

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.

The third and last Membership Meeting of 2013 concluded in Baltimore on October 30. It was a pleasure for me to see the familiar faces of many Union activists as well as meeting many new ones as I travelled to Flight Attendant Domiciles. Todd Gage, our new 1st Vice President did a fantastic job serving as the Chairperson of several of the Membership Meeting Sessions. I am grateful for his willingness to chair these meetings so that I could attend negotiations, and other prior meetings and commitments.

Those Local 556 Members present at the Meetings voted on proposed changes to the Local 556 Bylaws, the "rules" established by our Members that govern how we conduct the business of our Union. Only four of the twenty-one proposed changes were approved by the Membership. These changes to our Bylaws will now be sent to TWU International for approval. If approved, the changes will then be incorporated into the TWU Local 556 Bylaws.

Our Negotiating Team (NT) goes back to the table this week on November 7 and 8. We have six more negotiating sessions scheduled through 2013, and will soon begin scheduling dates for 2014. We post an update after each negotiating session, which can be found on our Website at www.twu556.org under the Negotiations tab.

Last week the FAA changed their ruling regarding Portable Electronic Devices (PED's) and their usage on the aircraft. Southwest Airlines issued an RBF on October 31 related to this change, and we will be working closely with them as these changes take place. In the meantime, our procedures as Flight Attendants remain the same. While there may be some confusion amongst our passengers during this time, I know that you will each handle it with the amazing Customer Service you show our Passengers every day.

Finally, I want to tell you all about an event about which I am very excited. On November 4, we began a Grievance Summit with Southwest Airlines. This Summit came about through our negotiations on Contract Articles 19 and 20, as an attempt to solve problems and seek resolution on some of our older, unresolved Grievance cases. I will be letting you know how the Summit went in our next Unity Update.

In Unity,

Audrey Stone
President, TWU Local 556

Contract Education 101

by Denny Sebesta

The two subjects below have created some buzz lately on the jumpseat, social media sites or calls to the Union office; we wanted to make sure you had the right answers. As always, if you have a contractual question and not sure about the answer, please contact the Union office. If you would like a contractual topic explained in the Contract Education 101 article, please submit your questions to communications@twu556.org

Pickup/Trade to fly two separate pairings in one day- Article 12.12.B – Exchange of Trips, page 72 (hard copy)

- FAR's limit the combined maximum duty period to 14 hours (check-in to end of debrief).
- Each pairing has a separate check-in. In other words, if you are flying the first pairing, you must check-in for the second pairing one (1) hour prior to its scheduled departure.
- The system does allow a Flight Attendant to check-in 6 hours prior, so you could check-in while on the first pairing but, do NOT check in out of base while flying the first pairing. If you have ground time and choose to check-in early, be sure you are in that pairing's domicile.
- Each pairing is independent and duty periods are not combinable for determining premium pay for extended duty days.
- There is no loss in pay if an illegality pull is required; however, each pairing is considered separate for contractual illegalities and premium pay.

Reserve – Article 11.5, page 53 (hard copy)

- Order of Assignment last day of month – For many years and over multiple Contracts, during the overlap period Reserve order of assignment is not applied to a Reserve unless all things are equal - same number of days, same Reserve designation and no FAR/contractual legality adjustments. This is not specifically written out in the Contract but Scheduling must take into consideration all contractual and FAR legalities when assigning a Reserve during the overlap period. Their priority is to maintain the legalities for any pairings/Reserve in the new month.



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

Stand Up to Domestic Violence

by Lori Lochelt



Despite years of public education and awareness campaigns on Domestic Violence (DV), a woman is beaten or assaulted every nine seconds in the United States. Every nine seconds! DV affects women, men, people who are gay, straight, married, single and does not discriminate by race, gender or religious identity or socioeconomic status. The majority of victims are women.

Our workgroup is 78% women. Chances are you have flown with someone who has been a victim of Domestic Violence. You may have a friend or your adult child who is in an abusive relationship. Perhaps you have suffered at the hands of an abuser.

