



DECEMBER 20, 2015

unity **update**

Your bi-monthly
Unity supplement



TWU556 NEGOTIATING TEAM

Negotiations Update

Straight from the Source!

Now that the random phone poll has been completed, the online survey will be available for all Members to take starting tomorrow, Monday, December 21, 2015. Look for an email tomorrow afternoon to the address you have on file with TWU Local 556. If you do not receive the email, please email survey@twu556.org.

We appreciate TWU International assisting us in this research project by providing the funding to have a third party, professional survey company administer the random poll.

Now it is your turn to step up and have your voice heard. As you requested, we have provided places for your comments where applicable.

As we return to the table, it is not just as a group of five, but as the voices of almost 14,000 Members. We look forward to the results of this survey, the first of numerous times we will be reaching out to you. It is our hope that each and every one of you will take the time to participate.

~ TWU Local 556 Negotiating Team

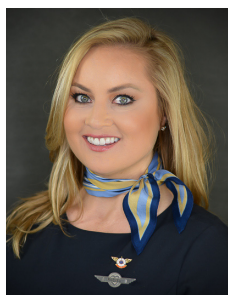
Our Negotiating Team and our Executive Board Returns to the Table



On Wednesday, December 16, the Executive Board joined your Negotiating Team as TWU Local 556 reopened negotiations with Southwest Airlines Management. This historical moment of Unity sent an unmistakable message, carrying forward the united voice of our Membership. We delivered the concerns, penned by our Members, that a new Tentative Agreement must address our needs, be respectful, and reflect the incredible success and profitability that we have helped

to create for Southwest Airlines. As your Negotiating Team moves forward representing all 13,911 hard working Southwest Airlines Flight Attendants, we invite each Member to join the TWU Local 556 Executive Board in supporting your Negotiating Team as we collectively work toward securing an Agreement that shows respect toward our Membership.

~ TWU Local 556 Executive Board



Rachel Brownfield is a Las Vegas-based Flight Attendant. Rachel serves as the Las Vegas Domicile Executive Board Member.

As a Domicile Executive Board Member, I usually serve as the voice of Las Vegas at the TWU Local 556 Executive Boardroom table. This Wednesday, I had the privilege of being the literal voice of Las Vegas at the Negotiating Table as I read aloud a handwritten card from a Las Vegas-based Flight Attendant with this message, "I am the face of Southwest Airlines. I spend more time with the Customers than anyone else. I deserve a Contract that respects my role at Southwest Airlines. Count on me to stand up for respect."

Wearing my uniform served as a visual reminder to Management symbolizing the fact that I do not simply speak for myself, but for all who wear the same uniform while working hard on behalf of Southwest Airlines. Please continue



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

I had the honor of attending the re-opening of bargaining on December 16 with our TWU Local 556 Negotiating Team. The meeting provided me with the opportunity to bring forward the voices of our Membership; it was an honor to deliver a strong message of Unity, solidarity, and confidence in our Negotiating Team.



Jessica Parker is a Denver-based Flight Attendant. Jessica serves as the Denver Domicile Executive Board Member.

I was honored to accompany the Negotiating Team, along with the Executive Board, to meet with Management as we resumed Contract Negotiations with Southwest Airlines. The meeting was respectful yet firm, and I believe a clear message was sent as to what our Members expect and deserve in a ratified Tentative Agreement. Members have had the opportunity to let Management know what RESPECT means to them by filling out cards available at the last round of Membership Meetings, on the TWU Local 556 Website, or provided by Domicile Executive Board Members. Executive Board Members selected a card to read aloud in the meeting, and your voices were heard loud and clear. Please continue to remain involved by reading your Union's publications, visiting the TWU Local 556 Website and Facebook pages, and keeping in regular contact with your Negotiating Team and Domicile Executive Board Members. Together we can and will achieve a Contract that shows us the RESPECT we deserve.



David Jackson is a Houston-based Flight Attendant. David serves as the Houston Domicile Executive Board Member.

The TWU Local 556 Executive Board of your Union joined the Negotiating Team at the table at Southwest Airlines Headquarters. I was proud to join my fellow Brothers and Sisters in this unprecedented show of Unity. President Audrey Stone and Vice-President of Inflight Services Sonya Lacore exchanged opening statements on our first return to the bargaining table. Our opening statement was strong and made explicitly clear to Management that the rejected Tentative Agreement was not acceptable to our Membership. Your Executive Board read personal messages from Flight Attendants on how they feel Management has lost respect for them. I read a Houston Flight Attendant's message that was my personal favorite, "Southwest Airlines should remember that Flight Attendants are a value and not a cost. Count on me to stand up for respect."



