



MARCH 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.

I'll start by congratulating our newly elected Executive Board. It has been an honor to work with the current Board, and I look forward to continuing along the productive path on which we have been headed over the last 21 months. The 2015-2018 TWU Local 556 Executive Board takes office on May 1, and we are currently fine-tuning a transition plan that will set your leadership up for success. The plan includes training for our new and returning Board Members, as well as a strategic planning session during which we will develop goals for your Union's future.

I also want to thank each of you who voted during this important election. While I wish the number of Members who voted were higher, I am pleased that it was a higher turnout than what we have seen in our last few elections. The number of Flight Attendants who voted in this election compared to 2012 increased by more than 10%, and that is an improvement. Thank you for taking time to invest in your future and your Contract by casting your vote.

Your vote of confidence to elect me to remain your President and Lead Negotiator is such an honor. I am proud of the work that has been accomplished by TWU Local 556 over the last 21 months since I came into this role, and I am excited about what we can accomplish over the next 3 years. I realize that elections can be a difficult, trying time and that some of you were disappointed in the results. However, no matter how you feel at this moment please know that I will continue fighting for all of you, both at and away from the Negotiating Table. Securing a Contract for our Flight Attendants remains my first priority, but I will continue to take your issues to Southwest Airlines Management as they arise. I will continue to build upon the strong foundation of mutual respect and good working relationship that has already been established to ensure your concerns continue to be addressed.

One ongoing issue of concern pertains to social media and how Southwest Airlines Management applies their Social Media Policy. The Union is currently moving forward on several grievances based on discipline Flight Attendants received regarding the Social Media Policy. I have had many discussions with Southwest Management regarding their application of this policy, including a meeting with them this week.

If you receive a call from someone in Management who wishes to have a conversation about the Social Media Policy over the phone, ask, "Could this conversation lead to discipline?" If the answer is "no," then it is OK for you to have the conversation and you should not be in danger of receiving discipline. Don't hesitate to call the Union if you have questions. However, if Management's answer is "yes," politely inform Management that you would be happy to have the conversation accompanied by a Union representative. If you are asked to come in for a meeting with Management, please call the Union immediately so that we may schedule a representative to accompany you. A Fact-Finding Meeting could result in discipline.

These conversations about social media are far from being over, and TWU Local 556 will continue to advocate on your behalf. I can't stress enough that you must use common sense and good judgment when posting or commenting on social media. Don't allow "keyboard courage" to cause you to say something you wouldn't say in person. As we move forward into a new chapter for TWU Local 556, let's all focus on respecting one another.

It's a new day, and the future looks bright for Southwest Airlines, TWU Local 556, and our Flight Attendants. I am truly honored to continue representing you.



Audrey Stone is pictured with Mark Anthony Reyes. Mark serves as a Las Vegas Shop Steward and CAN Leader.

Flight Attendant Health Study



Michael Massoni is a Phoenix-based Flight Attendant and serves as the TWU Local 556 Operational Safety Chairperson.



Michele Moore is a Dallas-based Flight Attendant and serves as the TWU Local 556 Occupational Health and Safety Coordinator

Your TWU Local 556 Health and Safety Team are committed to ensuring you have the best working environment possible. We feel that to affect change, we have to be aware of all the variables in our workforce and our environment. Seeing the improvements that are made sometimes are hard to see as the changes come in baby steps. As in any project, research has to be completed to help see which areas are in need of the most work.

We are teaming up with a group from the Harvard School of Public Health, in the Environmental and Occupational Medicine and Epidemiology Research Department. They are conducting a Flight Attendant Health Study and are excited to include our Flight Attendants in their survey. Following is some information that Dr. Sara Gale and Dr. Eileen McNeely have provided for us:

It takes commitment and dedication to make progress and we thank you in advance for helping us affect change by taking part in this research by accessing and completing the survey. Although this survey takes approximately 15-20 minutes to complete, we think you will find the survey interesting and well worth the time. The deadline to take the survey is April 3, 2015.



HARVARD T.H. CHAN
SCHOOL OF PUBLIC HEALTH

Click here to take the survey. <http://www.fhealth.org/harvard-study>

We need your help to improve the understanding of Flight Attendant health. Researchers at Harvard School of Public Health invite you to join the ranks of previous Flight Attendants who participated in a landmark study in 2007 on this subject (www.fhealth.org). A number of US and international Unions have helped us raise awareness about the study, and we are excited to have the support of TWU Local 556. Join us today!

