



AUGUST 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.

Dear TWU Local 556 Member,

First, I want to thank all of you who voted on the recent Contract Tentative Agreement (TA). Those of you who took time out of your busy lives to attend a Ratification Meeting heard me encourage Members to

exercise their voice and vote, whether it was a "yes" or a "no," and our Union's "Get Out the Vote" campaign was very successful. Your right to vote is a privilege as a Member of this Union and I am extremely proud of our high voter participation.

I realize that many of you have questions and concerns about what will be the next step in the process of our Contract Negotiations with Southwest Airlines Management following the failure of the TA. I am going to answer as many questions as I am able, and our Negotiating Team (NT) will continue to keep you apprised of what is going on.

After two years at the negotiating table, our NT believed that it was time for our Members to exercise their right to vote on the TA. The NT believed that we had gone as far as we could under the current dynamics in our negotiations with Management to address your top items and issues as identified by our initial Contract Surveys of the Membership, while minimizing changes that Management wanted to accomplish during these negotiations. After we reached a TA, we brought it before the TWU Local 556 Executive Board (EB), per our Union's Bylaws. A majority of our EB also believed that our Members should have the right to exercise their voice on the TA, so it was then presented to you for a vote.

Your NT has already begun the next step in the process, which is preparing to return to the negotiating table with Management. We are currently reviewing feedback gathered from face-to-face conversations between the NT, the Lounge Educators and Members during the voting period, as well as telephone conversations and email exchanges which have occurred since the vote closed. We are also planning for our NT to travel to your base to have direct conversations with you, face-to-face, to hear your thoughts and ideas on taking the negotiations to the next level. The schedule will be posted on our Website once complete. We will use this direct feedback to continue developing a new Contract Survey for our Members. I know you will all take the time to complete the survey, whether you voted for or against the TA. Based on the high voter turnout, I am confident you will all continue to make your voice heard.

As we move forward, our single greatest strength is Unity. The voting results show that we are definitely unified in that the TA was not acceptable for Southwest Airlines Flight Attendants. We must channel and build on that Unity as we return to the bargaining table

with Management. We must capitalize on our Unity and focus our passion against Management. Of course, corporate Management often counts on workers to turn against each other during these situations. We will not let that happen here at TWU Local 556.

Southwest Airlines is making more money than ever before. Our shareholders are happy, Wall Street is happy and based on our flight loads, our Customers are happy. However, I know that many of our Employees are not happy. I have spoken to many of you about your stress and concerns regarding where Southwest is headed, and the current poor morale of our Employees - I share your concerns. I know that everyone is tired of the reschedules and the operational issues that have plagued our airline over the last few years. While we worked to address this in the TA, I recognize that we missed the mark and that it wasn't enough.

I was elected to serve you as your President and Lead Negotiator, and it is my responsibility to lead the charge for Southwest Airlines Flight Attendants moving forward. I remain committed to each of you, and support all of our Flight Attendants, regardless of how you voted on the TA. Some members of Southwest Airlines Management would love to see us implode right now; it could allow for them to succeed at the bargaining table. I refuse to let that happen.

Our work as Union Leaders continues. Our EB meets next week for our regularly scheduled monthly Board Meeting, and we will be conducting training for our new Committee Chairpersons. The following week, Board Members and NT Members will be in all bases conducting our 2nd Membership Meeting of 2015. During these meetings, in accordance with our Bylaws, we will be electing Shop Stewards, nominating Board of Election Committee Members, and motions may be made to amend our TWU Local 556 Bylaws. Under new business, we will also be talking about our ongoing Contract Negotiations and asking for your feedback.

Our Contract Negotiations are at another crossroads; just as our Union and its Membership are at a crossroads. And we must put Unity first! As your Leader, I choose to continue to fight for a Contract that recognizes the invaluable contributions of the Members of TWU Local 556 to the undeniable success of Southwest Airlines. I am taking your marching orders back to the table with us and will keep Unity first. I will go to the shareholders and the general public and explain what is happening in the day-to-day world of Southwest Airlines; I will do that with the power of a united Membership behind us. We will continue to respect each other and embrace the diverse, unique individuals who make up our family of over 13,600 Flight Attendants. I know I can count all of you to help us in our fight. We must continue to show the world why we earned the reputation as the best Flight Attendants in the industry, and why we deserve more recognition and reward in a new Contract.

In Solidarity,

Audrey Stone
TWU Local 556 President and Lead Negotiator

Call for Committee Members



Sam Wilkins is an Oakland-based Flight Attendant. Sam serves as an Executive Board Member at Large and as the Co-Chairperson of the TWU Local 556 Mobilization and Organizing Committee.

August is an exciting month at our Union. Membership Meetings are scheduled to take place later this month, where new Shop Stewards will be nominated and elected. This is just one of the many ways that you could play an active role in your Union. Perhaps representing our Members

in mandatory meetings with Management isn't for you, but you would still like to be a Union Activist. The Mobilization and Organizing Committee is holding an open call to our Members who want to be involved.

The Mobilization and Organizing Committee (Mob/Org) is our Local's newest committee. Over the last eighteen months, we have been assisting the Negotiating Team with mobilizing and informing our Members about our current state of Negotiations.

