



NOVEMBER 20, 2015

unity update

Your bi-monthly
Unity supplement

President's Message



Audrey Stone is a Las Vegas-based Flight Attendant. Audrey serves as the President and Lead Negotiator for TWU Local 556.

Our TWU Local 556 Negotiating Team (NT) has been busy over the last two weeks! If you haven't seen it yet, please watch the below video and read the update regarding our survey. We thank everyone who submitted feedback through our "Negotiations Priorities" tab, and we look forward to continuing to hear from you. As a reminder, all Members of our NT will be attending our upcoming Membership Meetings, and we hope to see you there.

December Bonus Point



Barbara Fitzhugh is a Dallas-based Flight Attendant and Shop Steward. Barbara serves as a Member of the TWU Local 556 Grievance Team.

Wow...Hard to believe it is that time again. On the date of this writing, there are only six more Fridays until Christmas. I have no idea where this year has gone.

But what that means for us, Flight Attendants at Southwest Airlines, is that it is nearly December.

And what is more exciting in December than Christmas? Since the wooden Christmas tree in my office is already plugged in and lit up, you would likely think my answer is nothing! However, December also means Record Improvement!!! While Article 32 of the CBA allows for several methods of point reductions, December is special. For perfect attendance in December, a Flight Attendant's point accumulation will be reduced by one (1) point or their point bank increased by one (1) point!

Keep in mind, any time on leave of absence other than funeral leave or jury duty will not permit the December Record Improvement Bonus. However, an MBL will not affect the bonus, so long as no points are accrued. And, this bonus is in addition to other Record Improvement for this quarter.

Just as a reminder, for each quarter, your record may be improved by two (2) points, so long as there are no chargeable occurrences. You may use your PIN or Doctor's Note in the



quarter and still reduce your points by two (2), but only until they reach zero. Funeral leave, jury duty, and Intermittent FMLA leave may be taken and will not affect your ability to record improve. A single OJI occurrence of four (4) days or less (limited to once per calendar year) will not count against you under this section either. As long as you do not accumulate any attendance points in the quarter and on active status for the whole quarter, you will have two (2) attendance points reduced from your total. Remember, ONLY when you have perfect attendance, may you bank points.

For perfect attendance in the quarter, two (2) points will be reduced from your total points or added to your point bank, if your points total reaches zero. Perfect attendance means no leave of absence other than funeral leave or jury duty. An MBL with no points accrued will not count against perfect attendance.

Are you a commuter? As a reminder, Article 33 - Commuter Policy, also states that if a personal leave is granted when utilizing the Commuter Policy, the leave will not count against perfect attendance. Don't forget to pick up that pairing from open time though.

Finally, for the fourth quarter, we have yet one more way to reduce our points. There is a Fourth Quarter Record Improvement Bonus. If you have four (4) points or less at the end of the 4th quarter and you don't accumulate more than one (1) point from October through December, your point record will be reduced to zero (0) points. For example, if you have 3 points, and you receive an FTR, your point total will now be four (4) points. If you utilize a PIN, Doctor Note and/or Intermittent FMLA and receive no points, your points will be reduced to zero (0).

When you make it to zero (0) all past roll off will, well, roll off. You are provided a fresh start and your past roll off schedule won't apply to any new points.

So, as you head into December, keep in mind the ways in which you are able to reduce your points. If you qualify for more than one of the different methods to reduce your points, only the method giving you the greatest benefit will be applied. Now is a good time to call your supervisor and check on those points and feel free to call the Union Office with any questions. Happy flying and Happy Holidays to everyone!



Voluntary Insurance Benefit Open Enrollment

Annual enrollment for Voluntary Insurance Benefits offered to Members of TWU Local 556 is just around the corner; don't miss out!

In order to provide you with additional time to meet with a Benefits Counselor, open enrollment will begin earlier than last year. Be sure to meet with a Benefits Counselor in the Flight Attendant Lounge beginning December 14 – January 15, 2015.