As an Advocate for a Domestic Violence program in the early 90's, I saw many people, mostly women with children, come through the door in absolute fear with nowhere to go. There was the young mother of three boys who had been living in tents by a river all summer looking for shelter for the coming winter. Her husband had attacked her with a baseball bat in front of their children. The 70-something year old woman who had been sexually assaulted by her 80-something year old boyfriend. While waiting for his case to go to trial he died of a heart attack. There was the demure housewife, married to a rich, high profile community member, living with violence and fear for over 20 years until she couldn't take it anymore. Her husband had so completely controlled her life she had no idea how to survive on her own. During my 15 years at Southwest Airlines, several Flight Attendants have confided in me after hearing about my prior experience in this field. And, way before all that, there was my sister.

My sister was a single mother to her young son and she had been in a relationship with a man for several months before they decided to live together. I never particularly liked the guy but they seemed to be doing alright together. My mother and I went to their house for Easter dinner. I could tell that things were tense and sure enough, they started bickering. At one point, he was screaming at her and grabbed her by both arms. I immediately got up and stood right between them even though he could easily have tossed me out of the way. Luckily, he backed off. It was a horrible night but somehow we got through.

Very shortly after that, she ended that relationship however, he continued to harass her in person, by phone, at work. He tried to run her off the highway. She was able to use available resources, such as a restraining order, to finally get him to go away. I know that she lived with the anxiety that he may show up anytime, anywhere. It still makes me so angry and sad to think about it.

This year at the 24th TWU International Convention, a resolution was passed regarding Violence Against Women in the Workplace. The resolution was eye opening and the statistics on violence against women in the workplace are shocking. Nearly thirteen percent of all violent crimes against women were committed while the victim was working or on duty.

In addition to Breast Cancer Awareness Month, October is Domestic Violence Awareness Month and has been since 1981, founded by the National Coalition Against Domestic Violence.

Abuse can come in different forms. Three main forms of abuse are Physical, Emotional and Economic/Financial. Physical abuse even in minor instances is meant to exude control over the victim and to instill fear. Emotional Abuse can come in all sorts of forms but the purpose is to chip away at your feelings of self-worth and independence. With emotional abuse, it is common for the victim to feel like there is no way out and that they can't live without your abusive partner. Economic or financial abuse is also a common form of abuse. With this type of DV, the abuser controls all of the finances. They also may try to sabotage a victim's job by making them call in sick or miss work even when they know the person may lose their job. One in three women experience some form of abuse in their lifetime.

Recent statistics:

- Domestic violence is the leading cause of injury to women—more than car accidents, muggings, and rapes combined.
- Studies suggest that up to 10 million children witness some form of domestic violence annually.
- Nearly one in five teenage girls who have been in a relationship said a boyfriend threatened violence or self-harm if presented with a breakup.
- Every day in the US, their husbands or boyfriends murder more than three women.
- Ninety-two percent of women surveyed listed reducing domestic violence and sexual assault as their top concern.
- Domestic violence victims lose nearly 8 million days of paid work per year in the US alone—the equivalent of 32,000 full-time jobs.
- The costs of intimate partner violence in the US alone exceed \$5.8 billion per year: \$4.1 billion are for direct medical and health care services, while productivity losses account for nearly \$1.8 billion.
- Men who, as children, witnessed their parents' domestic violence were twice as likely to abuse their own wives as sons of nonviolent parents.

Source: domesticviolencestatistics.org

If you know someone who is a victim of DV, I encourage you to offer your support and assistance. Most abuse victims feel ashamed and probably won't tell you that they are in an abusive relationship. Give them an open-ended offer of assistance or support so they won't feel pressured. The last thing a victim wants is for someone to tell them how they should live their life or who they can or can't love. Victims tend to sympathize with their abusers similar to Stockholm syndrome. Victims usually have some form of depression and we are fortunate enough to have a program like Clear Skies 1-800-742-8911. If you are a victim of DV I would encourage you to talk with your Supervisor or Union representative especially if you are in any kind of point trouble. We have Flight Attendants that don't seek help until it's too late to save their

livelihoods, and in DV situations, their very ticket out of the abusive relationship.

- CISM is also a good resource for those who need help 800-408-3220
- Men can also be victims of domestic violence unfortunately there is a stigma that goes with reporting instances. Males who are in abusive relationships and need help can call 888-7Helpline.
- Women can find help by calling 800-799-7233 or online at <http://www.the-hotline.org>

This is not a comfortable subject to discuss but raising awareness about this important issue may save someone's life. I hope that someone who reads this article is empowered to get the help and assistance they need. We all deserve to be in loving, healthy and happy relationships.

