

Your Monthly Unity Supplement

JANUARY 2013

Unity UPDATE

FREEDOM, FLEXIBILITY

One of the best benefits of being a Southwest Airlines Flight Attendant is having the freedom and flexibility to work our schedules to be where we want to be -when we want to be there -anywhere in the Country, and to soon include International destinations! As Flight Attendants, we also have the unique opportunity to take as much time as we want away from work -for whatever reason. Do you need to care for your small children for a few months, or even years? Being a Southwest Airlines Flight Attendant allows many to take the time and do just that. Do you have a month-long overseas vacation coming up this summer? Don't worry; our jobs allow us the flexibility to make that happen. How about a two-week cruise to the Caribbean, an African safari or an excursion to the Alps? Not a problem. We can manipulate our schedules to arrange whatever we want to do, whenever we want to do it. What other jobs exist that allow this freedom and flexibility? Personally, other than being a lottery winner, I can't think of another way.

Which brings me to the reason we can take advantage of this airline lifestyle only Southwest Airlines Flight Attendants can enjoy: our Contract. Our Contract is the best in the industry -nobody can deny that. We fought hard to get what we have and we need to protect it. We will soon enter into Negotiations once again and do not think it will be easy —it never is.

What makes our Contract the best in the industry? Our Union! Local 556 is as unique as Southwest Airlines because we have a say in our Contract. We elect and appoint Flight Attendants to negotiate and bring to the Membership the Contract we all deserve. Sure, we also hire professional Negotiation Advisors to assist, and Lawyers to take care of the legalese; but in the end, it is the Flight Attendants who do most of the negotiating. Our International Union allows us the autonomy to do this. Most



Jerry Lindemann
Financial Secretary/Treasurer
HOU Flight Attendant
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MEMBERSHIP MEETINGS

DALLAS

Friday, February 15, 2013, 10:00 A.M.
TWU Local 556 Union Office
7929 Brookriver Dr., Ste 750, Dallas, TX 75247
(214) 640-4300

OAKLAND

Tuesday, February 19, 2013, 10:00 A.M.
OAK Airport, Tower Rear Conference Room
Terminal 1-before checkpoint take a right, take the elevator to 2nd floor, right through double doors, 2nd door on right (510) 638-7777

LAS VEGAS

Wednesday, February 20, 2013, 10:00 A.M.
Hampton Inn Tropicana, Fiji Room
4975 Dean Martin Drive, Las Vegas, NV 89118
(702) 948-8100

PHOENIX

Thursday, February 21, 2013, 10:30 A.M.
Phoenix Sky Harbor International Airport
Phoenix Aviation Administration PAAB
Conference
Terminal 2 Conference Room - 2nd Floor
(602) 273-4391

HOUSTON

Monday, February 25, 2013, 10:00 A.M.
Houston Marriott South Hobby Airport Hotel
9100 Gulf Freeway, Houston 77017
(713) 943-7979

DENVER

Tuesday, February 26, 2013, 10:00 P.M.
Denver International Airport
City Conference Room 6th Floor
Main Terminal Westside
(303) 342-2347

CHICAGO

Wednesday, February 27, 2013, 10:00 A.M.
Hampton Inn Chicago-Midway Airport
6540 S. Cicero Ave, Bedford Park, IL 60638
(708) 496-1900

BALTIMORE

Thursday, March 7, 2013, 10:00 A.M.
Four Points by Sheraton BWI Airport
7032 Elm Road, Baltimore, MD 21240
(410) 859-3300

ORLANDO

Friday, March 8, 2013, 10:00 A.M.
Fairfield Inn Airport
7100 Augusta National Drive, Orlando 32822
(407) 888-2666

FREEDOM, FLEXIBILITY (CONT.)

other International Unions bring in their Negotiators to decide what the contract language will be.

The means by which our Union is able to afford to hire these professional services AND pay Flight Attendants to negotiate the Contract we all live under is clear: our Membership pays their Union dues. Most of our Members pay their Union dues through payroll deduction on the 20th paycheck every month. But what about the Members who take advantage of all the freedom our Contract allows to work as little as they choose; even to the extent that they do not get a paycheck on the 20th? Indeed, some of our Members are fortunate enough to be able to take so much time off that they rarely receive any paycheck from Southwest Airlines. Fortunately, most of these Members DO pay their dues online or with a check. They value this flexibility and it is our hard-fought Contract that allows them this freedom. But, to be honest, there is a subset of this group that does not fulfill their responsibility.

The Union Office tracks who does, and who does not, pay through payroll deduction. The Company will not allow us to deduct past dues from future paychecks, so we are forced to collect delinquent dues through a billing process. Every month, despite the recurring expenses associated with this process, bills are mailed out to all those who do not pay through payroll deduction.

Unfortunately, there are too many who continue to ignore those bills. Currently, as of the time of this writing, the Union is owed over \$60,000 from dues that are more than 90 days in arrears.

This brings us to the real reason for this article— the brutal truth is that paying your delinquent Union dues is a condition of continued employment as a Southwest Airlines Flight Attendant. Henceforth, beginning in 2013, we will aggressively pursue the collection of these back Union dues and the Contract will be enforced. For those who have been ignoring recurring billing statements seeking the collection of delinquent dues, we suggest you contact the Union to arrange payment. Those Members that fail to resolve their delinquency of back Union dues, please know, you are subject to termination by the Company following a course of actions prescribed by our Contract. Any termination for non-payment of Union Dues, as stated above, is considered for “just cause” and therefore not subject to any Grievance process by the Union. We look forward to the prompt resolution of this unpleasant matter.

