



JUNE 5, 2015

# unity update

Your bi-monthly  
Unity supplement

## It's Time to Land this Contract



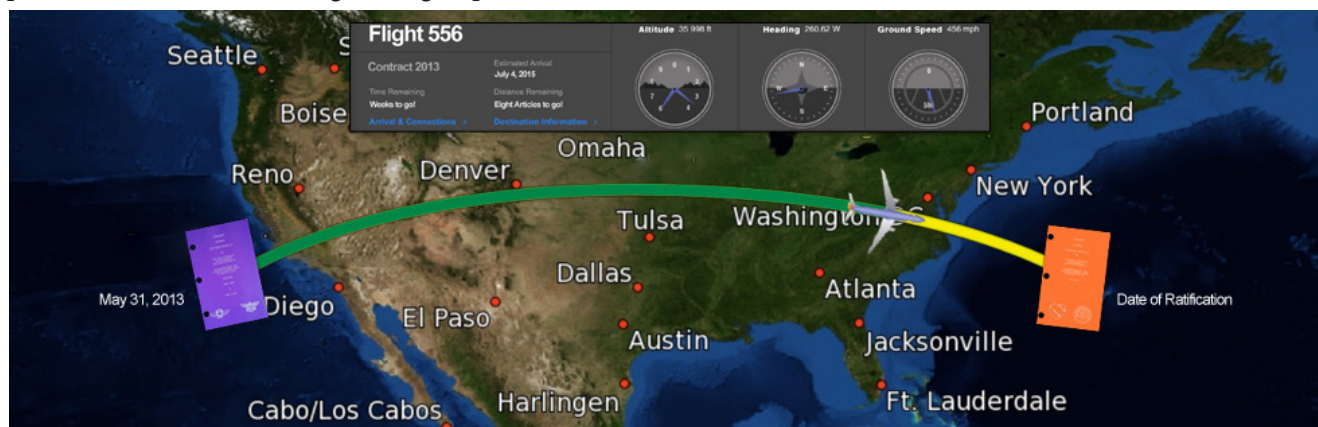
*Brett Nevarez is a Las Vegas-based Flight Attendant and serves as the 2<sup>nd</sup> Vice President of TWU Local 556 and as a Member of the Negotiating Team.*

The advent of WiFi on our aircraft has made most Flight Attendants familiar with the Flight Tracker, which gives real-time information regarding our arrival status while onboard one of our LUV jets.

We decided that it would be beneficial for us to use something similar for our bargaining timeline. We call it the Contract Tracker. It starts in the left from our current Contract, which was ratified (voted in by the entire Membership) in May of 2009 (the purple) and was extended for one year with the ratification of Side Letter 8 in 2011. In between are the two years that have elapsed while we have been negotiating improvements to

our industry-leading Contract. Our arrival destination on the right is the new Contract, which will be orange.

We recognize the fact that informed and educated Members are the most important factors in our success at the bargaining table. We really appreciate your support and the professionalism that you demonstrate on every flight, every day that ensures that Southwest Airlines remains profitable and a great place to work. This commitment to service and hospitality is a constant reminder to Management that our Flight Attendants want the Contract that we have earned ASAP---It's Time to Land this Contract!



**The TWU Local 556 Negotiating Team returns to the bargaining table with Southwest Airlines Management on Monday and Friday of next week, June 8 and 12. Stay tuned to all Union communication mediums for the latest updates!**



## Our Contract Action Network (CAN) Continues to Grow

If you are interested in volunteering to assist the Negotiating Team to educate and mobilize the Flight Attendants of Southwest Airlines during these Contract Negotiations, email the Negotiators at [nt@twu556.org](mailto:nt@twu556.org). Or speak to one of the CAN Leaders in your base; they will be in the Inflight Lounges and airport terminals again on June 6 and 10!



# 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,

I am continuing my commitment to keep you apprised of where we are in our ongoing Contract Negotiations with Southwest Airlines Management. We have reached a crucial point in the bargaining process and everyone must be fully informed, ready and committed as events unfold.

Your TWU Local 556 Negotiating Team (NT) has made some very real progress at the negotiating table. In fact, we came close to reaching a Tentative Agreement (TA) back in October. However, we did not reach a TA at that time that was acceptable to present to you for a vote. I made it clear to Management that we wanted a deal, but would only accept the right deal for you. We have continued working diligently at the table to reach a Contract that you deserve.

Your NT just finished two more days of bargaining with Management. These were the first two of eight scheduled days between now and June 30. The talks thus far have been honest and frank. We countered Management's proposals on Article 8 (Hours of Service), Article 9 (Additional Flying), Article 28 (Scheduling Policy), and Article 32 (Attendance Policy). We also presented Management with a comprehensive compensation package for Article 21 (Compensation).

