

JANUARY 20, 2014

unity^{update}

YOUR MONTHLY UNITY SUPPLEMENT

President's Message

Reflections and Resolutions ..



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

I thank each of you once again who were flying earlier this month when Southwest Airlines lost control of their operation. Your hard work, patience, and diligence towards our Customers were bright spots during a very dark time. Since I reported last in Unity Update, I met with Vice President Cabin Services Mike Hafner

on January 9, to begin finding answers to my questions about what went wrong. On January 15, our Executive Board also met with Mike, Senior Director Inflight Crew Ops and Automation Brendan Conlon, Director Labor Relations Mike Mankin, and Director of Base Operations Henry Townsend to express your concerns about what our Flight Attendants endured. They reported to us that the initial internal review regarding the operational meltdown had been completed and was being presented to Southwest Airlines Leaders. This week, I will be meeting with Southwest Leaders including Chief Operating Officer Mike Van De Ven to review the findings. I hope to finally get the full story of what went wrong, as well as find out their plans to keep this from happening again. I will be communicating more information to you as I receive it.

Our Executive Board just finished up another productive Board Meeting, and below you will read more about the Chairpersons appointed to our new Mobilization/Organizing Committee. I am excited to be working with **Sam Wilkins** and **Karla Kozak** and look forward to seeing our newest committee take off. I am also pleased to tell you that during last week's Board Meeting, your Executive Board voted to approve a balanced budget for the year—including monies set aside for a five percent Contract Enforcement Reserve Fund.

If you want more information about what's happening at Local 556, please join us at one of the upcoming Membership Meetings! This round began

Editor's Note:

President Audrey Stone is passionate about education. She says, "That's the reason that I became involved with the Union in the first place: I want every Flight Attendant to be able to understand their Contract." In addition to the in-depth articles that Denny Sebesta, our resident "Contract Expert" and former Negotiating Team Member, writes monthly for Unity Update and quarterly for Unity Magazine, current Negotiating Team Member Brandon Hillhouse kicks off a series of articles for Unity Update called "Contract Quickies." Thank you Audrey, Denny and Brandon; the more we know and understand the language of our Contract, the better we are able to realize its benefits.

with our first session in Dallas last week, and there are still seven meetings left. I hope to see you there. Here's a quick look at where we will be:

Oakland – Thursday, January 23
Phoenix – Friday, January 24
Las Vegas – Saturday, January 25
Denver – Sunday, January 26
Chicago – Monday, January 27
Baltimore – Tuesday, January 28
Orlando – Wednesday, January 29

For agenda details go to <https://twu556.org/wp-content/uploads/2013/12/1st-Quarter-2014-Membership-Meeting-Agenda.pdf>

The New Year has started off with a bang and I do not foresee it slowing down anytime soon. Besides surviving the Polar Vortex, we have welcomed another Special Merger Training (SMT) class into our Flight Attendant family, and our first class of internal New Hire Flight Attendants is currently in training. Our Negotiating Team (NT) will be back at the table with Southwest Airlines Management this week and we will continue to update you on our progress. Thank you for everything you do; I am proud to represent you.

In Unity,

Audrey Stone
President, TWU Local 556

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THE MAGAZINE OF TWU LOCAL 556



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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Contract Quickie!

by Brandon Hillhouse

- If you pick up a pairing in the current month that falls during Overlap, but prior to the new bid period being placed on your board, you are entitled to a twelve (12) hour domicile break (block to check-in) between bid periods. Be aware that your pairing will not “grey out” like other overlap options. Scheduling may adjust your pairing to provide you a minimum of 9 hours of rest and you can call Scheduling and ask to be adjusted back to twelve hours or fly that pairing (or portion) for time and one-half (1.5x). Scheduling can only make Overlap adjustments in the new month at the SIP in accordance to Article 10.9.A.4.
- When applying for FMLA or Medical Leave, remember you are responsible for calling in sick for trips on your board until approval of the leave and the trips have been removed from your board. Failure to do so will result in a No Show.
- All correspondence for FMLA and Medical Leave will come through your Southwest (wnco.com) email. Please check your email each day in case the Company needs any additional information, or follow-up.
- All point notification letters will be sent to your Southwest email too. Keep an eye on your email and know your point total.
- AM Reserves can be assigned a check-in for later in the day as long as Scheduling calls during the AM Reserve contact hours (0300-1100 Local). The pairing must be scheduled to release prior to 1800 hours Local time on the last day. If due to a re-schedule, an AM Reserve arrives in domicile after 1800 hours Local time (block plus thirty), all trips flown beyond 1730 hours Local time will be paid at triple time (3x). The exception is when flight runs late due to irregular operations on the last day. (e.g. - the flight is scheduled to arrive at 1700 hours Local time and is delayed due to weather, not arriving until 1830 hours Local time.)
- If you experience an Unscheduled RON, Scheduling is contractually obligated to return you on the first available deadhead home (published in the flight schedule). If the deadhead creates reduced rest (below 9:00 hours end of debrief to check) you have



the right to call Scheduling and request a later deadhead in order to receive rest, but your pay will reflect the original deadhead.

