

APRIL 5, 2014

unity^{update}

YOUR BI-MONTHLY UNITY SUPPLEMENT

A Message from the 1st Vice President



Todd Gage is an Oakland-based Flight Attendant and the 1st Vice President of TWU Local 556.

We are officially less than a month away from the opening of our 10th Flight Attendant Domicile: Atlanta. On May 1, the opening day, some Officers of the TWU Local 556 Executive Board will be present in the Atlanta Flight Attendant Lounge on their "Listening Layover." We will be listening to your comments, answering your questions, and celebrating our newest domicile. In addition to the "Listening Layover," we will also be attending the Atlanta Base opening party. For more information on the opening party please visit the link <http://www.brownpapertickets.com/event/601541>. As mentioned in a previous Unity Update, applications for the Atlanta Domicile Executive Board Member (DEBM) position must be submitted before the start of our next Executive Board meeting, scheduled to begin at 0830 on Tuesday, April 15. Flight Attendants meeting the criteria who would like to be considered for the Atlanta Domicile Executive Board Member position are invited to email their Letters of Interest to TWU Local 556 President Audrey Stone at AStone@TWU556.org.

Your Union continues to hear your issues resulting from Southwest Airlines' Start Strong initiative. Specific situations have been discussed with Management. We have been told that these situations are more "station" or "agent" related and are NOT supported by Inflight Management. Please remember that per our Contract, you do NOT have to step foot onto the aircraft until 30 minutes prior to departure. We understand how important on-time performance is; however, disregarding our contractual language or safety is not the way to go about it. We ask that if you have an experience that disregards our contractual language or safety, please document it and pass it on to the Union.

This leads me into another hot topic: Deadheading Flight Attendants being "asked" to take the 4th jumpseat. Again, this is contractual language from Side Letter 7 that states:

ARTICLE 10.12.A – Scheduled or unscheduled Deadheading Flight Attendant(s) will be considered (a) must ride(s) to include cabin seats for each Flight Attendant. A Flight Attendant may, but is not obligated to, occupy a jumpseat.

You are guaranteed a cabin seat any time you are deadheading! We ask that if you feel like you are being harassed or threatened to take the jumpseat while deadheading, that you document the situation and bring it to the Union's attention. We will continue to address this issue with Management until it stops happening.

The schedule for the 2nd Membership Meeting of 2014 has been published. Please check the TWU 556 Website for your base's date and time. For those of you that will be based in Atlanta, your meeting agenda will be a little different. In addition to voting on Membership Motions, reviewing Minutes, and Financial Reports, you will also be nominating and electing Shop Stewards. TWU Local 556 Bylaw Article VIII states:

(o) If the Company opens a new Domicile, existing Shop Stewards transferring into the new Domicile will continue their term in the new Domicile and the resulting vacancies in their previous Domiciles will be filled in accordance with Article VIII (j). Nominations and elections for Shop Stewards in the new Domicile shall be held at the first regularly scheduled Membership Meeting following the opening of the new Domicile. The vote will be by secret ballot of those present and voting.

(d) To be eligible for nomination as a Shop Steward, a Member must, in addition to all other requirements of the International Constitution and these Bylaws: (1) be on the Southwest Airlines Inflight Services Seniority list for not less than a period of six (6) months at the time of nominations; (2) Shop Stewards must be a Member in good standing.

Being a Shop Steward is a great way to get involved with your Union. If you have any questions about being a Shop Steward, please contact the Shop Steward Committee at shopstewardcommittee@twu556.org.

On March 26, Local 556 President Audrey Stone, Secretary/Treasurer John Parrott and I attended the Labor Management Forum hosted by Southwest Airlines Vice President of Labor Relations Randy Babbitt. This is a chance for all the labor groups at Southwest Airlines to address issues as a whole with Management, as well as stay updated with the current and future changes of Southwest Airlines. Although there is not a lot to report, we did, however, see an overview of the future Network Operations Center (NOC). In May, all Scheduling (Flight Ops and Inflight) and Dispatch will relocate to the new TOPS building across the street from the current Southwest Airlines Headquarters. I will be touring the new NOC on behalf of TWU Local 556 next month. I hope that this new state of the art facility will improve the communications between Scheduling, Dispatch, and our Mechanics during irregular operations.

