



DECEMBER 5, 2015

unity **update**

Your bi-monthly
Unity supplement



TWU556 NEGOTIATING TEAM

Negotiations Update

Straight from the Source!

Since we last communicated, our TWU Local 556 Negotiating Team (NT) has been busy reviewing all of your "Negotiations Priorities" that you have submitted. We want to thank those of you who have taken time to send in your priorities, and we have been pleased with the response we have seen so far. If you haven't submitted your ideas yet, [please click here](#) or log on to the TWU Local 556 Website and select the Negotiations Priorities button on the home page and send us your suggestions.

As you know, we are preparing to return to the negotiating table with Southwest Airlines on December 16. We are ready to begin discussions again in order to restart our negotiations following the rejected Tentative Agreement (TA), and are committed to doing whatever it takes to reach an agreement that demonstrates the respect that you deserve for the job we do as Flight Attendants – the face of Southwest Airlines. This includes extending an invitation to have your elected leaders on our Executive Board (EB) join our NT for the reopener of negotiations.

We would also like to afford you the opportunity to have your voice heard at this important meeting, through your Local 556 Leadership. We recognize that while long periods of negotiations have affected morale across the board, you continue do a stellar job in winning and keeping Customers by doing your best on the job every day. This continues to be vital to the success of South-

west Airlines. You have the right to be respected for the role you play and we intend to drive this point home to Management.

We want to carry your voice with us by having you send your message to Southwest Airlines of exactly what RESPECT means to you. You have an opportunity to send your message of respect in through [our Website](#), by attending one of the ten sessions of our Membership Meetings next week, or by reaching out to your Domicile Executive Board Member. Our NT and EB will be presenting your request for respect to Southwest Airlines Management on December 16, and we hope that we can count on all of you to participate in letting Management know your thoughts.

Finally, last week Gary Kelly shared a memo with all of us that, to say the least, we found sorely lacking. Our NT responded with a letter directly to Gary, and if you haven't read it yet, [please click here](#) or go to the www.twu556.org to read the letter..

Thank you again for the contributions you make to the success of Southwest Airlines, and we are honored to represent you as we return to the bargaining table.

In Unity,

TWU Local 556 Negotiating Team

You can't feel



without RESPECT.

R.E.S.P.E.C.T.

This is what it means to me:

Count on me to stand up for respect!



I am a Member of TWU Local 556 the
Union of Southwest Airlines Flight Attendants.

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.

Women... Right Now! Right Time!



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

Sitting in a large convention hall full of Union women (and a handful of men) is educational, energizing, and fun. Mine workers, autoworkers, postal workers, teachers, state employees, machinists, transportation employees and more. There was also a lot of music, dancing, and singing; that's my kind of convention!

The Coalition of Labor Union Women (CLUW) held their 18th Biennial Convention in Sacramento, CA on November 18-21, 2015. The theme of the convention was "Women.... Right Now! Right Time!" The event included workshops, panels, and guest speakers as well as committee reports, resolutions, and constitutional amendments. New chapters were chartered and others reorganized. CLUW's founding principles are to:

- Promote affirmative action in the workplace;
- Strengthen the role of women in unions;
- Organize the unorganized women; and
- Increase the involvement of women in the political and legislative process.

It was abundantly clear that in the current sociopolitical environment the focus of CLUW women and chapters is to protect the gains women have made in these areas and to bring in new members, particularly young women, to carry the banner into the future. In addition, going into election year 2016 a major effort will be made to register voters, engage in volunteer canvassing, and get out the vote efforts.

The convention seated 364 delegates with an additional 77 observers. There were 18 diverse workshops offered including Changing the Narrative: Messaging to Win; Understanding Race/Defeating Racism; Lobbying For Your Future; Human Trafficking; Criminal Justice Reform; and, Keeping Meetings Legit. Also on the menu were workshops addressing reproductive rights, retirement, workplace violence, and helpful information on administration of CLUW chapters. All workshops were held on Wednesday.

Guest speakers throughout the convention kept the attendees energized, inspired, and motivated. Speakers included Elizabeth Shuler, Secretary-Treasurer, and the highest ranking female at AFL-CIO; Dr Sylvia A. Allegretto, Research Economist, Institute for research on Labor & Employment, University of California, Berkeley; The Honorable Nina Turner, Ohio Democratic Party, Engagement Chair and Former Ohio state Senator; and, Cindy Sheehan, Peace Activist and Author.

Two panels were presented:

- Union Women and Health: providing information and tools to help women live happier and healthier lives. Moderated by Carolyn Jacobson, Special assistant to the CLUW President
- Young Women Workers and You: Moving Forward: the future of the American Labor Movement is younger

workers, particularly women. Moderated by Carmen Berkley, Director, Civil, Human, and Women's Rights Department, AFL-CIO

Twenty-three resolutions were passed on a wide variety of issues. Nine resolutions are linked to specific legislation such as restoring the Glass-Steagall Act, passing the Raise the Wage Act, the Equal Rights Amendment, and the EACH Woman Act, and endorsing the Equality Act. Other resolutions support clean water, criminal justice reform, stopping human trafficking, preventing gun violence, reproductive freedom, and voting right via mail.