Membership involvement is critical to the success of any Union. Our Membership is rapidly growing in size and diversity. Whether you have experience being an active Union Member or just haven't had the time, energy or inclination to be involved previously, we would like to invite all Members to share your talents within our committees.

The Mob/Org Committee is seeking new Members and any level of Union experience is welcome! Our committee is excited to work with all of our Local's committees on ways to build more Membership involvement and create a strong foundation for our Local. If you are interested in being an Activist or getting involved, please email moborg@twu556.org.

Ask not what your Union can do for you but ask what you can do for your Union!

TWU Local 556 Negotiating Team Schedules Base Visits

Beginning next week, Negotiating Team Members will be visiting all bases! We look forward to discussing your ideas and concerns. Thank you for taking the time to come by and see us. We will be posting a full schedule on our Website once it is complete, but the first five bases will be as follows:

Dallas:	Monday, August 10
Baltimore:	Tuesday, August 11
Orlando:	Wednesday, August 12
Atlanta:	Thursday, August 13
Houston:	Friday, August 14

What is a Shop Steward?



Mark Anthony Reyes is a Las Vegas-based Flight Attendant and Shop Steward. Mark Anthony serves as the Chairperson of the TWU Local 556 Shop Steward Committee.

With upcoming Shop Steward Elections, there is a lot of buzz around the bases with Members

expressing interest in becoming a Shop Steward. Becoming a Shop Steward is just one exciting way to get involved with the Union at the local level.

As long as you are a Member in good standing and have been on the Seniority List for a minimum of six months, your peers can nominate and elect you to become a Shop Steward for a three-year term. Although you must be nominated and elected in your current base, you will represent Members regardless of the base to which you may relocate in

the future.

Upon accepting the position of Shop Steward, the Member should understand their role and the great responsibility that comes with the position. Shop Stewards must:

- Be available for and comfortable with representing our Members in front of Management during Fact-Finding Meetings when a Flight Attendant might be faced with disciplinary action or possible termination.
- Act as a resource for our Members by being well versed and knowledgeable about our Contract, Work Rules and Expectations and the Flight Attendant Binder.
- Attend Membership Meetings and assist and support the Domicile Execu-

tive Board Member and Union Office with any activities.

Accepting the position of a Shop Steward is an honor and commitment. It is a resource position and not one of leadership. Being a dependable advocate to our Members with Contract knowledge and providing critical Union support for our Members when faced with disciplinary action, the Shop Steward program is a great way to get involved. If you do not feel comfortable taking on the responsibilities of being a Shop Steward, there are many ways for you to become involved with other aspects of the Union. If you are looking for more information or have any questions about the Shop Steward program, please feel free to email ShopStewardCommittee@twu556.org.



Summer is here and June 1st was the official start of hurricane season. Weather is so unpredictable that you never know when it may affect you and cause irregular operations, as well as other types of situations that may add to being rescheduled into an unscheduled overnight. All Flight Attendants have Contractual options when rescheduled to an additional overnight. The first thing you need to know is that there are some differences between Lineholders and Reserves.

UNSCHEDULED RON

An unscheduled Remain Overnight (RON) is when Scheduling reschedules you with the intent of not returning you to your domicile, which creates additional days of flying. Article 9 Additional Flying, section 3.C and Article 11 Reserve, section 12 of the Contract apply.

LINEHOLDER – If a reschedule results in more days of flying, the Flight Attendant will be entitled to receive premium pay of 1.5x for all trips flown above schedule PLUS a RIG of 1 trip for each 3 hours (calculated block-in to end of debrief) or a day off **without pay** in lieu of the RIG.

- Any day off chosen must be the first or last day of an assignment.
- Choice of day off must be made at the completion of the reschedule (no later than end of debrief in domicile).

The Contractual language outlines, “The Company will return the Flight Attendant to the home domicile at the earliest possible time (as published in the flight schedule).” This means deadhead not work! Earliest possible time actually means the next flight out of that city, which could result in reduced crew rest or below the FAR 9:00 hours rest (end of debrief to report). In this case, the Flight Attendant will have the option under our Contractual language to take a later deadhead(s) of their choice, but with no increase in pay. The Flight Attendant must notify Scheduling of their choice. Any deadhead(s) will be a Must Ride. (Art 9.3.C. 1 & 2, page 24 hardcopy)

RESERVE – If sent on an unscheduled RON on the last day of a Reserve block (other than overlap), the Flight Attendant will be compensated 1.5x applicable trip rate for *all deadhead(s) or worked flights* on the unscheduled day PLUS a RIG of 1 trip for each 3 hours (calculated block-in to end of debrief). This is a little different than a Lineholder. First, the Reserve may be scheduled to deadhead or work back to domicile, second the

straight time goes toward the Reserve guarantee and the premium goes above the guarantee and third, the Reserve Flight Attendant is entitled to another day(s) off of their choice with pay **and** the 1 for 3 RIG pay! In other words, the Reserve gets it all! (Art. 11.12.B.1 & 3, page 58 hardcopy)

- The Reserve will not suffer any loss of pay.
- The choice of day(s) off must be at the beginning or end of a Reserve block.
- Choice of day(s) off must be made at the completion of the pairing (no later than the end of debrief in domicile). The number of day(s) pulled will be equal to number of days owed.
- If no choice of day(s) off made by deadline, the Flight Attendant will be paid 2.0x above Reserve guarantee for all flights flown or credited on unscheduled day.