As always, I am proud to be the 1st Vice President of the Union representing the best Flight Attendants in the industry! I am looking forward to seeing you at a Membership Meeting very soon.

In Unity,

Todd D. Gage

2ND MEMBERSHIP MEETINGS OF 2014

General Union Meeting open to Members only. ID's will be checked. All times are local times. The Meeting Agenda is posted on the Local 556 Website. Members in attendance at the Meeting will review the TWU Local 556 Financial Report, discuss the progress of our ongoing Contract Negotiations and vote on a motion currently on the floor:

"to have a list of all Members published regularly (quarterly) and securely, only available to the TWU Local 556 Membership."

Please make plans to attend a Membership Meeting.

DALLAS

**11:00 A.M., Monday, May 12, 2014

TWU Local 556 Union Office - (214) 352-9110
7929 Brookriver Dr., Suite 750, Dallas, TX 75247

HOUSTON

**12:00 P.M., Friday, May 16, 2014

Houston Hobby Airport (713) 845-2140

*Astros Room-down hall from FA Lounge

ATLANTA

**12:00 P.M., Saturday, May 17, 2014

*Atlanta Airport Marriott Gateway (404) 763-1544
2020 Convention Center Concourse, Atlanta, GA 30337

ORLANDO

**12:00 P.M., Sunday, May 18, 2014

Hampton Inn - International Airport (407) 888-2995
5767 TG Lee Blvd, Orlando, FL 32822

BALTIMORE

10:00 A.M., Monday, May 18, 2014

Doubletree by Hilton Baltimore Airport, (410) 859-8400
890 Elkridge Landing Rd. Linthicum Heights, MD 21090

* New Location ** New Meeting Time



CHICAGO

10:00 A.M., Tuesday, May 20, 2014

Hampton Inn - (708) 496-1900
6540 S. Cicero Ave, Bedford Park, IL 60638

DENVER

**10:00 A.M. Wednesday, May 21, 2014

*Holiday Inn Express-(303) 373-4100
6910 Tower Road, Denver, CO 80249

OAKLAND

10:00 A.M., Tuesday, May 27, 2014

OAK Airport-Rear Conference Room (510) 563-6424.
Terminal 1 (elevator is on the right before security check-point; proceed to the 2nd floor and through double doors)

LAS VEGAS

12:00 P.M. Wednesday, May 28, 2014

Hampton Inn Tropicana, Fiji Room - (702) 948-8100,
4975 Dean Martin Drive, Las Vegas, NV 89118

PHOENIX

10:00 A.M., Thursday, May 29, 2014

Phoenix Sky Harbor International Airport (602) 273-4391
*Terminal 4 - Next to British Airways First Class Lounge.

Annual Enrollment for Supplemental Insurance

Annual enrollment for the highly competitive Supplemental Insurance package offered to all Members of TWU Local 556 through our benefits partners is just around the corner.

Our current Supplemental Insurance Program offers coverage in short-term disability, critical care, cancer, accident and universal life insurance. We encourage all of our Members to become familiar with and use the resources offered on our customized Supplemental Insurance Portal: <https://ventureuserservers.com/maxim/swa/>. Via this portal, you will find detailed information about our current Supplemental Insurance program as well as necessary benefit summaries, claim information, forms, customer service numbers, frequently asked questions and direct links to the insurance companies. Stay tuned to your TWU Local 556 communications mediums for more information regarding our upcoming annual enrollment period.



TWU 556
Southwest Airlines Flight Attendants

Supplemental Insurance	
Plans Menu	
Cancer	
Disability	
Accident	
Critical Illness	
Universal Life	

Audrey Stone's Listening Layovers

TWU Local 556 President and Lead Negotiator Audrey Stone, accompanied by 2nd Vice President and NT Member Brett Nevarez, Recording Secretary Cuyler Thompson and Baltimore Shop Steward Jennifer Vitalo were in the Baltimore Inflight Lounge on April 21, answering Members' questions on the current status of Contract Negotiations and listening to their concerns and input. Audrey's next stop on her "Listening Layovers" tour is Oakland on April 28, 2014 at 1200. She will be in the Inflight Lounge or in the terminal at Gate 24 until 1800. Make plans to shake hands with Audrey!



