



SEPTEMBER 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.

Your Executive Board is pleased to announce the appointment of Atlanta-based Flight Attendant Trish Krider to fill one of the two vacant positions on TWU Local 556 Negotiating Team. Trish brings a wealth of knowledge and experience to the Team and

we are excited to have the opportunity to work with her. Please join us in congratulating Trish and thank her for stepping up!

The Executive Board understands the importance of these appointments, and remains committed to choosing the best candidate to fill this important role for our Union and for the Membership. No decision has been made on the second vacant position on the Negotiating Team. The Executive Board will continue the diligent selection process until the remaining vacancy on the Team is filled.

Celebrating National Hispanic Heritage Month



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

Each year, Americans observe National Hispanic Heritage Month from September 15 to October 15, by celebrating the histories, cultures and contributions of American citizens whose ancestors came from Spain, Mexico, the Caribbean and Central and South America. The observation started in 1968 as Hispanic Heritage Week under President Lyndon Johnson and expanded by President Ronald Reagan in 1988 to cover a 30-day period starting on September 15 and ending on October 15. It was enacted into law on August 17, 1988. The day of September 15 is significant because it is the anniversary of independence for Latin American countries Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua. In addition, Mexico and Chile celebrate their independence days on September 16 and September 18, respectively. Also, Columbus Day or Día de la Raza, which is October 12, falls within this 30-day period.

Many people incorrectly interchange the terms "Hispanic" and "Latino". In short, "Hispanic" focuses on Spanish-speaking origin. This means Spain is included, but Brazil is not because Brazilians speak Portuguese. "Latino" refers to people of Latin American origin. This includes Brazil and excludes Spain. Hispanic refers to language; Latino refers to geography. Basically, you are Hispanic if you and/or your ancestry come from a country where they speak Spanish. You are Latino if you and/or your ancestry come from a Latin American country.

It is well understood how much Hispanic and Latino Americans have contributed to the labor force in the United States.



Celebrating HISPANIC HERITAGE

The history of these laborers is long and at times sad. During World War II the United States suffered a labor shortage and in 1942 The Bracero Program was created to allow temporary Mexican migrant workers into the country to work. Some called the program "legalized slavery." The Bracero Program ran for 22 years during which time over 4 million Mexican workers left their families behind to work in the fields of California. In 1952, the Program was formalized as the Mexican Farm Labor Supply Program and the Mexican Labor Agreement, and brought an annual average of 350,000 Mexican workers into the United States until its end in 1964. After WWII ended, the influx of returning soldiers meant there was now a job shortage. In 1953, the U.S. Government launched "Operation Wetback," a program to send people of Mexican descent to Mexico. More than 3.8 million people were deported through the operation, many of whom were American citizens.

The 1950's brought many Latino activists to the forefront of the civil rights movement. These trade unionists struggled to open the doors of opportunity for Latinos. They fundamentally

believed that through the labor movement and the electoral process, Latinos would be able to strive for social dignity, economic equality, and access to the political process and a higher quality of life for every Latino working family.

Since its inception in 1972, the Labor Council for Latin American Advancement (LCLAA) has remained a grassroots organization driven and directed by Latino labor leaders who understand the importance of unionization in helping workers secure rights and protections on the job, empowering them to become voices for justice and change in their communities. The LCLAA is committed to the growth and progress of the labor movement and the Latino community. This commitment combined with the relentless work ethic of our chapters and leaders has helped LCLAA play a major role in the historic elections of Latinos at all levels of government. LCLAA has made it its mission to transmit the assets of the Latino community to the labor movement, the government and beyond. As a result, from local city mayors to federal congressional positions, Latinos are now better represented in the political life of this country.

