

MARCH 20, 2014

unity^{update}

YOUR BI-MONTHLY UNITY SUPPLEMENT

President's Message



Audrey Stone is a Las Vegas-based Flight Attendant and the President of TWU Local 556

As your President, it is my responsibility to protect the Members of TWU Local 556. I do not make decisions hastily and recognize that my decisions have consequences that affect the livelihoods of far more people than just me. I evaluate the facts of each situation and do my best to make every decision for the betterment of our Membership. I recognize that I will not be able to make all of you happy all of the time and that there will be those who question, criticize or find fault with my decisions. That's okay; you each have that right. In my role of protecting you and our Union, I will not always be able to give you the answers you may want, but be assured I will continue doing my best in answering your questions.

As your President, I wear many hats and am tasked with leading many teams, including our Grievance Team. Our Local's Bylaws state that the President shall be responsible for the staffing of the Union Office. It is my signature on the letter that is sent to Southwest Airlines, notifying them of the Flight Attendants who will be on a full time pull to do the work of the Union on a monthly basis. Of all of the things for which I am responsible, one of the most difficult is having to act as a Manager, because that is what it means to be responsible for our Office. Whether it is addressing a Member's concerns about the service received from a Grievance Team Member or managing the inevitable conflicts that arise when a group of passionate individuals work together five days a week, I always think carefully before responding, because it is ultimately about you and our Union.

Being a leader means having to make hard decisions that are not always popular. I recently made the difficult decision to return a Grievance Team Member to the line as a Flight Attendant. Please know that it was not personal, political, or a decision that I made lightly. I stated when I came in to this position that I was committed to working with everyone in place. I have, and will continue to do so. I also remain committed to making the best decisions for you, even when they are difficult. This includes fulfilling my duty to you to make sure that our Team is functional, well run, and representing you to the best of their ability. Our Grievance Team has moved forward with the daily business of our Union, and I hope the rest of your Leaders will be able to do that as well.

When I became your President almost ten months ago, I came into the position with my eyes wide open. I had already spent four years serving on our Executive Board and on various Union Committees, representing our diverse Membership, and had been through two elections. I have worked with a variety of Union and Company Leaders, both good and bad, some who have made decisions that I agreed with and some that I didn't. However, I recognized that while I may not have always agreed with these leaders, I was not in their shoes, and not doing the job for which they were responsible. When I disagreed with them, I did it in the boardroom directly and professionally. I realized that part of being a leader was not carrying my opinions out into the public arena, as that would only serve my own personal agenda and not the greater good of our Membership and I still believe that.

Our work continues, and we all need to remain focused on what is most important. I will continue to fulfill my responsibilities as your President while upholding our Contract, leading our Negotiating Team, representing our Local and managing our Union Office with integrity and professionalism because as the hardest working Flight Attendants in the industry, you deserve that. I will continue to keep you updated on what is critical within our Union in a professional and respectful manner and when I have to make those hard decisions, I will consider all the facts and make the decisions that I believe are best for our Membership. Thank you for your support.

In Unity,

A handwritten signature in cursive script that reads "Audrey Stone".

Audrey Stone
President, TWU Local 556



Atlanta Domicile Executive Board Member Appointment

The Southwest Airlines Atlanta Inflight Base is scheduled to open on May 1, 2014. In accordance with the TWU Local 556 Bylaws,

during the April 2014 Executive Board Meeting the Executive Board will appoint a Flight Attendant to serve as the Atlanta Domicile Executive Board Member. Our Bylaws state in Article VI (q):

"In the event of a new Domicile opening, the Executive Board shall appoint the Domicile Executive Board Member for the length of the term only until the next General Election. Upon being appointed to the Executive Board, the Domicile Executive Board Member shall be allowed a three month time period to finish his/her move to the Domicile to which he/she was appointed. In order to be considered for this appointment, all Members shall be based in said Domicile prior to the appointment."

The Local 556 Bylaws Article IX (a) also state:

"A Member, to be eligible for nomination and election to any office, including Board of Election and Negotiating Committee or a delegate or alternate to the TWU International Convention, must, in addition to all other requirements of the International Constitution and these Bylaws;

- 1. Be on the SWA Inflight seniority list for not less than a period of one (1) year at the time of nominations;*
- 2. Have maintained continued good standing in the Local for the same twelve (12) month period."*

The Local 556 Executive Board is currently accepting "Letters of Interest" from Flight Attendants meeting the requirements of our Bylaws who would like to be considered for the position of the Atlanta Domicile Executive Board Member.