Important: ** Bring your 12/05/2015 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). 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.

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.

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.

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.



TWU556NEGOTIATINGTEAM *Negotiations Update* *Straight from the Source!*

TWU International will be conducting two research projects on our behalf in the coming weeks to gain valuable insights about our ongoing Contract Negotiations with Southwest Airlines. We will be working closely with TWU International during all phases of this project, which will include third party experts who will be conducting these surveys to make sure the results are scientifically valid. We will also continue standing together with TWU Local 555 as we move forward, and appreciate TWU International's assistance in helping both Union groups.

From November 17 through November 23 a random sample of Members will be selected to participate in an anonymous, in-depth telephone interview which will seek perspectives and thoughts about how to move forward with this effort.

Additionally, from December 7 through December 11, a random and anonymous sample of Members will be asked to participate in a poll survey, via phone, to identify Member opinions related specifically to our Contract Negotiations. This will include such things as what aspects are the most important to you, and your willingness to participate going forward.

Further, after December 12 each and every Member will have the opportunity to take the same poll survey on the Union Web-

site. We need to hear from all of you. We need your feedback and direction, so we urge each of you to take the web survey.

Finally, we hope that if you receive a call from National Research on behalf of our International you will participate and provide important feedback. We are committed to getting this right and fighting for the best possible outcome. This research will enable us to devise and design our new proposals and strategy in order to secure the Contract we deserve.

In Unity,

TWU Local 556 Negotiating Team



Click here to watch a video message outlining the ways in which your Negotiating Team (NT) has been hard at work behind the scenes.



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



CONTRACT QUICKIES!

The Reserve Rotation affects 65% of our Members, and the Reserve portion of our Contract can affect all of our Members. Great improvements have been made over the years to make sitting Reserve a little less painful. From an increase in the notification time to the ability to self-assign, these quality of life improvements have benefitted our Members. Even with these changes, there are still some areas of Article 11—Reserve that can be confusing or difficult to understand. Let's talk about some of these things.

When Scheduling calls me and says they are giving me a "gate check," what exactly does that mean?

The term "gate check" does not specifically appear in our Contract. It is a term used by Scheduling to describe a portion of our Contract that states when called for a Reserve assignment, you must be able to be onboard the aircraft in full uniform within two (2) hours of notification. On Reserve, we are not guaranteed the full hour from check-in to departure time. Scheduling calls it a "gate check" because if you take the full two hours notification, they need you to call from the gate to check-in. However, if you get to the airport well before the two hours, you can check-in on the designated check-in phone or computer.

Is Scheduling required to use all the AM Reserves and PM Reserves before using the Ready Reserves?

No. The only requirement for Order of Assignment is that Reserves of the same designation (AM, PM, RR) good for the same number of days (3-day, 2-day, 1-day) must be used in the order she/he appears on the report. Typically Crew Scheduling does try to use AM and PM Reserves first since they have a set contact time window.

When can I exercise my seniority on Reserve?

If two Reserves of the same designation (AM, PM, RR) are assigned to the same trip, the more senior Reserve can use their seniority to fly her/his preferred position. You may also

exercise your seniority by utilizing the pass/fly preference under the Operational Preferences dropdown.

If I have sat Airport Standby five (5) times in one month, can Scheduling assign me a sixth time?

Yes. It is your responsibility to know how many times you have sat Airport Standby and your choice whether you want to sit the sixth time. When you are called and notified of the assignment, you inform the Scheduler whether or not you want to accept the sixth time.

What about my domicile break when I have two blocks back to back?