Wishing all of you a Happy and Healthy November!

Natalie Salser and Amy Hutchins Peters

TWU/556 FADAP Co Chair(s)
214-640-4307



Lori Lochelt is an Oakland-based Flight Attendant, a Local 556 Shop Steward and serves as a Member of our Union's Board of Election.



President Audrey Stone is a Mo'sista and shows off her mo' in support of Movember and the efforts to "change the face of men's health." She is pictured here with TWU Local 556 Movember Team Member Cuyler Thompson. Please visit <http://moteam.col/twu-local-556> and join the Team or donate funds to raise awareness for men's health issues.

TWU Air Transport Division's Working Women's Committee

by Latonia Paul Benoit

The purpose of the ATD Working Women's Committee (ATDWWC) is to educate and encourage women from the Airline Divisions of TWU more involved. This committee brings women together three times a year, twice in Hurst Texas and once at another TWU local within the ATD. All the women bring a different perspective to the meetings. Some of the women may be dealing with difficult situations at their locals. We encourage, support, and educate each other. We also volunteer for a worthy cause once a year.

At each meeting, guest speakers are invited to speak to the group. During our most recent meeting October 21-23, 2013, our very own Local 556 President Audrey Stone was invited to speak to the ATD WWC. She spoke about how she got involved

with the Union, and how she became the TWU Local 556

President. Three of the newly elected TWU International Officers, President Harry Lombardo, Secretary Treasurer Alex Garcia, and Administrative Vice President John Bland also stopped by to introduce themselves to the Committee.

For our volunteer project for 2013, the ATDWWC teamed up with the Trinity Habitat for Humanity, Women Build Project. Women Build provides homes built only by women. The Trinity Habitat for Humanity was founded in 1976 and builds and rehabs homes in Johnson, Parker, Tarrant, and Wise Counties. Habitat for Humanity International has built more than 500,000 quality, affordable homes. Volunteers work side by side with the families receiving the homes. The families receiving the homes must put in 250 hours of "sweat equity" in on the construction of their home. Once the home is complete, the receiving family buys their home, making monthly payments on an interest free mortgage.

The ATDWWC raised and donated 1,863.00 for the Women Build Habitat for Humanity. With this money and other donations, they will be able to buy materials. Some local businesses also donate materials. I am extremely proud and honored to be representing TWU Local 556 on the ATDWWC.



Latonia Paul Benoit with Catherine "Cat" Chacon, the Chairperson of the Local 556 ATDWWC.



Latonia with Dallas Flight Attendant Gwen Dunivent



ATDWWC build group

Latonia Paul Benoit is a Houston-based Flight Attendant, a TWU Local 556 Shop Steward and Member of the COPE Team. Latonia also serves on the Harris County Central Labor Council.

For the benefit of our Flight Attendants traveling to and from San Juan, Puerto Rico (SJU), TWU Local 556 Negotiating Team Member Val Lorien compiled and provided the following information regarding agricultural items from Puerto Rico allowed (and not allowed) into the US Mainland.



Additionally, any Flight Attendant or Customer can call the USDA office at the San Juan Airport: 787-253-4638/4651/4652 or visit https://help.cbp.gov/app/answers/detail/a_id/82/session/L3RpbWUvMTM4MzMyNzg2OS9zaWQvWlo1d0ZnRWw%3D/search/1 for more information.

Agricultural Items from Puerto Rico Allowed into the Mainland (after inspection)

