



MAY 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.

In my last President's message, I shared with you that the Executive Board had worked hard to create and plan a more comprehensive training for the new Executive Board Members who took office on May 1 than was provided in the past. I am pleased to report that the 2015-2018 TWU Local 556 Executive Board had a very successful first week in office, filled with a great deal of information for new and returning Board Members alike.

The Executive Board arrived in Dallas on May 4 and spent the first two days learning about the inner workings of TWU Local 556, including our grievance database system, grievance handling, Emergency Officer On-Call, budgets, timesheets, and more. We also toured the Southwest Airlines Network Operations Control (NOC) and spent time with Inflight Schedulers and Crew Ops Support (who now handles hotel and travel arrangements for Flight Attendants). During our tour, we learned more about how Southwest Airlines is trying to be more proactive to ensure the Contract language under Article 22.2.B, regarding hotel accommodations, is upheld.

The Executive Board reviewed Robert's Rules of Order, the parliamentary procedure by which our meetings are conducted. We also discussed how our Local participates in the Labor Movement, through AFL-CIO and TWU International. Critical Incident Stress Management (CISM) Committee Chairperson Eileen

Rodriguez was a guest at the meeting and talked about the important work of this Committee, and how the Board is involved. Occupational Safety Committee Chairperson Michael Massoni and Health Committee Chairperson Michele Moore explained the Aviation Safety Action Program (ASAP), Go Team, and our TWU Local 556 Emergency Plan to the Executive Board.

The highlight of our week was the Arbitration Presentation by Arbitrator Bill McKee. Under Article 20.14.c of our Contract, Southwest Airlines and TWU Local 556 select a panel of eight mutually acceptable Arbitrators, four to be nominated by each party. Arbitrator McKee serves on our panel, and Southwest Airlines Inflight Management agreed to a joint training for the TWU Local 556 Executive Board and Grievance Team, and Inflight Management Representatives. Management and Union Representatives were able to hear firsthand what an Arbitrator considers when hearing a Grievance case, and how Just Cause and merit are presented and weighed. I hope this helps our Executive Board moving forward, as we are tasked with the huge responsibility of evaluating whether or not to proceed on each Grievance.

While our first week in office was hard work and exhausting at times, I believe it was well worth it and set the 2015-2018 Executive Board up for a very successful term, representing the best Flight Attendants in the industry, the Members of TWU Local 556.

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

Negotiating Team Update

Our TWU Local 556 Negotiating Team (NT) met with Southwest Airlines Management on May 8 for a scheduled, one-day bargaining session. Management provided our NT with new proposals on Article 8 (Hours of Service), Article 9 (Additional Flying), Article 28 (Scheduling Policy) and Article 32 (Attendance Policy). We spent time asking questions regarding new language in the proposals, and then in caucus following our discussions at the table.

During the caucus with our Strategic Advisor, our NT reviewed both Management's proposals and the outstanding issues that must be resolved before we can come to a comprehensive Ten-

tative Agreement (TA). Over the next few weeks, we will also be working with our Economist to "cost out" several compensation-related proposals.

We will be prepared to respond to Management's proposals when we return to the bargaining table on May 26-27. We remain committed to negotiating for the Contract you deserve, and will continue to keep you updated on the progress of our negotiations.

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



Executive Board Appoints Committee Chairpersons



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

Last week, the TWU Local 556 Executive Board reviewed Letters of Interest, submitted by 44 Flight Attendants, who expressed their willingness to lead one (or more) of the Union's twenty Committees. On behalf of the 13,486 Southwest Airlines

Flight Attendants and the Executive Board, I offer thanks to these Members for "stepping up" and volunteering to assist their friends, Co-workers and Union by serving as a Committee Chairperson.

Please congratulate these TWU Local 556 Members on their appointment to serve as Chairpersons of the Union's Standing and Special Committees, and thank them for their willingness to serve:

Standing Committees

Committee on Political Education (COPE) - Audrey Stone, Chairperson/Bryan Orozco & Matt Hettich, Co-Chairpersons

Critical Incident Stress Management (CISM) Committee
Eileen Rodriguez

Grievance Committee - Becky Parker

Scheduling Committee - Lisa Trafton

Safety Committee - Michael Massoni

Health Committee - Michele Moore

Professional Standards Committee - Kurtis Beggs

Education Committee - Amanda Gauger, Chairperson/
Josh Rosenberg & Angie Kilbourne, Co-Chairpersons

Uniform Committee - Crystal Reven, Chairperson/Jabari Smith, Co-Chairperson

Communications Committee - Cuyler Thompson, Chairperson/Erich Schwenk and Robin Brewer, Co-Chairpersons

Civil and Human Rights Committee (CHRC) -
Lori Lochelt

Shop Steward Committee - Mark Anthony Reyes, Chairperson/Crystal Reven, Co-Chairperson

Mobilization/Organizing Committee - Audrey Stone, Chairperson/Sam Wilkins, Co-Chairperson

Special Committees

New Hire Committee - Joe Skotnik

Scholarship Committee - Jessica Parker

Survey Committee - Erich Schwenk

Veteran's Committee - Chris Sullivan

Working Women's Committee - Audrey Stone

Flight Attendant Drug and Alcohol Program (FADAP)
Amy Hutchins Peters & Natalie Salser

CISM Recurrent Training



Eileen Rodriguez is a Dallas-based Flight Attendant and serves as the Chairperson of the Critical Incident Stress Management (CISM) Committee.

Congratulations to the 23 new Critical Incident Stress Management (CISM) Team Members! We had an amazing CISM Recurrent Training class in Dallas on April 14-16. The CISM Team spent three days training on team resilience, boundaries, suicide prevention, dealing with a line of duty death, dealing with addiction amongst peers and accident activation and preparedness training. We also talked a lot about stress management!

