



APRIL 20, 2015

unity update

Your bi-monthly
Unity supplement

President's Message



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

In my last President's Message, I addressed social media and the fact that TWU Local 556 was actively fighting grievances on behalf of our Flight Attendants. I also stated that we would continue to advocate on your behalf, as I recognize this is an issue that has the potential to affect the vast majority of our work group, whether you are on Facebook, Twitter, LinkedIn, or any other social media platform. I am pleased that over the last month, Southwest Airlines has finally taken us seriously.

Your Union has been addressing the Southwest Airlines Social Media Policy for a long time. We have been bringing forward your concerns around the lack of clear guidelines on a policy that is both vague and undefined. We have witnessed inconsistencies around the way the policy is applied, and the often-subjective stance that Southwest Management has displayed in administering the policy. Over the last several months, it appeared that Southwest Airlines suddenly began taking an even stronger stand as many of you have received phone calls from members of Management. The results of these calls and subsequent Fact-Finding Meetings have ranged from notations in discussion logs all the way to termination. Dozens of you have been affected, and TWU Local 556 made it clear to Management that we believe they are interfering in areas in violation of your personal rights.

Over the last several weeks, I met with various Southwest Airlines Leaders, including our Vice President of Cabin Ser-

vices Mike Hafner. Mike and I had productive discussions around our Flight Attendants' concerns and the negative impact on everyone involved. Your voices, and your issues, have been strongly expressed by your Union----and we have been heard. Over the last weeks, we have been working towards seeking resolution on the outstanding grievances, challenging the discipline of Flight Attendants for alleged violations of the Social Media Policy. We have been making real progress.

We have also scheduled future meetings to sit down with the appropriate members of Management to address those Social Media Policy changes we would like to see in the future. This will especially focus on what areas of our personal digital lives Southwest Airlines will --and will not --get involved in. Be assured that I will continue to communicate with you regarding where we are on this important issue.

On a personal note, however, please know that the social media issues Management investigated and the resulting discipline Southwest Airlines issued did not arise out of something Management simply uncovered or stumbled upon. They are not generally monitoring our sites. Instead these cases come about as our own Flight Attendants are turning each other in. These latest investigations have been the result of Flight Attendant complaints. I am asking that we please consider stopping any back and forth fighting on social media. We are not always going to agree with one another, but please recognize that your fellow Employees are entitled to their own thoughts and opinions. If we have a problem let's work it out as the professionals that we are. Please respect one another.

Negotiating Team Update

Click here to listen to Audrey Stone's Negotiating Team Update.



Open Call for Committee Chairpersons



Cuyler Thompson is an Oakland-based Flight Attendant. Cuyler serves as the TWU Local 556 Recording Secretary and the Chairperson of the Communications Committee.

Currently, the TWU Local 556 Executive Board is responsible for the staffing and overseeing of twenty Committees, as described in our Local's Bylaws. At the beginning of their term in 2012, and in accordance with our Bylaws, the Executive Board appointed the current Chairperson of each of these Committees to serve a three-year term. The new 2015-2018 Executive Board takes office on May 1, 2015 and will appoint Flight Attendants to serve as Chairperson(s) of the Union's twenty Committees shortly thereafter.

The Executive Board has issued an Open Call for "Letters of Interest" for Southwest Airlines Flight Attendants and Members of TWU Local 556 who wish to be considered for appointment to serve as Chairperson on one of the Union's Committees. **Letters of Interest should be emailed to the Executive Board's Recording Secretary at cthompson@twu556.org, and will be accepted through noon CDT on Monday, May 11.** The Executive Board will take up the matter of Committee appointments during the May 2015 Executive Board Meeting, currently scheduled for May 11-15, and will review all Letters of Interest at that time.

Here is a current list of the TWU Local 556 Committees:

- Committee on Political Education (COPE)
- Critical Incident Stress Management (CISM)
- Grievance Committee
- Scheduling Committee
- Safety Committee
- Health Committee
- Education Committee
- Professional Standards Committee
- Uniforms Committee
- Communications Committee
- Civil and Human Rights Committee (CHRC)
- Shop Steward Committee
- Mobilization/Organizing Committee
- New Hire Committee
- Scholarship Committee
- Survey Committee
- Veterans Committee
- Working Women's Committee
- Information Technology Committee
- Flight Attendant Drug and Alcohol (FADAP) Committee

If you have questions regarding the submission of "Letters of Interest" or the Committee Chairperson selection process, please email Cuyler Thompson at cthompson@twu556.org.

Calling All Android Users – Your FREE App is Ready!



Erich Schwenk is a Chicago-based Flight Attendant, Shop Steward and serves as the Communications Committee Co-Chair.

Today, we are pleased to provide our Android-using Flight Attendants the latest TWU Local 556 App via the Google Play Store. This brand new App for our Android users not only contains the Contract and Contacts sections as in the past, but it also now has:

Duty Day Calculator

We want you to have the tools you need, right in your hand. It may be 2 AM, you're standing the jetway and want to know if you get double time today or tomorrow and now you will know in just a few easy steps. The calculator also lets you know about excessive duty days and time off after your pairing is complete.

News

All of the latest TWU Local 556 news right in your hand.

Questions

We want to hear from you! Send us your questions or comments right from the App. (Questions answered within 24 hours.)

This latest update has some additional security improvements and requires you to log in using your TWU Local 556 Website login information. If you have difficulties logging in, visit the Website to reset your password or contact the Communications Team at communications@twu556.org for assistance.

We hope you LUV this new update and find the tools useful. Visit the Google Play Store from your Android device to download the free TWU Local 556 App.



Click on the above link to get the free TWU Local 556 app now for both iPhone and Android users.

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 Quickies!

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



MINIMUM PAY RULES (RIGS) - ARTICLE 21.22

- **Average Daily Guarantee (ADG):** On trips flown and for the purpose of computing Vacation Pay, Flight Attendants will receive a minimum of 6.50 TFP times the originally scheduled number of domicile days in the pairing. If the pairing has only one duty period, ADG will be applied to the single duty period. **RIG Code: A**
- **Duty Period Minimum (DPM):** Flight Attendant will receive a minimum of four (4.0) TFP each duty day. The DPM will be applied for each duty period in the pairing. **RIG Code: M**
- **Duty Hour Ration (DHR):** For each duty period in a flown pairing (and for purposes of computing Vacation Pay), Flight Attendants will be paid the greater of what the duty period pays from all sources, including but not limited to any overschedule/overfly, double time, triple time, cancellation pay, and VJA/JA premiums; or a minimum of 0.74 TFP for each hour on duty. At outstation RONs, Flight Attendants will be credited with minimum DHR for thirty (30) minutes after block-in. Under no circumstances will their thirty-minute DHR applicability period be considered duty for purposes of duty period limitations, extended duty period compensation, or calculation of crew rest under Article 8.2 or 8.3. **RIG Code: D**
- **Trip Hour Ratio (THR):** A Flight Attendant will receive a minimum of one (1.0) TFP for each three hours (3:00) away from domicile (report to release) or fraction thereof. The trip hour period may only be broken by a legal rest break in domicile. **RIG Code: T**
- **Side Letter 10:** If required to clear Customs at an outstation and you are completing your duty period, your duty day will be extended by fifteen (15) minutes. This could extend your DHR calculations as well as count towards crew rest calculations.
- **Note:** VJA is only paid on the leg value, not on RIGs. If you pick up a trip that has a letter code next to the daily or trip total, it more than likely is RIG affected. You will be paid the greater of the RIG value; or the value with VJA, overschedule/overfly and/or other premiums. You do receive Holiday Pay on RIGs.

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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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