



APRIL 5, 2015

unity update

Your bi-monthly
Unity supplement

1st Vice President's Message



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

There are many Flight Attendants who have the impression that they have never utilized the Union, but they have, and do, on a daily basis. Utilizing the Union is not just about discipline; it encompasses a wide range of issues. Whether you are trip trading, receiving premium pay, or even enjoying a long stint of vacation, those are all benefits that TWU Local 556 has fought hard for you to have and utilize.

There is another area of the Union that the Membership utilizes and may not even realize it. Your Union also stands

up and speaks out against laws that strip you of your rights, not only as a Flight Attendant and Member of TWU Local 556, but also as a human being. Recently, your Union spoke out against current and pending state laws that do this very thing, take away your rights in the name of religious freedom. We asked the leaders of Southwest Airlines Management to join us with their voices as well. This task was not accomplished because someone filed a grievance or because it was an Article of our Collective Bargaining Agreement. It was accomplished for the mere fact that it is our belief that the Union is here to protect the Membership at all levels. If one Member is harmed,

we are all harmed. Although we may be 13,000 individuals, we are one Membership.

I would also like to thank the upper leaders of our Company for standing up with us and speaking out against these laws. It always makes for a stronger voice when the leaders of both Labor and Management can stand together and fight against issues that are detrimental to not only our fellow Co-workers but to our Customers as well.

TWU Local 556 will continue to protect our Members at all levels like it has always done since its inception over 40 years ago.

Negotiating Team Update

Your TWU Local 556 Negotiating Team (NT) met with Southwest Airlines Management on March 31. During this bargaining session, we continued talks on Article 8 (Hours of Service) and Article 28 (Scheduling Policy). Discussions around Crew rest, duty day, and pairing construction remain a priority and we will continue to focus on these issues until we reach an agreement.

We have communicated the Membership's concerns to Management regarding increased ground time and have made it clear that the issue must be addressed. This week, we discussed the pros and cons of proposals currently on the table to address ground time. Management committed to presenting a modified proposal for review during the next scheduled bargaining session.

Your NT has reached Tentative Agreements with Management on 23 of the 35 Articles in our Contract. We had further discussion regarding some of the other Articles that must be agreed upon in order to reach a final Tentative Agreement (TA) to bring forward to you for a vote. These include Article 11 (Reserve), Article 14 (Vacation), Article 32 (Attendance Policy) and Article 21 (Compensation).



While we are still far apart on our proposals in Article 21, we worked towards resolving some of the many issues in this Article. I believe that Management has heard loud and clear what will not work for our Flight Attendants, and that the Members of TWU Local 556 expect to share in Southwest Airlines' financial success. Your NT

will be hard at work next week, preparing to return to the bargaining table on April 13-14.

We will continue fighting for you at the table, to maintain and improve our industry-leading Contract, until we have an Agreement that addresses your issues. While we hope to bring a Tentative Agreement to you sooner rather than later, we are committed to remaining at the bargaining table as long as it takes to achieve our goals. Thank you for everything you do, and for staying informed about your Contract Negotiations.



Thank you for Flying Business Select!

On March 26, Contract Action Network (CAN) Leaders and Volunteers spent time in the airport terminals, thanking Business Select Customers for choosing Southwest Airlines for their business travel.

In the boarding area, TWU Local 556 Flight Attendants, truly the “Heart of the Machine,” interacted with Customers and presented them with a “Thank You” card to express our appreciation for their business.

Customers who, in kind, were eager to pass along their thanks to the Flight Attendants working their flight and taking care of them that day, were invited to present the “tear away” portion of the “Thank You” card to their Crew as they boarded the aircraft. These exchanges were truly filled with “LUV.”

The relationship between Southwest Airlines Flight Attendants and Business Select Customers has always been a special one. Our Customers are used to being shown “LUV” from the “The Heart of the Machine” and the “face” of Southwest Airlines, the Flight Attendants.

This heartfelt message was presented on behalf of the 13,000+ Members of TWU Local 556 simply to say, “Thank you for choosing Southwest Airlines and for being a Business Select Customer. You truly strengthen our pulse and make our hearts ‘sing!’”



Human Trafficking Prevention Training



Lori Lochelt is an Oakland-based Flight Attendant and serves on the TWU Local 556 Board of Election.

On March 30, the TWU Local 556 Civil and Human Rights Committee (CHRC) held a Human Trafficking Seminar in Atlanta. In attendance were 25 Flight Attendants representing all bases, including several Executive Board Members. Atlanta Domicile Executive Board Member and CHRC Chairperson Pamela Forte hosted the event at the Southwest Airlines Training Center. Former AFA Council 57 President Travis Bruce assisted as co-host.

Mobilization/Organizing Committee Co-Chairperson Sam Wilkins and Lori Lochelt introduced the topic of Human Trafficking including definitions, statistics, awareness and resources for airline Employees. In the afternoon, two Special Agents from the Federal Bureau of Investigation and an Assistant United States Prosecuting Attorney presented thought provoking and emotional material including victim recruiting, the language of traffickers, and several cases of convictions and recovered victims.



