

DECEMBER 5, 2013

unity^{update}

YOUR MONTHLY UNITY SUPPLEMENT



President's Message

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

Hello everyone! I hope you had a great Thanksgiving, whether you were flying for double time, spending it with family or friends, or simply relaxing. Despite taking some time off last week, I have been busy with our Negotiating Team (NT). We went back to the table on November 21 and 22, and will again on December 5 and 6. We have continued discussions on a number of open Articles, and I anticipate beginning conversations on additional Articles. While I am hopeful that our negotiations will continue productively, I think our progress on paper will slow down since we are going to cover topics that affect many Articles in our Contract. Our NT is also participating in another quarterly Negotiations Summit this week with other negotiators representing the various workgroups currently in negotiations with Southwest Airlines. The Executive Board is meeting next week and will be appointing a new Negotiator to fill our vacant spot. Our NT has also begun working on another survey to publish in 2014.

Our Grievance Team is preparing for an additional day of our Grievance Summit, which will be held on December 9. Our Flight Attendants benefited from the resolutions we reached on many of our grievances through our initial days on November 4 and 5, and I am confident we will continue to work through our grievances. As of November 21, we were down to 99 active grievances. To put it into perspective, since I took office in June, our grievance numbers have ranged from 135-150. Many of these grievances were contractual and we have been able to work through different interpretations of our contractual language, as well as come to some agreements where the Contract is silent. Our NT will be able to utilize these agreements in negotiations and incorporate them into the relevant Contract Articles. It is at times like these where I am able to step back and see the benefit of the different "hats" I wear as your President and leader of various teams.

Look for more information to be coming soon from both our Negotiating Team and Grievance Team with more details about the meetings I've mentioned above. Fly safely!

In Unity,

Audrey Stone
President, TWU Local 556

UNION MEMBERSHIP MEETINGS

Dallas -1/13/2014	Houston -1/17/2014	Oakland -1/23/2014
Phoenix -1/24/2014	Las Vegas -1/25/2014	Denver -1/26/2014
Chicago -1/27/2014	Baltimore -1/28/2014	Orlando -1/29/2014

Visit the TWU 556 Website for the agenda and meeting locations.

Contract Live!

Before Audrey Stone was the President of TWU Local 556, she served as the Baltimore Domicile Executive Board Member and Chairperson of the Local's Education Committee. She was, is, and will continue to be passionate about Contract education for the Members of our Local.

Audrey Stone hosts twenty-five short, educational videos on "Contract Live." Watch Audrey's easy-to-understand explanations of Reserve, Duty Day Limitations, Crew Rest and more. To view these videos, visit <http://twu556.org/> and hover over "Contract" on the gray menu bar at the top of the page. Choose "Contract Live" under the drop-down menu. She also developed Contract Resource Guidesheets to go along with these videos, which can be found on the Union Red Rack in the lounge. These fit nicely into your Contract.

Thank you, Audrey! We appreciate all you do!



Local 556 Call to Action

How would you feel if during our ongoing Contract negotiations Southwest Airlines Management proposed to cap Flight Attendants' Sick Banks at 80 Trips for Pay (TFP)? What about limiting your Sick Bank accrual to 4 TFP per month? That's what Southwest Airlines Management has proposed to our Rampers, Provisioners and Operations Agents.

Our Brothers and Sisters at TWU Local 555 have been in Contract Negotiations with Southwest Airlines Management since July 2011. After a six-month hiatus, negotiations will resume with a federal mediation session on December 18 and 19.

Keep an eye on your email inbox for an upcoming "Call to Action" in support of our Brothers and Sisters at Local 555. (HINT: You'll need kisses, LOTS of kisses)



Contract Education 101

by Denny Sebesta

Winter storms have arrived and have the potential to cause all kinds of irregular operations such as flight cancellations, airport closings, delays and more delays. This can trickle down and create contractual and/or FAR illegalities when you are flying. Different types of illegalities create different pulls or compensation, as well as different time requirements specifying when you must contact Scheduling to exercise your option. Below are a few illegalities that reflect varying options in pay or pulls and the time requirements for notifying Scheduling to exercise those options.

Reduced Crew Rest less than 9:30 (block to check-in)

There are two possibilities in this situation:

1. If the pairing terminates at the home domicile the day following illegal crew rest, you have the option to be pulled the first time the pairing flies into the domicile and paid for the rest of the pairing, or may choose to fly the pairing for double time (2.0).

If you choose to be pulled in domicile, you must contact Scheduling **3 hours prior** to arrival back in domicile.

2. If the pairing does not terminate the following day, you will be compensated double time (2.0) until you receive legal crew rest.

Extended Duty Day over 12:30 hours

A Flight Attendant is entitled to double the time off spent on duty and has two options:

1. Pulled with pay to receive the necessary rest that falls within the double time off; or
2. Paid time and one-half (1.5) for all trips flown that would fall within the necessary rest.

If you are scheduled to work during that time and want the option to be pulled, you must contact Scheduling **prior** to completing the pairing (before the end of your 30 minute end of debrief).