The overall tone and vibe of the convention was that woman possesses incredible power, presence, and strength. Fully half of all American workers are women, and women are vital to not only the 2016 but ALL elections. It is critical to get eligible voters registered AND educated on candidates and ballot issues. Women must also seize opportunities to garner leadership positions within their unions, their companies, and in government. It is imperative that women use their collective voice to retain the gains made in prior decades and forge ahead to bring fairness, equality, safety, and security to all women and families. As an organization, CLUW and its chapters provide workshops and opportunities for mentoring, education, and leadership that Locals cannot or do not offer. CLUW chapters across the country are playing vital roles in their communities and they are determined to grow and challenge the status quo.

I highly recommend visiting the CLUW Website at www.cluw.org. Chapters that may be of interest to Local 556 Members are in Baltimore, Chicago, Dallas, Houston, the Bay Area, and Metro DC. Any TWU Member may join CLUW as an individual or an affiliate of a chapter.



Left to Right: TWU Local 567 and CLUW Texas President, Carolyn Burton; TWU Local 556 CHRC Chairperson, Lori Lochelt; TWU International Representative and Local 556 Member, Gwen York; AFL-CIO Secretary Treasurer, Elizabeth Shuler.



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.

Don't forget
the 2015 TWU Local 556 Toys for Tots
toy drive ends **DECEMBER 18!**



Help make this a Holiday Season to remember, and to make a dream come true for a child who might otherwise be forgotten.

Please drop off a new, unwrapped toy in the drop box located in your lounge. If you would prefer, simply leave a check or money order made out to "Toys For Tots" in your DEBM's mailbox.

For more information or to make a tax deductible donation, please visit the website at:
www.toysfortots.org



Contract Education 101

What is Reserve Daily Value (RDV) and How is it Applied?

Denny Sebesta is a Dallas-based Flight Attendant and former Member of the TWU Local 556 Negotiating Team. Denny serves on the Local's Education Committee and is a regular contributor to Unity Magazine and Unity Update.

Editor's Note: Denny's article about Reserve Daily Value (RDV) ran in Unity Update on April 5, 2014. With the recent New Hires joining our Membership we feel it's a great time to revisit the history of RDV and how it's applied.

Here is a little history of the Reserve Pass/Fly system. In 2005, the Union took two Contract grievances to arbitration against Southwest Airlines Management. The two grievances involved two separate issues that pertained to what was then commonly referred to as "Reserve flipping." They involved Reserve blocks and/or broken blocks of Reserve picked up by Flight Attendants and how the Company applied each one to the Reserve guarantee. These issues were also adversely affecting the Order of Assignment Reserve language outlined in our Contract.

Prior to receiving the Arbitrator's decision, the Union and Management agreed to settle both grievances. The Union's Executive Board at that time decided that it was in our Membership's best interest to settle on terms agreeable by both parties versus risking a potentially harmful decision by the Arbitrator, which would be final and binding.

Part of this settlement agreement included a new Pass/Fly preference that a Reserve Flight Attendant could use to influence their order of being called out for an assignment. Reserves who chose to "fly" would be used before those who elected to "pass." There had to be a process in calculating the even distribution of flying along with order of assignment and a value to determine whether or not a Reserve was projected to exceed their Reserve guarantee with the new Pass/Fly system. Both parties agreed to what is now referred to as RDV (Relative Daily Value). Here's how RDV is applied:

- RDV is calculated by subtracting the Reserve month to date TFP and credits and the TFP associated with the remaining Reserve days from your Reserve guarantee:

Formula: Block/Month Guarantee - TFP flown towards Block/Month Guarantee - (days left in Block/Month x 6) = RDV

- The positive and negative numbers of RDV- All Reserves begin the month with a "0" RDV. That number is then changed based upon days you are used or not used. When you are not used, each day associated with your Reserve guarantee continues to increase in number, thus, a positive RDV. When you are used for Airport Standby or given a flying assignment, then those numbers are subtracted from your total creating the negative RDV number. Remember, if you are flying a trip that falls on your Reserve days in the "new" month, those trips begin to subtract from your RDV.
- Reserves are divided into their respective designation (AR, PR, RR and the number of days: 4-day, 3-day, 2-day, 1-day). For all Reserves with the same designation and good for same number of days, order of assignment is based on the following:
 - RDV "0" or higher, fly preference, from most senior to most junior
 - RDV "0" or higher, pass preference, from most junior to most senior
 - Negative RDV (less than "0") from least negative to most negative.
 - Reserves with same negative RDV will be sorted by pass/fly preference and seniority.
- When more than one Reserve returns to her/his domicile on the same day, the Reserve with highest RDV ("0" or greater) and is legal for the assignment will be used first. In instances where two or more Reserves have the same RDV value, the most junior Reserve will be assigned first.

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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.

TWU Local 556

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