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

Hello from the Road!

by Bill Holcomb

You may or may not know by now that your NT has been implementing some new ideas over the last few months. We have leased a townhouse rather than incur hotel costs, leased a car rather than rent and slashed paper costs by primarily using electronic notification. These simple items have saved tens of thousands of YOUR dollars compared to NT budgets from the past.

I am proud to be the "guinea pig" for our latest implementation: When our Negotiations schedule allows, one or more of us will be removing ourselves from the Union payroll one week at a time and picking up trips from different bases. I am currently in SJC on the second night of a Las Vegas three-day. I am flying with two wonderful hard-working professionals, **Kathleen** and **Luvín**. This is serving several purposes: communication, education, saving your money and bringing fresh ideas from out here on the line.

Keep an eye out for us; we look forward to seeing you!



Bill Holcomb (pictured far right) is an Oakland-based Shop Steward and a Member of the Local 556 Negotiating Team. Pictured with Bill are (left to right) Las Vegas Flight Attendants Kathleen Morrison and Luvín Contreras.

Join Us in Celebrating Dr. Martin Luther King

TWU Local 556 is proud of our International Union's history of fighting for the civil and human rights of Union Members, fellow Americans and citizens of the world.

Go to www.Vimeo.com/2036852 to view a powerful video in which a long-time Member of TWU tells the captivating story of our Union's historical support of Dr. Martin Luther King.



Warm Hearts and Grilled Cheese Sandwiches

The first week of 2014 brought some very cold temperatures to Chicago, which inspired a few Chicago Flight Attendants to warm the hearts and bellies of our Brothers and Sisters at TWU Local 555.

On Wednesday, Chicago Shop Stewards **Corliss King** and **Mark Hoewisch** cooked up a plan and by Thursday, they were at the Midway Airport filling up their Co-Workers with chicken noodle soup and grilled cheese sandwiches. Monetary donations were accepted from Southwest Airlines Flight Attendants and several more volunteered their time. Together with Local 555 Leaders, the duo organized a makeshift kitchen and provided



meals for two shifts that day. Mark commented, “I really didn’t think twice about volunteering or donating money. I thought it was a superb idea and I’d gladly do it again.” We are proud of Corliss, Mark, and all the Flight Attendants who donated

their time and money to support our Brothers and Sisters at TWU Local 555.



Our Negotiating Team takes its direction from you, the Member. This short survey, which takes about four minutes, is directed at more complex Articles we will open soon. We need accurate information from you in order to improve and maintain our industry-leading Contract. We ask that you please take this opportunity to invest in your career. Your participation in the survey and in the collective bargaining effort is vital to a successful campaign for the Contract! You will have an opportunity to share your suggestions in the comment box at the end of the survey. Thank you in advance for your feedback. The survey is open now and will close on January 27, 2014. Visit www.twu556.org to take the survey.

TWU Local 556 Mobilization/ Organizing Committee

The Flight Attendants present during the 3rd Membership Meeting of 2013 voted to create a Mobilization/Organizing Committee at TWU Local 556. Your Executive Board is pleased to announce that Oakland Shop Steward **Sam Wilkins** has been appointed to serve as the Chairperson of the committee. Sam has been a vocal and active Member of Local 556 for many years. She most recently organized an internal Membership campaign in support of our Brothers and Sisters at TWU Local 555, representing the Ramp, Ops, Provo and Cargo Employees at Southwest Airlines.



Sam Wilkins is an Oakland-based Flight Attendant and Shop Steward.

Our Members are fortunate that Chicago Flight Attendant **Karla Kozak** has agreed to serve as the Co-Chairperson of the Committee. Karla has, for several years, worked in the TWU International Organizing Department in New York and Washington, D.C. Karla was instrumental in unionizing the Flight Attendants at Allegiant Airlines to become part of TWU. She brings a great deal of knowledge and experience to her new position.



Karla Kozak is a Chicago Flight Attendant.

If you see Sam and Karla out on line, please offer your congratulations and encouragement. These ladies have their work cut out for them, making sure that the Flight Attendants of Southwest Airlines are organized, mobilized and unified for the task at hand: negotiating, maintaining and improving the industry-leading Contract of TWU Local 556.

Passport Requirements

According to RBF 2013-072 regarding Passport Requirements, issued by Inflight Management on 06/03/2013, Flight Attendants were to have (1) entered their valid Passport information via the About Me tab on SWALife and (2) presented their Passport to be scanned by an Inflight Supervisor by December 31, 2013. Almost all of our Flight Attendants have completed this process. However, at this time, seven percent of our Flight Attendants have completed neither of these tasks.



If you have not already completed both of these tasks, please do it ASAP.

Base	Head Count	Both Tasks Complete	Both Tasks Complete %	Nothing Complete	Nothing Complete %
BWI	1431	1041	73%	78	5%
DAL	979	754	77%	98	10%
DEN	751	630	84%	34	5%
HOU	1302	1038	80%	106	8%
LAS	1364	1162	85%	82	6%
MCO	964	799	83%	57	6%
MDW	1634	1371	84%	104	6%
OAK	1072	866	81%	81	8%
PHX	1460	1314	90%	69	5%
Totals	10957	8975	82%	709	7%

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