We need to land this Contract; a Contract that you deserve. I will not accept a never-ending negotiating process. We are quickly approaching two years at the table and the time to land this Contract is NOW. There is no reason that Management cannot come to a fair deal – one that respects us and allows for Southwest Airlines to remain sustainable. We are aiming to land this Contract by July 4. As we celebrate our nation's independence we see no better day to celebrate the arrival of a Tentative Agreement for our Members. We are worth it. We have earned it and continue to do so on every flight, every day as the face of Southwest Airlines.

Your NT will need your help. We will achieve our goals only if everyone stays informed, involved, and unified. Please look for more information over the coming weeks. I know I can count on all of us to move our Union forward --- so we CAN LAND A CONTRACT NOW --- WE ARE WORTH IT.

In Solidarity,  
Audrey Stone  
TWU Local 556 President and Lead Negotiator

# Negotiating Team Update

Every day, Members of TWU Local 556 contact their Negotiating Team (NT) via email and/or telephone. For the benefit of all of us, President and Lead Negotiator Audrey Stone has answered the "Top Five" most frequently asked questions:



- **Are we going to get "retro" pay as part of the new Contract?** "Retroactive Pay" is a negotiated item and your NT has made it clear to Southwest Airlines Management that we must account for the time we have spent in negotiations. Your NT will not bring you a Tentative Agreement (TA) unless it recognizes that we have been at the bargaining table for almost two years.
- **Will "minimums" be part of the new Contract?** No. Your NT has stood firm, based on your surveys and feedback, that we would not consider any restrictions that affect your ability to manage your schedule and work as little or as much as you want. We reached a TA on Article 12 (Exchange of Trips) in September 2014 and have thus far protected our unlimited trip trade/give away privileges.
- **Is the NT addressing reschedules?** Yes. We have had extensive conversations throughout these negotiations about reschedules as well as Reserve utilization.
- **What is being done about ground time?** We know that our turn times have increased. We are also aware that our minimum pay rule through our Duty Hour Ratio (DHR) of .74 TFP for each hour on duty is industry-leading. However, we are working on additional compensation that accounts for the increased time Flight Attendants spend on the ground.
- **Are we asking for a raise?** Yes. As we have published in our updates, while the NT understands that Southwest Airlines Flight Attendants currently lead the industry in pay rates, more than 40% of our Members have not seen a raise in four years. We have told Management we will not accept a TA that does not address cost of living increases and the contributions our Members have made to the success of Southwest Airlines.



# Negotiations Progress Report

The TWU Local 556 Negotiating Team has reached Tentative Agreements with Southwest Airlines Management on 23 of the 35 individual Articles of our Contract. As we have said, most of what remains to be negotiated in the final twelve Articles is related to compensation. While we have continued to make progress at the bargaining table, we have not reached a Tentative Agreement.

Your NT is prepared and willing to reach a Tentative Agreement with Management that maintains and improves upon our industry-leading Contract NOW!

**IT'S TIME TO LAND THIS CONTRACT!**

## Negotiations Progress as of May 27, 2015

Article #	Article Name	Progress	Highlights/Remarks
1	NONDISCRIMINATION	TA on 08/07/2013	no changes
2	PURPOSE OF AGREEMENT	TA on 08/07/2013	no changes
3	SCOPE OF AGREEMENT	TA on 09/07/2013	onboard sales: anything other than beverages
4	STATUS OF AGREEMENT	TA on 08/07/2013	no changes
5	DEFINITIONS	open	will remain open until the end
6	SENIORITY	TA on 09/11/2013	Internals go to top of New Hire class
7	PROBATION	TA on 08/07/2013	no changes
8	HOURS OF SERVICE	open	in discussion
9	ADDITIONAL FLYING	open	in discussion
10	SCHEDULING/BIDDING	TA on 10/01/2014	improvements in SDRT & waiving DH
11	RESERVE	open	in discussion
12	EXCHANGE OF TRIPS	TA on 09/10/2014	jetway trade improvements
13	UNIFORMS	TA on 09/12/2014	small allotment increase
14	VACATIONS	open	in discussion
15	LEAVE OF ABSENCE	TA on 10/01/2014	incorporated Crew FMLA provisions
16	SICK LEAVE/ON THE JOB INJURY	open	in discussion
17	MEDICAL EXAMINATIONS	TA on 09/04/2013	no changes
18	REDUCTION IN FORCE	TA on 09/04/2013	no changes
19	GRIEVANCE PROCEDURES	TA on 09/22/2013	pay protection when pulled CC
20	BOARD OF ADJUSTMENT	TA on 09/04/2013	modified BOA panel requirements
21	COMPENSATION	open	in discussion
22	EXPENSES	TA on 10/23/2014	increase in Domestic & Near International per diem
23	INSURANCE BENEFITS	TA on 10/14/2014	incorporated SL 10 language re: medical care
24	GENERAL & MISCELLANEOUS	open	in discussion
25	HEALTH & SAFETY	TA on 11/07/2013	A/C temperature & ASAP language
26	UNION	TA on 09/04/2013	no changes
27	GENERAL-UNION INFORMATION	TA on 09/05/2013	printed Contracts available upon request
28	SCHEDULING POLICY	open	in discussion
29	DOMICILES	TA on 09/12/2014	mileage compensation increase for paid moves
30	PROFIT SHARING & RETIREMENT	open	in discussion
31	SAVINGS CLAUSE	TA on 08/07/2013	no changes
32	ATTENDANCE POLICY	open	in discussion
33	COMMUTER POLICY	TA on 09/12/2014	pay protection for domicile closures due to weather
34	PASSPORTS/VISAS *New Article*	TA on 10/21/2014	incorporated SL 10 language
35	DURATION & TERMINATION	open	will remain open until the end