Amanda Gauger is a Las Vegas-based Flight Attendant. Amanda serves as the Chairperson of the TWU Local 556 Education Committee.



CONTRACT QUICKIES!

There are times during the year when every Reserve on the report will be called for an assignment. And then there are times when it seems like no Reserves are called and the list is a mile long. Regardless if it's a busy flying time or a slow flying time, when you are on the Reserve lineup, you are available to Crew Scheduling for ANY assignment they give you (as long as you receive your two hour notification).

In 2011, the Company implemented a new Work and Conduct Rule that pertains specifically to Reserves. If you have heard the term "Class 1, 17" or "Class 1, Section 17" in the same sentence as "Fact-Finding Meeting" or "termination," then you may be somewhat aware of this rule.

Specifically, Work and Conduct Rule Class 1, Section 17 states: "Failure to fulfill or complete reserve obligation by not being within two (2) hours driving-distance from domicile (of the reserve assignment) during reserve contact hours."

In a nutshell, you must be within two (2) hours driving distance from the domicile where you are sitting reserve during your contact time. Pretty straightforward, right?

Unfortunately, our Grievance Team regularly sees violations of this Work and Conduct Rule. Regardless of placement on

the Reserve report, you MUST be within two (2) hours driving distance of your domicile during your contact times. Commuting in on a flight after you have been given an assignment (including self assignment), checking your board when you are three hours driving distance away from your domicile or just plain not being in domicile when your contact time begins when you commute by plane are all violations of this Work and Conduct Rule, and may lead to termination.

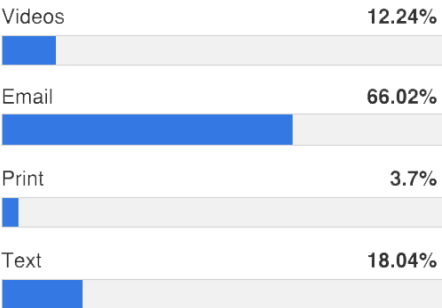
Please do not fall victim to this by thinking you are "safe" since it is a VJA day and you are the last Reserve on the report. Scheduling evaluates the number of Reserves throughout the day and expects to have the Reserves on the lineup available, if and when an operational need arises. By not being within two (2) hours driving distance, you are not truly available to fulfill your Reserve obligation. This is the reason for the Class 1, Section 17 rule.

For additional information about Reserve or the Commuter Policy, check out Articles 11 and 33, respectively. As always, if you have questions, please contact the Union Office. Happy Holidays and Fly Safe!

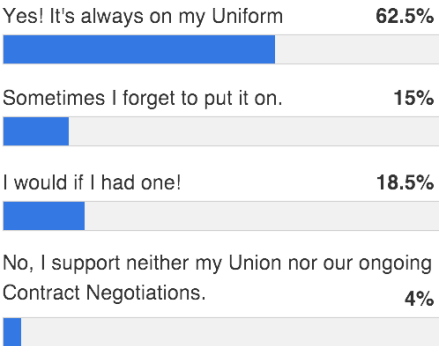
Year-End Crew Check-in Poll Results

As we bring this whirlwind year to a close, it's time to review this year's survey, our Crew Check-in Polls. Find out your Co-workers views on a variety of topics:

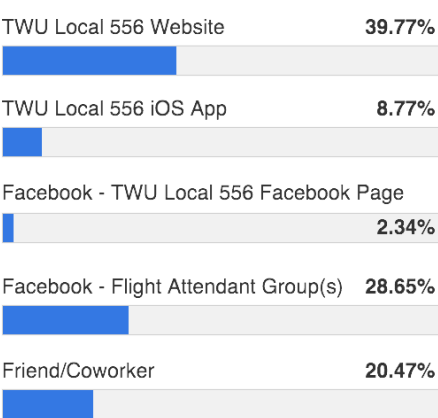
How do you prefer to receive updates about negotiations?