The CHRC created action items to bring this very important information and resources out to the Membership of TWU Local 556 and Flight Attendants of Southwest Airlines. Thanks to all participants and presenters for attending this very compelling and important seminar.



TWU International Survey

TWU Local 556 Members are currently being surveyed by TWU International. The survey is to gain feedback on how the International Union communicates and prioritizes the needs of its Members. Make your voice heard today: participate in the TWU International Member Survey by clicking here www.twusurvey.com.



Scholarship Applications



Matt Hettich is an Oakland-based Flight Attendant. Matt serves as the TWU Local 556 Scholarship Committee Chairperson.

Applications are now being accepted for the TWU Local 556 Paul Gaynor and Madeleine Howard Scholarships. Both scholarships offer an award worth \$2,500. For information, including the TWU Local 556 Scholarship Program application, eligibility requirements and essay questions, please visit www.twu556.org and click the **green 2015 Scholarships** tab on the right hand side. All applications must be postmarked by **June 30, 2015**.

TWU Local 556 Scholarship Program



Education is important to TWU Local 556. Our Local is proud to sponsor two scholarships: the Paul Gaynor and Madeleine Howard Scholarships.

The Madeleine Howard Scholarship: one scholarship per year will be awarded in the amount of \$2,500 to a TWU Local 556 Member or family member of a TWU Local 556 Member. Scholarship Selection is based on the applicant's capacity toward serving others. Special consideration will be given to applicants who have demonstrated a level of service toward TWU Local 556, organized labor, or the Labor Movement.

The Paul Gaynor Scholarship: one scholarship per year will be awarded in the amount of \$2,500 to a Member of TWU Local 556. Selection is based on capacity for Leadership, growth, and active involvement or commitment to the Labor Movement.

Visit www.twu556.org and click **Scholarships** on the right hand side to download an application.

Applications must be postmarked by **June 30, 2015**.

Scholarship application and essays must be **postmarked by June 30, 2015**. Applications will be judged and awarded by the TWU Local 556 Scholarship Committee consisting of the Local President, Scholarship Committee Chairperson, and one individual chosen by the TWU Local 556 Executive Board from the academic or labor communities. **Awards will be announced on August 20, 2015.** Notice of the winner will be published in Unity Update and in the Union bulletin boards in all bases.



Contract Education 101



Your Duty Day

– Is It Contractual or FAR?

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

There are two distinct differences between the FAR (Federal Aviation Regulations) maximum duty day and our negotiated Contract -1) Our Contract provides a shorter maximum duty day whether "scheduled or rescheduled" and 2) FAR's always include the thirty (30) minute "end of debrief" time.

Contractual Duty Day – Article 8.2, pages 15-17 (hard copy)

10:30 hours "scheduled" Lineholder

12:30 hours "scheduled/rescheduled" Reserve

12:30 hours "rescheduled" Lineholder

All contractual duty days are calculated as follows:

Check-in to block-in at an RON

Check-in to block-in plus 15 minutes –International RON

Check-in to end-of debrief at Domicile

A Lineholder or Reserve can **never** be scheduled or rescheduled over a 12:30 hour duty day, including deadheading, without the Flight Attendants permission.

It's important to remember that your CWA screen on SWALife always includes the thirty (30) minute end of debrief on every day so, for calculating contractual illegalities (i.e. premium pay, double time off on duty), you should back out the extra thirty (30) minutes on the overnights. Download the Union's iOS App for a useful Duty Day Calculator.

FAR Maximum Duty Day – The FAR's define duty as calculated from check-in to end of debrief and the maximum a Flight Attendant may be scheduled is 14 hours. Remember,

our Contract supports a shorter maximum duty day; therefore, Scheduling must apply our contractual maximum duty day of 12:30 hours when altering a Flight Attendants schedule for any reason. A Flight Attendant may exceed the maximum 14 hours if running late due to irregular operations if Scheduling has not caused the delay by changing the Flight Attendant's schedule or adding trips.

One important thing to know: the FAR's do not consider deadheads as duty or rest and creates a gray area. However, our Contract language does require deadheads to be calculated into our scheduled/rescheduled duty day(s) of 10:30 and 12:30 hours. In addition, our Contract also provides language to return (deadhead) a Flight Attendant home at the earliest possible time (as published in the flight schedule) with little or no rest when an unscheduled RON or stranded situation occurs. If the deadhead(s) scheduled for a Flight Attendant to return to her/his home domicile creates reduced crew rest below the FAR nine (9:00) hours end of debrief to check-in, the Flight Attendant has the option to take a later deadhead(s) of her/his choice, but with no increase in pay. The Flight Attendant must notify Scheduling. Any deadhead(s) will be Must-Ride (**Article 9.3.C.2**).

Exceeding Contractual Maximum Duty Day – Only you have the ability to schedule yourself up to the FAR's 14 hours maximum duty day. This includes flying two pairings in one day or a jetway trade. The clock starts from the check-in time of your 1st pairing to the scheduled release of your 2nd pairing.

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

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