subject to reschedule once she/he has checked-in.
- If one Flight Attendant must be rescheduled from a Crew, the Reserve is the first to be rescheduled. If no Reserves are on the Crew, the most junior Flight Attendant is rerouted first. If, for some reason, Scheduling does not reroute the most junior, call them to make the change. A more senior Flight Attendant on the Crew may also call to request the reschedule.
- Once on an overnight, Flight Attendants are not required to answer the phone or make the Company aware of her/his whereabouts.
- When experiencing a posted delay that exceeds four hours, you can contact Scheduling to request a hotel room (except when in a domicile). The call to Scheduling must be made while the delay still exceeds four hours.
- When experiencing a stranded or unscheduled overnight, don't hesitate to ask Scheduling all your questions. Since those situations happen infrequently, it is important to understand what happens (especially if you have another pairing that is affected by being stranded/unscheduled).

If you have further questions, contact the Union Office for assistance.



The TWU Local 556 Scholarship Program is proud to announce Dallas-based Flight Attendant **Brandon Hillhouse** and Chicago-based Flight Attendant **LaVonne Ward** as the recipients of the 2015 Paul Gaynor and Madeleine Howard Scholarships, respectively. The 2015 Scholarship Committee witnessed a highly competitive selection process as the Committee received a substantial number of applications. Congratulations to both Brandon and LaVonne and thank you to all the applicants who made this year's award process a successful one.



Lavonne Ward is a Member of TWU Local 556 and is attending Olivet Nazarene University, in Bourbonnais, Illinois, pursuing a degree in Business Administration.



Brandon Hillhouse is a Member of TWU Local 556 and a Member of the TWU Local 556 Grievance Team. Brandon is pursuing a graduate degree in Dispute Resolution at Southern Methodist University in Dallas, Texas.

TWU Local 556 Leadership Training and Orientation

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



On August 10, the Executive Board met with all of our Union's Committee Chairpersons in Dallas for a TWU Local 556 Leadership Training and Orientation. This important face-to-face meeting was designed to set your Union's leadership up for success as we discussed our policies, procedures and plans for the next three years.

During the Leadership Training and Orientation, we discussed:

- Confidentiality
- Working with Executive Board Liaisons
- Committee Budgeting
- Compensation for Union Work
- Trip Pull Procedures
- Timesheet Submission
- Monthly Executive Board Reports
- Expansion of our Committees*

*We discussed the Executive Board's plan to expand the involvement of the TWU Local 556 Membership on several of our Committees. We also discussed plans to increase the amount of communication from the Union's Committees to Flight Attendants. Committee Chairpersons will play a large part in the endeavor to provide more communications to our Members and involve more of them on our Committees.

There was a great open discussion regarding how all of the Union's nineteen committees can work together. For example, Members of the Mobilization/Organizing Committee, who will now be called, "TWU Local 556 Ambassadors," may as-

sist the Union's Civil and Human Rights Committee (CHRC) in an event in Chicago. The Critical Incident Stress Management (CISM) Committee may need the assistance of the Flight Attendant Drug and Alcohol Program (FADAP) Committee. The Ambassadors might assist the Health and Safety Committees with a Lounge Mobilization to promote awareness regarding the Aviation Safety Action Program (ASAP). Your TWU Local 556 leadership already does an excellent job of working together; however, this face-to-face meeting was an excellent opportunity for Members of the Executive Board and the Leaders of the Union's nineteen committees to discuss how to make it better for the benefit of Southwest Airlines Flight Attendants.

Atlanta-based Flight Attendant **Cordell Carter** was in the Union Office that day, taking photos of the Executive Board, Committee Chairpersons and Office and Grievance Team. You'll see examples of Cordell's beautiful work in this issue of Unity Update; Cordell's photos will be used in all Union Communications mediums including the Website, Facebook page, TWU556 Connect App, Unity Magazine and Unity Update. We offer a special thanks to Cordell for once again sharing his amazing skills and talent with the Membership.

The TWU Local 556 Executive Board and Committee Chairpersons are very excited about the next three years, and will strive to be the best possible leaders for our Membership as possible. Thanks to all of those who attended this important Leadership Training and Orientation, I appreciate your hard work for the Membership of TWU Local 556.

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