This is very important as well: Per the Contractual language the Reserve will be returned to the home domicile via the routing that arrives at the earliest scheduled time. In other words, you cannot be routed to work or deadhead all over the system before you return to your home domicile.

(Art. 11.12.B.2, page 58 hardcopy)

LINEHOLDER and RESERVE - If a Flight Attendant is rescheduled into compensatory days that were previously chosen by the Flight Attendant, then the Flight Attendant will receive another day(s) off to compensate for the original choice(s). In addition, the Flight Attendant will be entitled to the same options for the new unscheduled RON. The compensatory days must be consecutive and must be at the beginning or ending of an assignment.

~

Now, some of you may think that an unscheduled RON or being stranded is the same thing; however, they are not. Keep in mind that “stranded” is when a situation occurs when circumstances beyond the Company’s control prohibit them from returning you to your domicile (Art 9.4 of the Contract will apply). For example, your last flight is delayed to the extent that you miss your deadhead that would return you to domicile within a 12:30 hour duty day or it could be the last flight of the night out of that city. This topic will be explained further in another education article in the near future.

UNION MEMBERSHIP MEETINGS

2nd Round, 2015

(All Meeting Times Are Posted In Local Time)

DALLAS

DATE: Monday, August 17, 2015
TIME: 10:00 A.M.
LOCATION: Transport Workers Union Local 556
7929 Brookriver Drive, Suite 750, Dallas, TX
75247 (214) 640-4300

OAKLAND (new location)

DATE: Monday, August 17, 2015
TIME: 12:00 P.M.
LOCATION: Alameda Labor Council
100 Hegenberger Road, Suite 150,
Oakland, CA 94621 (510) 632-4242

BALTIMORE

DATE: Tuesday, August 18, 2015
TIME: 10:00 A.M.
LOCATION: Doubletree by Hilton-BWI Airport
890 Elkridge Landing Road,
Linthicum Heights, MD 21090 (410) 859-8400

LAS VEGAS

DATE: Tuesday, August 18, 2015
TIME: 12:00 P.M.
LOCATION: Hyatt Place
4520 Paradise Road, Las Vegas, NV 89169
(702) 369-3366

ORLANDO

DATE: Wednesday, August 19, 2015
TIME: 10:00 A.M.
LOCATION: Hampton Inn-International Airport
5767 TG Lee Blvd, Orlando, FL 32822
(407) 888-2995

DENVER

DATE: Wednesday, August 19, 2015
TIME: 12:00 P.M.
LOCATION: Holiday Inn & Suites
6900 Tower Road, Denver, CO 80249
(303) 574-1300

ATLANTA (new location)

DATE: Thursday, August 20, 2015
TIME: 10:00 A.M.
LOCATION: Renaissance Concourse Airport Hotel
One Hartsfield Centre Parkway, Atlanta, GA 30354
(404) 209-9999

CHICAGO (new location)

DATE: Thursday, August 20, 2015
TIME: 12:00 P.M.
LOCATION: Courtyard by Marriott
6610 South Cicero Ave, Chicago, IL 60638
(708) 563-0200

HOUSTON

DATE: Friday, August 21, 2015
TIME: 10:00 A.M.
LOCATION: Houston Hobby Airport
Rockets Room-Down the hall from the FA Lounge
(713) 845-2140

PHOENIX

DATE: Friday, August 21, 2015
TIME: 12:00 P.M.
LOCATION: Phoenix Sky Harbor International Airport
T-4 Next to British Airways First
Class Lounge (602) 273-4391

MEETING AGENDA

General Union Business, TWU Local 556 Shop Steward Elections,
Board of Election Nominations, Bylaw Amendments
Union Meeting open to Members only - ID's will be checked.



unity
THE MAGAZINE OF TWU LOCAL 556



Unity and Unity Update are official publications of
Transport Workers Union Local 556, representing
the **Flight Attendants of Southwest Airlines**.

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 Het-
tich, Donna Keith, Lori Lochelt, Mark Hoewisch, Trish Krider, Denny Sebe-
sta, Matt Fearey, Kelly Lane, Brandon Hillhouse, Rachel Brownfield, Eden
Hiatt, Manny Ozaeta, Terri McCaffrey, Josh Rosenberg, Angie Kilbourne,
David Kirtley, Jonathan Black

The views expressed in Unity or Unity Update do not necessarily repre-
sent those of TWU Local 556 or TWU International. This publication is
intended only to educate and inform TWU Local 556 Members. It is not
intended to officially establish or clarify past practice, Contract language
or grievance/arbitration positions. It is therefore not to be utilized or relied
upon by any person or party as evidence of the Union's position on any past
practices, Contract language, grievances/arbitrations or any other disputes
or issues between TWU Local 556 and Southwest Airlines.