How does your job as a Flight Attendant affect your health?

In a 2007 Harvard study, we found that Flight Attendants had three times the prevalence of chronic bronchitis compared to an age and gender matched U.S. population. Sleep disorders, fatigue, depression and heart disease were also significantly elevated. <http://www.ehjjournal.net/content/13/1/13>

How will Flight Attendant health research be used?

The Harvard study team will publicize the results to equip Flight Attendants, airlines, Union health and safety representatives, and regulators with information that can be used to protect health. Also, the study team will compare the health of Flight Attendants with other study populations followed at Harvard, such as the Nurses' Health Study, the longest running study of women's health that now includes men also. Your time and commitment through participation is invaluable! To learn more and join our study, please access our survey from the link below.

Dr. Eileen McNeely, PhD, MS, RNC
Principal Investigator

Dr. Sara Gale, PhD, MPH
Project Director

Negotiating Team Update

Your TWU Local 556 Negotiating Team (NT) returned to the Negotiating Table with Southwest Airlines Management this week March 18-19. We resumed our discussions regarding Article 8 (Hours of Service) and Article 28 (Scheduling Policy). Throughout these negotiations, we have continued to address quality of life issues related to our pairing construction, duty day, and Crew rest. This week, as we had requested, Management provided us with a great deal of new data regarding their proposals. We are currently analyzing the data in order to prepare the Union's response.

We also discussed Article 22 (Expenses) again, as it relates to Hotels and Transportation and continued what has been extensive dialogue regarding the fact that all Flight Attendants be provided "suitable hotel accommodations with single rooms." Management recognized again that they failed the Flight Attendants on many levels last month, and have done a full investigation and review of the areas that need to be changed. Management has reported that the Crew Ops Support is almost fully staffed, and during peak times, additional Schedulers will be brought over to augment staffing. They are also proactively utilizing a third party resource to evaluate projected hotel occupancy in affected cities, and are working to improve avenues of interdepartmental communication to better handle such crises in the future. Your



NT reiterated that the mistakes that occurred over Valentine's Day weekend cannot happen again, and we'll make sure the necessary changes are made to avoid it.

We also spent time with Management this week evaluating all remaining outstanding issues and continued to make it clear that we are ready and willing to resolve these issues to reach a final Tentative Agreement (TA) to bring forward for your vote. However, we will accept nothing less than you deserve, including improvements in Article 21 (Compensation).

Your NT will return to the bargaining table with Management March 31-April 1. We worked with Management this week to secure negotiating dates through the next quarter: April 13-14 and 27-28, May 8 and 27-28, June 8, 12, 18-19, and 29-30. Please do a fantastic job out there, taking care of our Customers and reminding Southwest Airlines Management why we have the reputation as being the best Flight Attendants in the industry.



The Union of
Southwest Airlines Flight Attendants
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

Congratulations to the newly elected 2015-2018 TWU 556 Executive Board

President

3488 Audrey Stone
2587 Lyn Montgomery

1st Vice President

2612 Todd Gage
2200 Teri Queen
1169 Corliss King

2nd Vice President

2957 Brett Nevarez
1833 Kristen Loucks
1198 Don P. Shipman

Recording Secretary

3443 Cuyler Thompson
2471 Kathleen Gregory Mayeux

Financial Secretary Treasurer

5092 John Parrott (uncontested)

Board Member at Large

2734 Sam Wilkins
2147 Crystal Reven
569 Melissa Lehr
1678 Michael Massoni
1107 Rickie Spand (Rickie Bobby)
591 Michael Reid Rodriguez
378 Jeffrey Shea
176 Aaron Martin
490 Elizabeth Leapley
417 Eddie Pirl
510 Brendon Remezas