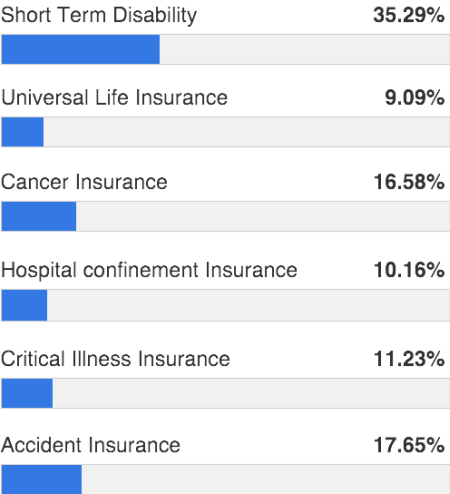
Do you wear your Union Pin?



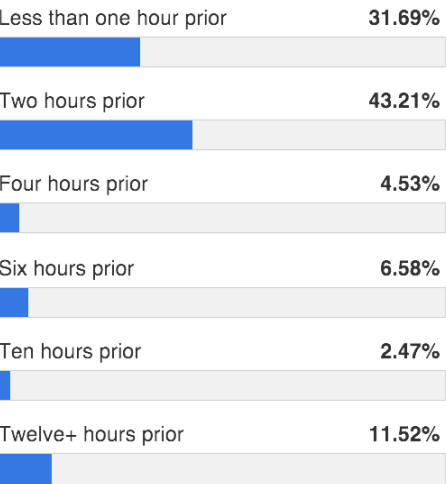
How did you hear about the TWU Local 556 Officer Election Results?



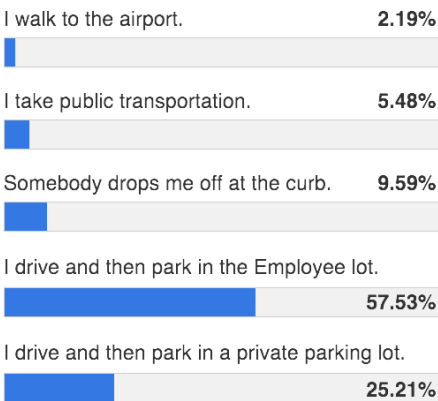
Which of the Supplemental Insurance plans, offered to Members of TWU Local 556, do you plan to purchase?



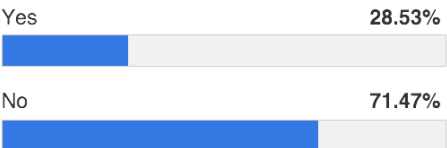
How much time before your check-in do you leave your residence?



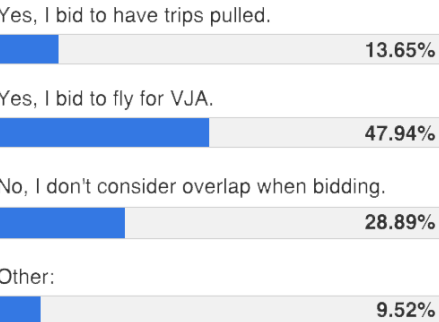
How do you get to/from the airport?



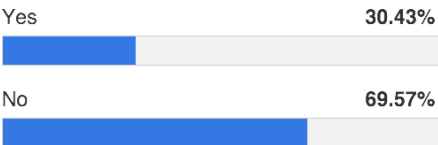
According to our Contract, a Flight Attendant is entitled to a copy of her/his entire personnel file. Have you ever requested a copy of your personnel file?



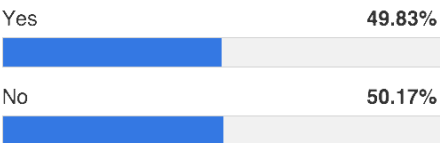
Do you bid for overlap?



Have you used the "Duty Day Calculator," recently incorporated into the free TWU iOS app?



Have you worked a Near-International flight for Southwest Airlines?



Voluntary Insurance Benefit Open Enrollment

Annual enrollment for Voluntary Insurance Benefits offered to Members of TWU Local 556 has begun; don't miss out!

In order to provide you with additional time to meet with a Benefits Counselor, open en-

rollment began earlier than last year. Be sure to meet with a Benefits Counselor in the Flight Attendant Lounge through January 15, 2016. Below is a schedule for the Benefits Counselors in each base.

Important: ** Bring your most recent pay stub to enroll or update your salary for the short-term disability.

Voluntary benefit options available to TWU Local 556 Members:

Short-Term Disability, offered through Lincoln Financial, is an income replacement policy for **off-job** accidents and illnesses. There are multiple options from which to choose (depending on where you are based) and are guaranteed issue (unless previously declined through the evidence of insurability process). The 6/12 pre-existing will apply.