During these three full days, the CISM Team was fortunate to hear from many wonderful guest speakers, including TWU Local 556 President Audrey Stone, 2nd Vice President Brett Nevarez, Southwest Airlines Vice President of Cabin Services Mike Hafner and several Inflight Directors.

The CISM Team now has 73 Members, spread across the Southwest Airlines system who are trained, ready and eager to assist Southwest Airlines Flight Attendants. If you see one of these amazing Team Members on line, please be sure to thank them for their service.

Contact a Team Member via the CISM HOTLINE (1-800-408-3220) or via email at cism@twu556.org.



Final Deadline for TWU Local 556 Scholarship Applications is June 30, 2015

TWU Local 556 Scholarship Program



Education is important to TWU Local 556. Our Local is proud to sponsor two scholarships: the Paul Gaynor and Madeleine Howard Scholarships.

The Madeleine Howard Scholarship: one scholarship per year will be awarded in the amount of \$2,500 to a TWU Local 556 Member or family member of a TWU Local 556 Member. Scholarship Selection is based on the applicant's capacity toward serving others. Special consideration will be given to applicants who have demonstrated a level of service toward TWU Local 556, organized labor, or the Labor Movement.

The Paul Gaynor Scholarship: one scholarship per year will be awarded in the amount of \$2,500 to a Member of TWU Local 556. Selection is based on capacity for Leadership, growth, and active involvement or commitment to the Labor Movement.

Visit **www.twu556.org** and click *Scholarships* on the right hand side to download an application.

Applications must be postmarked
by **June 30, 2015.**

Scholarship application and essays must be **postmarked by June 30, 2015.** Applications will be judged and awarded by the TWU Local 556 Scholarship Committee consisting of the Local President, Scholarship Committee Chairperson, and one individual chosen by the TWU Local 556 Executive Board from the academic or labor communities. **Awards will be announced on August 20, 2015.** Notice of the winner will be published in Unity Update and in the Union bulletin boards in all bases.

Contract Quickies!

Brandon Hillhouse is a Dallas-based Flight Attendant and a Member of the TWU Local 556 Grievance Team and Negotiating Team.



VJA SEASON

- VJA pairings are compensated at 1.5x the applicable trip rate. VJA is offered to cover operational needs.
- Pairings picked up from Open Time on the first three days of a bid period, the last day of a bid period, or anytime VJA is offered to cover operational needs will be credited at VJA.
- VJA is **ONLY PAID ON THE LEG VALUE!** VJA is **not** paid on RIGs. A letter next to the daily duty total or the trip duty total is an indication there are RIGs involved. Add up the individual leg totals and multiply by 1.5 to come up with your VJA total. You will receive the VJA value or the RIG value at straight time, whichever is greater. (While it is rare, sometimes the RIG value can be higher than the VJA value.)
- If you are rescheduled for more flying that increases your Trips for Pay (TFP) on a VJA pairing, the additional TFP's are still credited at 1.5x (not at double time). The easiest way to explain: the Company pays you a 1.5x premium for the VJA pairing as picked up from Open Time. If you are then rescheduled to fly more than you picked up, the contractual penalty for flying over and above what you picked up is calculated at 1.5x for those additional TFP.
- If you are rescheduled on a VJA pairing with RIGs, and the VJA value is greater than the RIGs, all leg credits will be at 1.5x. For example, if you pick up a VJA pairing that pays 19.50 TFP, but only has a leg value of 17 TFP, then you are guaranteed 25.50 TFP (17 x 1.5) for the pairing. If you are rescheduled to a pairing with leg credits of 19 TFP, you will receive 28.50 TFP (19 x 1.5).
- You can trade your VJA pairing for another VJA pairing or trade with an Open Time pairing that is labeled VJA and still retain the VJA value. Note: Pairings in Open Time on the first three days or last day of a bid period are not labeled VJA but still retain the VJA value.
- ALWAYS use the VJA Trade button when picking up or trading a VJA pairing. This button will stop a transaction if it does not process as VJA. If you use the regular Trade button, you run the risk of VJA being discontinued a split second prior to the trade. This could result in you trading for a trip that is not considered VJA.
- Only pairings with ALL legs at VJA are considered VJA pairings. For example, a pairing you keep during an overlap option that is only partially paid at VJA is NOT considered a VJA pairing.

Inflight Audits



Andrea Garnett is a Dallas-based Flight Attendant and serves as the Dallas Domicile Executive Board Member.

Southwest Airlines Inflight Management's "Mobile Leadership" is in full force and the number of

Inflight Audits has increased. Audits are not new, but something that Management has done in various forms over the years. However, the increased Supervisor activity has also generated a growing number of questions from Flight Attendants.

Inflight Supervisors have begun calling Flight Attendants at home to discuss the results of the Audits. Flight Attendants should ask the Supervisor "Could this discussion result in discipline?" If the answer is "no," then it is up to you whether to talk about it over the phone. If the answer is "yes," contact the Union Office immediately.

Some of these conversations may result in Supervisors asking you to come into the Inflight Office to talk about the Audits face-to-face. Ask if this meeting could result in discipline. Please be advised that if discipline is a possibility, you should not have a conversation, face-to-face or over the phone, without Union representation. It is always your right to have a Union Representative present at any meetings with Management. The Audits themselves are not considered discipline, but something in the Audit could result in a Fact-Finding Meeting, which, in turn, might result in discipline.

If you have questions, please don't hesitate to contact the Union Office at 1-800-969-7932.

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TWU Local 556

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