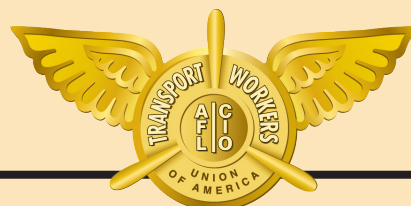
If the Reserve days have different labels, you will receive the minimum nine (9) hour FAR rest from debrief to when you are available for contact. For example, the trip on your first block of Reserve debriefed at 2100. You are liable for contact at 0600 the next day. If the Reserve days have the same labels, you will receive the contractual domicile break of 12 hours from block-in to when you are available for contact. For example, the pairing on your first block of Reserve blocked-in at 1930 so you are liable for contact at 0730 the next day.

When a pairing is in Open Time in more than one position and Scheduling is assigning it to Reserves, why don't they call the most senior Reserve first to give her/him their position preference?

Scheduling must assign the trips to Reserves in the order they appear on the Reserve report. If the most senior Reserve is the not the first to be assigned, they cannot go out of order just to give that senior Reserve their position preference. In order to exercise seniority, simply inform the Scheduler you want a different position. As long as all contractual rules are met, the Scheduler will change your position.

For more information, please reference Article 11 in our Contract or contact the Union Office for assistance.

Ongoing AirTran Attendance Point Conversion Discussion



TWU Local 556 Leadership, both past and present, former AFA-Council 57 Leadership, and Southwest Airlines Leadership met on November 13 to discuss the AirTran Attendance Point Conversion Agreement that was signed in 2012. We had productive discussions regarding concerns about how the agreement is being applied, and we have requested further information from Southwest Airlines before we continue additional talks. TWU Local 556 remains committed to advocating for all of our Members.

MEMBERSHIP MEETING SCHEDULE

All Meeting Times Are Posted In Local Time

** denotes new meeting location

HOUSTON

DATE: Monday, December 7
TIME: 10:00 A.M.
**LOCATION: Houston Marriott South
9100 Gulf Freeway, Houston, 77017
(713) 943-7979

LAS VEGAS

DATE: Monday, December 7
TIME: 12:00 P.M.
**LOCATION: Hampton Inn Tropicana and Event Center
4975 Dean Martin Drive, Las Vegas, 89118
(702) 948-8119

ORLANDO

DATE: Tuesday, December 8
TIME: 10:00 A.M.
**LOCATION: Hyatt Regency Orlando International Airport
(407) 825-1375
9300 Jeff Fuqua Boulevard, Orlando, 32827

PHOENIX

DATE: Tuesday, December 8
TIME: 12:00 P.M.
**LOCATION: Hyatt Place Phoenix-North
10838 N. 25th Ave, Phoenix, 85029
(602) 997 8800

BALTIMORE

DATE: Wednesday, December 9
TIME: 10:00 A.M.
**LOCATION: Hampton Inn BWI
829 Elkridge Landing Rd, Linthicum Heights,
21090, (410) 850-0600

CHICAGO

DATE: Wednesday, December 9
TIME: 12:00 P.M.
LOCATION: Courtyard by Marriott
6610 South Cicero Ave, Chicago, IL 60638
(708) 563-0200

ATLANTA

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

DENVER

DATE: Thursday, December 10
TIME: 12:00 P.M.
LOCATION: Holiday Inn & Suites
6900 Tower Road, Denver, CO 80249
(303) 574-1300

DALLAS

DATE: Friday, December 11
TIME: 10:00 A.M.
LOCATION: Unity Hall / TWU Local 556
7929 Brookriver Drive, Suite 750, Dallas, TX
75247 (214) 640-4300

OAKLAND

DATE: Friday, December 11
TIME: 12:00 P.M.
**LOCATION: Holiday Inn Oakland Airport
77 Hegenberger Road Oakland, 94621
(510) 638-7777

MEETING AGENDA

General Union Business, Board of Election Elections, Bylaw Amendments, Membership Motions
Union Meeting open to Members only. ID's will be checked.

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YOUR MONTHLY UNITY SUPPLEMENT



Unity and Unity Update are official publications of
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the Flight Attendants of Southwest Airlines.

TWU Local 556

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