# NT on the Road



*Bill Holcomb is an Oakland-based Flight Attendant and serves on the TWU Local 556 Negotiating Team.*

When President Audrey Stone announced that your TWU Local 556 Negotiating Team (NT) had reached an important milestone by submitting a comprehensive proposal to Southwest Airlines Management last week, we soon realized how much our fantastic Flight Attendants had been waiting for this moment. Call volume

at the Union Office spiked and your NT took that opportunity to hit the road and be available in the lounges. I was fortunate enough to visit the Oakland, Las Vegas and Phoenix Domiciles.

In two short words, THANK YOU! Thank you for your interest and your thoughtful questions and ideas. Thank you for being the most productive Flight Attendants in the industry. Thank you for being the “Heart of the Machine” and for bringing our Customers back for more of your outstanding service. It’s time to land the Contract that you have earned!

Stay tuned and stay united!

Bill Holcomb, TWU Local 556 Negotiator



## What do we want? A CONTRACT! When do we want it? NOW!



*Denny Sebesta is a Dallas-based Flight Attendant and former Negotiating Team Member.*

That picket line chant could be heard across many of our Southwest cities in 2003 and 2004. It was a time when we were embroiled in very tough negotiations with Southwest Airlines Management for what would finally result in our 2002 industry-leading Contract. As a Member of that Negotiating Team (NT), I compare it to the cliché “we gave our blood, sweat and tears” (yes, real tears) but, we didn’t do it alone. We had the TWU Local 556 Membership standing alongside us all the way. And I mean literally standing on the picket lines in Los Angeles, Ontario, Islip, Philadelphia, Dallas, Austin, Houston, and Phoenix, just to name a few. It was the Membership standing united that made the difference. Without the Membership, there would have been no industry-leading Contract in 2002. The negotiations for our 2008 Contract (current CBA) was a fairly short and smoother process since we only needed to improve upon what we had already gained in our previous Contract. However, our Membership had not forgotten what we fought so hard to gain. The Membership was still willing and ready if called upon to show solidarity during Contract Negotiations.

Fast forward to today, our current NT (Audrey, Bill, Brandon, Brett and Paul) has been working hard and putting in

their own “blood, sweat and tears” (hopefully no tears) to bring forth another industry-leading Contract. Our NT will hit the two-year anniversary at the bargaining table this month. While our NT has made great progress and have reached tentative agreements on 23 Articles, they have made it clear to Management that they will not accept a never-ending negotiating process and it’s time to land a Contract NOW!

The most important component of Contract Negotiations is the Membership. As President Audrey Stone mentioned in the most recent Negotiations Update, our NT will need our help and should look for more information in the coming weeks. That means all 13,000+ Members should stay informed, involved and unified. Remember to wear your Union Pin, read the most up to date Union newsletters, and if you’re not receiving the NT email updates, call the Union Office at 1-800-969-7932 or email [communications@twu556.org](mailto:communications@twu556.org) to be added to the list.



# Our Lines in the Sand

Back in October 2014, the Negotiating Team mailed postcards to all TWU Local 556 Members' homes, detailing the "Lines in the Sand" that Southwest Airlines Flight Attendants would not cross during our ongoing Contract Negotiations. We asked that Members take a "selfie" holding the card and send it to us. Hundreds of you took the opportunity to tell Management that we would not agree to any Contract that does not accomplish these five things.

Your NT is standing firm and have not allowed your Lines in the Sand to be crossed!



**Lines in the Sand**

1. Uphold our unlimited trip trade/giveaway privileges
2. Maintain overlap and prohibit a Preferential Bidding System (PBS)
3. Preserve our sick bank and accrual rates
4. Defend our attendance policy
5. Recognize that "cost neutral" is unacceptable

**WE WON'T CROSS!**

A message from the TWU Local 556 Negotiating Team

**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](http://www.twu556.org)

**TWU Local 556 Editorial Team:**

Cuyler Thompson, Robin Brewer, Erich Schwenk, Audrey Stone, Matt Hetlich, Donna Keith, Lori Lochelt, Mark Hoewisch, Trish Krider, Denny Sebesta, Matt Fearey, Kelly Lane, Brandon Hillhouse, Rachel Brownfield, Eden Hiett, Manny Ozaeta, Terri McCaffrey, Josh Rosenberg, Angie Kilbourne

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