The Executive Board has agreed that in order to be considered for the Domicile Executive Board Member position, an applicant must:

1. Be based in Atlanta as of May 1, 2014;
2. Have been on the Southwest Airlines Inflight Seniority List since May 1, 2013;
3. Have maintained continued good standing in the Local since May 1, 2013;
4. Live in (or reasonably near) the Atlanta area as of August 1, 2014.

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. In order to be considered, the Letters of Interest must be received before the April 2014 Executive Board Meeting begins, no later than 0830 on Tuesday, April 15, 2014.

The Executive Board's decision regarding the appointment will be announced no later than 1700 on Monday, April 21, 2014.

Union Dues Increase to Comply with Constitution



As communicated in a letter from the TWU Local 556 Executive Board, placed in every Flight Attendants' mailbox, our paychecks today

reflect a four-dollar monthly increase in our Union Dues. The Dues increase was required in order for us to remain in compliance with the TWU Constitution.

As of today, our Union dues are \$46, still below the industry average of \$49 per month. Read an article that appeared in the Winter 2014 issue of Unity Magazine regarding our Union Dues [here](#).

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

Contract Quickie! is Stranded

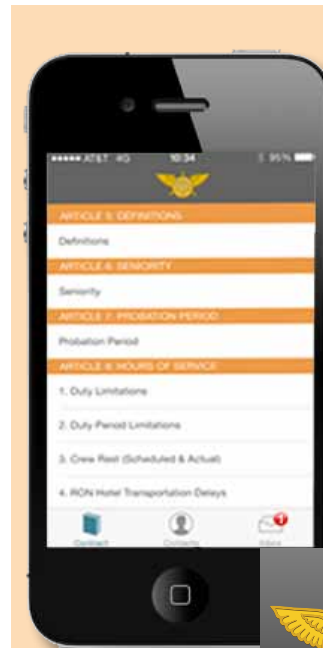
- If a Flight Attendant(s) is stranded due to irregular operations, she/he will be compensated time and one-half (1.5) for all trips flown above schedule plus a rig of one trip for each three (3:00) hours from block in at the overnight city until thirty minutes after block arrival back in domicile, or a day off without pay in lieu of the RIG. (Article 9.4.A) NOTE: Reserves receive the 1:3 RIG pay PLUS a day off of their choice (Article 11.12.B).
- The choice of days off without pay or RIG pay must be made at completion of the reschedule. Any day off without pay chosen must be the first or last day of an assignment. (Article 9.4.A)
- If a stranded Flight Attendant is not needed to work a flight(s) back to her/his domicile, she/he will be returned to her/his home domicile at the earliest possible time (as stated in the published flight schedule). i.e. If you are deadheading, they will list you on the first available flight, even if it is less than 8 hours rest. (Article 9.4.B)
- You may elect to have rest and take a later deadhead but your pay will be based on the earlier flight. The RIG associated with stranded pay will cease when the first scheduled flight arrives in the domicile. You must contact Crew Scheduling to exercise this option. (Article 9.3.C.)
- If a stranded Flight Attendant(s) is needed to work a flight(s) back to her/his domicile, she/he must have the contractual minimum crew rest as stated in Article 8.3 and will be compensated at two (2.0) times the applicable trip rate for all flights that day. (This includes any deadheads) (Article 9.4.C)



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

Audrey Stone's Listening Layovers

As previously communicated, starting tomorrow you have more opportunities to meet and greet TWU Local 556 President and Lead Negotiator Audrey Stone "face-to-face" and in your base. Give and get an earful about the current state of the Union and Contract Negotiations with Audrey during one of her "Listening Layovers." Audrey's first stop is Baltimore, tomorrow, March 21 at 1200. She'll be in the Inflight Lounge, listening to your feedback and answering your questions until 1800. We don't have to see "eye-to-eye" to stand "shoulder-to-shoulder" in solidarity. Share your thoughts; get it off your chest. Make plans to shake hands with Audrey!



Visit the App Store for the latest update to the TWU556 Connect iOS application!



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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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