From the LCLAA Report "Unions and Latinos: A Strategic Partnership for America's Progress." "Unions are at historically low levels of membership and urgently need Latino workers in order to grow. Latinos are currently the most vulnerable workers in the nation and urgently need the protections and benefits that unions can provide. **Latino workers face the highest occupational fatality rate, highest numbers of wage theft, have the lowest levels of pension coverage, lowest levels of health insurance, and are also the group that earns the lowest wages.**

The moment a Latino worker gets a Union contract, she/he starts making better money and works in safer and healthier environments. Union membership boosts median weekly earnings for Latino workers and their overall conditions. **Latino workers benefit the most of any other ethnic group."**

Please check out the Labor Council for Latin American Advancement Website for information about resolutions, campaigns and events. Any Member of TWU Local 556 may join the LCLAA. <http://www.lclaa.org>

Hispanic Heritage Month Celebration "Union and Latinos"

DATE: September 2015

LOCATION: Washington, DC

CONTACT PERSON: Karla Pineda, kpineda@lclaa.org

LCLAA National Executive Board Meeting

DATE: November 11-15, 2015

LOCATION: Los Angeles, CA

CONTACT PERSON: Karla Pineda, kpineda@lclaa.org

LCLAA Regional Conference – California

DATE: November 13-14, 2015

LOCATION: Liuna Local 300, 2005 W. Pico Blvd.

Los Angeles, CA 90006

CONTACT PERSON: Karla Pineda, kpineda@lclaa.org

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 who 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.

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.



National Suicide Prevention Week: Debrief



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

During National Suicide Prevention Week, September 7-13, TWU Local 556 Members, Domicile Executive Board Members, Shop Stewards, and Members of Critical Incident Stress Management (CISM) joined forces to talk about the issue of suicide prevention and awareness. Together, we promoted various resources that are available to TWU Local 556 Members and their families, and made sure that Flight Attendants know that their Union Sisters and Brothers are always available to listen. If you or someone you know is in crisis, the Suicide Prevention Hotline is there for you and so are we.

Resources available to those in crisis

- **Nation Suicide Prevention Hotline: (800) 273-TALK**
- **CISM: (800) 408-3220**
- **TWU Local 556 Emergency Officer On-Call (available after hours, 365 days a year): 214-640-4300**



Denver Flight Attendants Nicole Goddard, Jake Goddard, Denver's CISM Base Coordinator Jenn Shaddock, CISM Team Member Jason Hildon, and Denver Domicile Executive Board Member Jessica Parker.



Dallas Flight Attendant Jennifer Sykes



With the fourth quarter right around the corner, it is a good time to talk about points, record improvement and your personal responsibility to know where you stand.

First and foremost, know your points! You can call the In-flight Office in your base or see a Supervisor or Coordinator in the lounge to inquire about how many Attendance Points you have (or don't have). It is **your** responsibility to know how many points you have.

During the fourth quarter, there are a few additional opportunities to positively affect your Attendance Points. There is the Fourth Quarter Record Improvement Bonus and the December Record Improvement Bonus.

The **Fourth Quarter Record Improvement** allows you to reduce your points to zero (0) if you have four (4) or fewer points in the Fourth Quarter and did not accumulate more than one (1) point since October 1. (The free quarterly MBL does not count against this Bonus).

For example, a Flight Attendant has 3.5 points and maintains a perfect fourth quarter. Her/his points will be reduced to zero (0) after completion of the quarter and the proper review of her record.

The **December Record Improvement Bonus** rewards a Flight Attendant with perfect attendance in December by reducing her/his points by one (1.0) point or increasing her/his "bank" by one (1.0) point, depending on her/his situation. (The free quarterly MBL does not count against this Bonus).

For example, a Flight Attendant is at -6.0 points—"banking" the most points allowed without the December Bonus. She/he has a perfect December, allowing an additional 1.0 to be banked. This puts the Flight Attendant at -7.0 points.

You can find more information regarding points and the Attendance Policy in Article 32 of our Contract. Please take the five minutes necessary to speak with a Supervisor or Coordinator regarding your Points, even if you think you know your points total.

And as always, please contact the Union Office with any additional questions or assistance.

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TWU Local 556

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