<i>Allium</i> spp. (includes onion, garlic, and chives)	Chayote	Kudzu—If not seed, tuberous roots, or stems with node (must not be capable of propagation).	Rhubarb
Amaranth, <i>Amaranthus</i> spp. (leaf, stem)	Chervil	Lambsquarter	Rosemary (leaf)
Anise	Chickory	Lemongrass, <i>Cymbopogon citratus</i>	Rutabaga
<i>Annona</i> spp. (leaf)	Chinese waternut	Leren	St. John's bread
<i>Arracacia xanthorrhiza</i>	<i>Chrysanthemum</i> spp. (leaf, stem)	Lettuce	Salsify
Arrowroot	Cilantro	Lily bulb, edible	Savoy
Artichoke, Jerusalem	Citrus, fresh fruit (grapefruit, orange, lemon, lime)	Lotus root	Snail shells (if empty and thoroughly cleaned)
Asparagus	Coconut (without husk)	Maguey	Sorrel, <i>Rumex</i> spp.
Avocado	Collard	Marjoram, <i>Origanum</i> spp. (leaf, stem)	Spinach
Balsam apple	Corn (on the cob only)	Mint, <i>Mentha</i> spp.	Squash
Bamboo shoots	Cornsalad, <i>Vallerianella</i> spp.	Mushrooms	Stinking-toe (pod)
Banana (fruit, leaf without stalk or midrib)	Cucumber (includes Angola cucumber, <i>Sicana odorata</i>)	Mustard greens	Strawberry
Basil	Cyperus corn	Oregano, <i>Origanum</i> spp. (leaf, stem)	Sweet potato (leaf only)
Bay leaves, laurel	Dandelion greens (leaf, stem)	Palm heart	Swiss chard
Beans, shelled (faba, lima, string)	Dasheen, <i>Colocasia</i> , <i>Caladium</i> spp., and <i>Xanthosoma</i> spp.	Papaya	Tamarind bean pods
Beans, in pods (faba, lima, string)—have geographic restrictions. For more information, please contact a USDA office	Eggs	Parsley	Taro, <i>Colocasia</i> and <i>Caladium</i> spp.
Beet	Eggplant	Parsnip	Tarragon
Bitter melon	Endive	Pepper	Thyme
<i>Brassica oleracea</i> (includes cabbage, broccoli, Brussels sprouts, cauliflower, kale, and collards)	Ethrog (fruit)	Peas, <i>Pisum sativum</i> (in pod or shelled)	Tomato
Breadfruit, <i>Artocarpus</i> spp.	Fennel	Pineapple	Truffle
Breadnut	Flowers (fresh, cut, or dried)	Plantain (fruit, leaf without stalk or midrib)	Turnip
Cacao bean pod	Genip	Plant cuttings and plants without soil	Vegetable marrow
Cannonball fruit	Ginger root	Pokeweed greens (leaf, stem)	Water chestnut
Cantaloupe	Gourd	Potato	Watercress
Carrot	Guava (leaf)	Pumpkin	Watermelon
Cassava	Herbs (dried or cured)	Purslane	Yam, <i>Dioscorea</i> spp.
Celery	Honeydew melon	Radish	Yautia (tanager), <i>Xanthosoma</i> spp.
Chamomile, <i>Anthemis</i> spp.	Horseradish, <i>Armoracia</i> spp.		<i>Note: Commercially canned and thoroughly cooked foods are permitted. All permissible agricultural products are subject to inspection.</i>
	Indigo, <i>Indigofera</i> spp.		
	Insects (dried or preserved)		
	Jackfruit		
	Kale		

Agricultural Items from Puerto Rico Not Allowed into the Mainland

Cactus	preceding "allowed" list	Seed cotton and cottonseed	Vegetables (fresh)—all vegetables are prohibited except those on preceding "allowed" list
Citrus and citrus-related plants	Handicrafts made from Palm fronds	Snails (land)	
Citrus leaves (fresh)	Insects (live)	Seeds or nuts (pulpy)	
Cotton, cotton cuttings	Pigeon Peas (fresh)	Soil	
Fruits (fresh)—all fruits are prohibited except those on the	Plants in soil	Sugarcane	
		Sweet potato	

Additionally, any Flight Attendant or Customer can call the USDA office at the San Juan Airport: (787) 253-4638/4651/4652 or visit https://help.cbp.gov/app/answers/detail/a_id/82/session/L3RpbWUvMTM4MzMyNzg2OS9zaWQvWlo1d0ZnRWw%3D/search/1 for more information.



Unity and Unity Update are official publications of **Transport Workers Union Local 556**, representing the **Flight Attendants of Southwest Airlines**.



TWU Local 556
7929 Brookriver Dr. Ste. 750
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
Hotline: 800-806-7992
www.twu556.org

Robin Brewer
Co-Chair Communications
rbrewer@twu556.org
LAS 89745



Follow us on