Term Life Insurance offers a predictable way to provide more coverage at more affordable prices during high-need years. Offered **guaranteed issue** this year only.

Universal Life Insurance helps provide financial security for family members and can be tailored to help meet your individual life insurance needs.

Cancer Insurance helps to offset the out-of-pocket medical and indirect non-medical expenses related to cancer diagnosis and treatment. This plan also provides a benefit for specific cancer-screening tests/wellness tests.

Legal Shield you can choose from identity protection and a legal plan or combine both. The Legal Plan provides legal advice, letters and phone calls on your behalf, contract and document review, uncontested separation/divorce representation.

IDShield monitors your identity from every angle, not just your Social Security number, credit cards and bank accounts. If any change occurs in your status, you receive an email update immediately.

Hospital Confinement Insurance helps with the rising costs associated with a covered hospital confinement or covered outpatient surgery.

Critical Illness Insurance helps to offset the out-of-pocket medical and nonmedical expenses related to a critical illness that most medical plans might not cover.

Accident Insurance helps offset unexpected expenses resulting from a covered accident, such as emergency room fees, deductibles and co-payments.

Loc #	Week 1 Dec. 14 - 20	Time/Shift	Week 2 Dec. 21 - 27	Time/Shift	Week 3 Dec. 28 - Jan. 3	Time/Shift	Week 4 Jan. 4 - 10	Time/Shift	Week 5 Jan. 11 - 15	Time/Shift
ATL	Dec. 16 - 18	5:30am - 4pm	Dec. 21 - 23		Dec. 27 - Jan. 3		Jan. 4 - 9	5:30am - 4pm	Jan. 11, 13, 14, 15	5:30am - 4pm
BWI	Dec. 18 - 19	9am & 9:30am	Dec. 22	6am - 3pm	Dec. 29 - 30	6am - 3pm	Jan. 4 - 6	6am - 3pm	Jan. 13 - 15	10am - 5pm
MDW	Dec. 17 - 20	10am - 4pm	Dec. 21 - 23	10am - 4pm	Dec. 28 - 30	10am - 4pm	Jan. 4 - 8	10am - 4pm	Jan. 11 - 15	10am - 4pm
DAL	Dec. 14-18	5am - 9am & 12pm - 3pm	Dec. 22-23		Dec. 28 - 30	5am - 9am & 12pm - 3pm	Jan. 7 - 9 Jan. 9 at Union Office	5am - 11am Union Office 1pm-?	Jan. 11 - 15 Love Field	5am - 3pm
DEN	Dec. 16 Dec. 17 Dec. 18	12noon - 8pm 12noon - 5pm 10am - 6pm	Dec. 23	9am - 5pm	Dec. 30 Dec. 31	9am - 5pm 12noon - 6pm	Jan. 4 - 8 Jan. 9	9am - 5pm 10am - 4pm	Jan. 11 - 15	9am - 5pm
HOU	Dec. 14-18	9am to 5 pm	Dec. 21	9am - 5pm	Dec. 28 - 30	9am to 5 pm	Jan. 4 - 10	9am to 5pm	Jan. 11 - 15	9am - 5 pm
LAS			Dec. 21 - 23		Dec. 27 - Jan. 3		Jan. 4 - 9	5am - 3pm	Jan. 10 - 15	
MCO	Dec. 16 - 20	7:30am - 5:30pm	Dec. 21 - 26	7:30am - 5:30pm	Dec. 27 - 30	7:30a-5:30p	Jan. 4 - 8	7:30am - 5:30pm		
OAK	Dec. 17- 19	6am - 1pm	Dec. 22 - 23	6am - 1pm	Dec. 29 - 31	6am - 1pm	Jan. 2, 5, 6, 7, 8	6am - 1pm	Jan. 9 - 15	6am - 1pm
PHX	Dec. 17 Dec. 18	5:30am - 3:30pm 9am - 4pm	Dec. 21 Dec. 22-23	9am - 4pm 5:30am - 3:30pm	Dec. 29 - 30	5:30am - 3:30pm	Jan. 2 - 6 Jan. 7 - 10	5:30am - 3:30pm 9am - 4pm	Jan. 11-13 Jan. 14-15	5:30am - 3:30pm 9am - 4pm

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YOUR MONTHLY UNITY SUPPLEMENT



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

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