ATL Domicile Executive Board Member

241 Pamila Forte (uncontested)

BWI Domicile Executive Board Member

321 Stacey Vavakas
48 David Garcia
96 Damion West
229 Stephanie Roberts

DAL Domicile Executive Board Member

379 Brian "BR" Ricks
305 Andrea Garnett

DEN Domicile Executive Board Member

247 Jessica Parker
143 Chris Sullivan

HOU Domicile Executive Board Member

361 David Jackson
256 LaTonia Paul Benoit

LAS Domicile Executive Board Member

694 Rachel Brownfield (uncontested)

MCO Domicile Executive Board Member

400 Jimmy West
104 Anita Vinje

MDW Domicile Executive Board Member

699 Donna Keith
174 Roy Soria

OAK Domicile Executive Board Member

528 Matt Hettich (uncontested)

PHX Domicile Executive Board Member

366 John DiPippa
10 Lawrence Jackson
158 Jeffrey Baker
192 Jim Volpe



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Voter Participation in the 2015 Officer election

	Eligible	Voted	Participation
ATL	610	268	43.93%
BWI	1407	705	50.11%
DAL	1349	710	52.63%
DEN	896	397	44.31%
HOU	1271	627	49.33%
LAS	1484	761	51.28%
MCO	1082	507	46.86%
MDW	1810	892	49.28%
OAK	1017	552	54.28%
PHX	1430	729	50.98%



Hotels, Transportation and Fatigue

Article 22.2 - The Company will provide transportation to and from airport and hotel at RON stations. If transportation is not available within thirty (30) minutes from the time Flight Attendants require such transportation, the use of a cab is authorized subject to proper receipts.

- The Company will provide at RON stations suitable hotel accommodations with single rooms for each Flight Attendant.
- Scheduling will not ask Flight Attendants to share a hotel room. If, due to unforeseen circumstances, the Company is unable to provide suitable hotel accommodations with single rooms for each Flight Attendant, Scheduling will contact the Union to notify them of the situation, Crew Members may volunteer to share a room to rectify the problem. (Please inform the Union if Scheduling ever asks or tells you to share a room because they are unable to provide accommodations.)
- The Company will pay directly for any hotel rooms and local transportation required.
- Upon request, Flight Attendants will be provided a hotel room when given an unscheduled RON in domicile. If transit time through any out station exceeds four (4) hours, the Company will provide single hotel rooms for each Flight Attendant. You must have four hours of ground time remaining at the time of the call to Crew Scheduling to request a hotel room.

Article 8.4 – A Flight Attendant(s) with less than nine hours thirty minutes (9:30) of consecutive rest from block to check-in, who experiences circumstances that significantly delay her/his arrival at the

RON hotel accommodations, will be responsible to contact Scheduling to advise of the situation. In such situations, Scheduling will make every effort to reschedule another Flight Attendant(s) or assign Reserves to ensure that the Flight Attendant(s) has adequate rest to avoid fatigue.

Article 25.15 – The Flight Attendant shall notify Crew Scheduling immediately if she/he considers herself/himself unsafe to fly or perform required duties. Scheduling will accept the notification and pull the Flight Attendant for Company Convenience with pay (CC/CCN). A Scheduling Report of Irregularity will be completed and forwarded to the Flight Attendant's Base Manager for review. The Company Convenience pull may be converted to Leave Without Pay (LVN) if the Base Manager determines that the circumstances giving rise to the fatigue were not duty-related.

- Upon notification of fatigue from a Flight Attendant, Crew Scheduling will schedule the Flight Attendant for a minimum of ten (10) hours of uninterrupted rest. If possible, during the initial notification call, Scheduling will instruct the Flight Attendant to re-join her/his original pairing following the period of rest or re-assign the Flight Attendant to a new pairing. If a re-assignment cannot be accomplished at that time, the Flight Attendant will be required to call Scheduling at the end of the designated rest period. Scheduling will then reassign the Flight Attendant a pairing having a minimum two-hour report time or the Flight Attendant will be deadheaded as a Must Ride to her/his Domicile to sit Airport Standby or be released until her/his next scheduled pairing. The Flight Attendant will be compensated for the greater of her/his actual or originally schedule trips, subject to subsequent review of the cause(s) giving rise to the fatigue.

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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

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

TWU Local 556 Editorial Team:

Cuyler Thompson, Robin Brewer, Erich Schwenk, Audrey Stone, Matt Hettich, Donna Keith, Lori Lochelt, Alice Hinckley, Mark Hoewisch, Trish Krider, Denny Sebesta, Matt Fearey, Kelly Lane, Brandon Hillhouse, Rachel Brownfield, Eden Hiatt, Manny Ozaeta, Barbara Fitzhugh, Rob Swafford and Terri McCaffrey.

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