Stranded

This is not a reschedule, but when circumstances beyond the control of the Company prohibit them from returning you to your domicile; for example, the airport closed and will not reopen until the following day, or you misconnect with your deadhead and it is the last flight that would get you to your domicile.

A Lineholder has one of two options: a choice of a day(s) off (must be chosen from first or last day of an assignment) without pay, or the 1:3 RIG pay (1 TFP for every 3 hrs on duty). A Reserve is entitled to both; choice of day(s) off (must be chosen from first or last day of an assignment) and the 1:3 RIG pay.

In both instances above, the Flight Attendant must designate the choice of day(s) off **prior** to the completion of the pairing.

Tips on calculating Stranded Pay –

Here are some tips to remember when your stranded RIG pay calculation starts and stops.

1. Stranded at outstation and *does not report or fly that day* (LIMO bar) – Stranded RON

RIG begins at original pairing's block-in time on the last day of original pairing and ends 30 minutes after block-in at the domicile.

2. Stranded *and reports but no flying that day* (LIMO bar) – Stranded RON RIG begins when you are released by Scheduling and ends 30 minutes after block-in at the domicile.

3. Stranded *after flying that day* – Stranded RON RIG begins at block-in at the RON city and ends 30 minutes after block-in at the domicile.

4. Stranded and *waived deadhead(s) to return back to domicile for the following day* - RIG continues until 30 minutes after block in of deadhead(s) – there is no loss of any pay for waiving the deadhead(s)

5. Stranded and *needed to work back to domicile the following day* -

- If you have contractual legal crew rest 9:30 hours from block-in to check-in, the TFP pay is double (2.0) time for ALL flights including any deadheads.

- If you do not have contractual legal crew rest, the TFP pay is triple (3.0) time for ALL flights including any deadheads.

Important: *You can never work with less than 8:00 hours FAR reduced rest which is calculated from (end of debrief to check-in*



Denny Sebesta is a Dallas-based Flight Attendant and former Negotiating Team Member.

Holiday Pop Quiz Continues!

Do you know whether you receive double time for working on New Year's Eve or New Year's Day? If you sat Reserve on Thanksgiving and were not used, did you still receive Holiday Pay? Matt Hettich and the Local 556 Education Committee would like to test your Contract knowledge with a Holiday Pop Quiz. Go to <http://twu556.org/resources/communications/unity-update-november-20-2013/holiday-quiz/> to take the quiz.

Federal Aviation Regulation (FAR) 117 Affects Pilots, Not Flight Attendants



The Federal Aviation Administration (FAA) has been regulating the flight time, duty periods and Crew rest of Flight Attendants and Pilots for many years. Partly because of the fatal crash of Colgan Air Flight 3407 in February 2009, and in an attempt to mitigate Pilot fatigue, a new FAR will take effect next month that changes the way that the flight time, duty periods and Crew rest of our Pilots is calculated. To make a long story short, there will be no more "legal to start legal to finish."

This new FAR 117 shouldn't directly affect our Flight Attendants; our rules and legalities are not changing. However, these new rules will affect what happens during irregular operations when Pilots go "illegal." The aircraft may be forced to return to the gate to replace the Pilots or the flight might be cancelled. This is really the only time that FAR 117 should affect us.



Toys for Tots

For the thirteenth consecutive year, in conjunction with the U.S. Marine Corps Reserve, TWU Local 556 is collecting new, unwrapped toys in the Flight Attendant

Lounges. The toys will be distributed to children whose parents cannot afford to buy them gifts for the holiday. Over its life span, the Toys for Tots Program has distributed over 469 million toys to over 216 million less fortunate children. TWU Local 556 began collecting toys for the U.S. Marine Corps Reserve Toys for Tots Program in 2001. Hear Peggy Lee, Nat King Cole and Nancy Wilson in a public service announcement from the 1960 Toys for Tots Campaign. <http://twu556.org/wp-content/uploads/2013/11/20-Marine-Corps-Reserve-Toys-For-Tots-PSA.mp3>

UNITY DAY

ATL



December 10 & 11, 2013

Tuesday and Wednesday from 10:00 – 16:00

In attendance will be members from the Executive Board, Negotiations Committee including Gary Drummond (TWU ATD), Education Committee, and Safety Committee. All committee members will be available throughout the station to answer any questions.

Business meetings will be held in the Double Zero break room Tuesday at 15:15 & Wednesday at 12:00. *Please give topics for the agenda to station reps no later than December 6th.*

J-Line Meetings will be held on Wednesday at 11:00 and 14:00. Locations TBA.



Food will be served Wednesday only, by Jimmy Johns for both the AM and PM shifts in the main ramp breakroom.

Become a part of ATL's new Unity Team!
Sign ups will be taken on both days.

Register for the TWU Local 555 Web Site.

Members traveling from other stations please contact the event coordinator before December 6, 2013 to make arrangements for a SIDA escort.

Event Coordinator:
Ray Rosero — ray.rosero0@yahoo.com



LOCAL 555

unity

THE MAGAZINE OF TWU LOCAL 556



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