Local 556 President Audrey Stone and
BWI Shop Steward Jennifer Vitalo



BWI Flight Attendant Peg Kauffman
and Local 445 2nd Vice President Brett
Nevarez



TWU Local 556 Scholarships

Matt Hettich is an Oakland-based Flight Attendant, the Oakland Domicile Executive Board Member and the Chairperson of the Local 556 Scholarship Committee.



haguet Howard Scholarship is awarded to TWU Local 556 Members or family members of TWU Local 556 Members. Each scholarship will be awarded to one applicant and each has a maximum value of \$1,500 per recipient. The distribution can be used for tuition, books, and/or room and board. For both scholarships, the applications, including application form, letters of endorsement and essay, must be received by June 30, 2014. Scholarship applications will be judged and awarded by the TWU Local 556 Scholarship Selection Committee consisting of the Local President, Scholarship Committee Chairperson, and an individual from the academic or Labor communities who is chosen by the Executive Board. Awards will be announced by July 31, 2014. Notice of the winner will be published in the fall UNITY publication and in the Union Glass Case in all bases. Online applications will be accepted through the TWU Local 556 Website. Visit www.twu556.org for complete details. Paper applications are also available in the lounge on the Union Red Rack. (see flyer on next page)

Inflight Supervisors Returning to Flight Attendant Status

During their March 2014 Meeting, the Local 556 Executive Board agreed to a Letter of Understanding (LOU) with Southwest Airlines Inflight Management in which the procedure for determining domicile assignment when an Inflight Supervisor or Manager returns to active Flight Attendant status was clarified. [Click here to read the LOU.](#)

Log on to the TWU556 Website to take this month's Crew Check-In Poll.

How often do you elect to keep the portion of your pairing that falls outside of your vacation bar?

- ☐ Always
- ☐ Sometimes
- ☐ Never
- ☐ I did not know this was an option

Vote

View Results PollDaddy.com

Apply for the TWU Local 556 Scholarship Program

Education is important to TWU Local 556 and we are proud to sponsor two scholarships: The Paul Gaynor Scholarship, awarded to Members of TWU Local 556, and the Madeleine Rolle de Milhaguet Howard Scholarship, awarded to TWU Local 556 Members or family members of TWU Local 556 Members. Apply online at

www.TWU556.org

*Enriching the lives
of our Members and
their families*



The Paul Gaynor Scholarship

Education was one of Brother Gaynor's primary concerns. Considering the unique challenges we face at Local 556, it is essential that we assist in the continuing education of our Members in Labor relations. On May 20, 1998, the TWU Local 556 Executive Board, in partnership with TWU International, established the TWU Local 556 Paul Gaynor Scholarship.

This scholarship awards one \$1500 scholarship per year and can be used for tuition, books, and/or room and board for TWU Local 556 Members pursuing a degree in Labor Studies. Each applicant must submit an application and all supporting documentation by June 30, 2014. Visit **www.TWU556.org** for complete details and to submit an online application.

The Madeleine Rolle de Milhaguet Howard Scholarship

The TWU Local 556 Madeleine Rolle de Milhaguet Howard Scholarship was established in 2014 to recognize the contributions TWU Local 556 Executive Administrator has made to the Membership of TWU Local 556. Madeleine's dedication, commitment, and compassion for TWU 556 Members have been the common denominator that has held our Union family together.

This scholarship awards one \$1500 scholarship per year and can be used for tuition, books, and/or room and board for TWU 556 Members or family members of TWU 556 Members pursuing a degree in higher education. Each applicant must submit an application and all supporting documentation by June 30, 2014. Visit **www.TWU556.org** for complete details and to submit an online application.

Application Requirements, Deadlines, and Awards

For both Scholarships, applications including application form, letter(s) of endorsement, and essay must be received by June 30, 2014, and will be judged and awarded by the TWU Local 556 Scholarship Selection Committee consisting of the Local President, Scholarship Committee Chairperson, and a non-Member chosen by the Executive Board from the Academic or Labor communities. Awards will be announced by July 31, 2014. Notice of the winners will be published in the Fall Unity publication and in the Union Glass Case in all bases.

Contract Education 101

What is Reserve RDV and How is it Applied?



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

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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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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