You can find all information concerning payment of Union membership dues, including non-payment of dues, in Article 26 of our Contract. Below is the Contract language in its entirety:

ARTICLE 26 - UNION SECURITY

1. Any Flight Attendant who, on the effective date of this Agreement, is eligible to become a member of the Union, will do so as a condition of continued employment with the Company. A Flight Attendant will become a Union member upon the completion of his/her initial probationary period. (First six (6) months of employment.) For the purpose of Article 26, a Flight Attendant shall be considered a member of the Union if she/he tenders the initiation fees and periodic dues uniformly required as a condition of membership.
2. All new Flight Attendants of the Company hired on or after the effective date of this Agreement, shall make application for membership in

the Union within sixty (60) days after date of employment with the Company, and shall thereafter maintain membership in the Union as provided for in Paragraph 1 of this Article.

3. If a member becomes delinquent in the payment of his/her initiation fee or membership dues, such member shall be notified by registered mail, return receipt requested, copy to the Company, that she/he is delinquent in the payment of initiation fee or membership dues as specified herein and is subject to discharge as an employee of the Company. Such letter shall also notify the Flight Attendant that she/he must remit the required payment within a period of fifteen (15) calendar days, or be discharged.

4. If upon the expiration of the fifteen (15) days, the Flight Attendant still remains delinquent, the Union shall certify in writing to the Company, copy to the Flight Attendant, that the Flight Attendant has failed to remit payment within the grace period allowed, and is, therefore, to be discharged. The Company shall then take proper steps to discharge such Flight Attendant from the services of the Company. Such discharge shall be deemed to be for just cause.
5. Any determination under the terms of this Article shall be based solely upon the failure of the Flight Attendant to pay or tender payment of initiation fee or membership dues, and not because of denial or termination of membership in the Union upon any other grounds.

If you, or anyone you know, owes Back Union Dues, please know you are subject to termination by the company. Any termination for non-payment of Union Dues, as stated above, is considered for “just cause” and therefore not subject to any Grievance process by the Union.

DEPARTMENT OF TRANSPORTATION REAFFIRMS DRUG/ ALCOHOL TESTING REGULATION

Statement from: Jim L. Swart, Director of Office of Drug and Alcohol Policy and Compliance/ Department of Transportation

Recently, some states passed initiatives to permit use of marijuana for “recreational” purposes. We have had several inquiries about whether these state initiatives will have an impact upon the Department of Transportation’s (DOT) longstanding regulation about the use of marijuana by safety-sensitive transportation employees – pilots, school bus drivers, truck drivers, train engineers, subway operators, aircraft maintenance personnel, transit fire-armed security personnel, ship captains, and pipeline emergency response personnel, among others.

We want to make it perfectly clear that the state initiatives will have no bearing on the DOT’s regulated drug testing program. The Department of Transportation’s Drug and Alcohol Testing Regulation – 49 CFR Part 40 – does not authorize, for any reason, the use of Schedule I drugs, this includes marijuana.

Therefore, Medical Review Officers (MROs) will not verify a drug test as negative based upon learning that the employee used “recreational marijuana” when states have passed “recreational marijuana” initiatives.

We also firmly reiterate that an MRO will not verify a drug test negative based upon information that a physician recommended that the employee use “medical marijuana” when states have passed “medical marijuana” initiatives.

It is important to note that marijuana remains a drug listed in Schedule I of the Controlled Substances Act. It remains unacceptable for any safety-sensitive employee subject to drug testing under the Department of Transportation’s drug testing regulations to use marijuana.

We want to assure the traveling public that our transportation system is the safest it can possibly be.

NOTICE:

It was mentioned in the Fall Unity Magazine that a Provisioner’s hand was shut in the entry door and unfortunately lost a couple of fingers. We would like to note that although the Flight Attendant did follow correct door opening procedures by cracking the forward galley-service door; after following the correct procedure, the Flight Attendant, realizing the trashcan was pulled out (which blocks full opening access of the door) began closing the service-side door in order to push trashcan into place. The Flight Attendant did not notice that at the same time, the Provisioner was reaching inside to open the door, and thus the Provisioner’s hand was inadvertently crushed between the door and the door-frame. The mechanisms by which these doors are designed to move such a heavy door into place, using a relatively short door handle, contributed to the severity of this devastating injury to the Provisioner, by allowing the Flight Attendant to exert tremendous force on the door closing. We say this to URGE each of you, even when following correct procedures, to be cautious and assess conditions before closing a door for any reason.

Calling All Christmas Costumes

Please **Send Us a PHOTO** of yourself, or another working **SWA Flight Attendant in Holiday Costume.**

The *Winner* will be published in the **Winter Unity Magazine** and will **receive a \$30 Starbucks gift card**

Three runner-up photo winners will each receive a \$15 Starbucks gift card and your Union will donate \$50 to Feed America.

Email photo, as an attachment, to contest@twu556.org

On the subject line please write “Photo Contest”. Include your name and employee number of all people in the photo.

Submissions for Christmas Photo Contest ends January 15, 2013

Your photo submission provides the Union permission to publish your photo.

Any Flight Attendant working for Local 556 is not eligible for prizes.





Stacy Martin
President TWU556
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New Challenges Bring New Opportunities

One of the many blessings that children bring to our lives is their unjaded perspective of the world and their honest expressions of how they see it. As many of you know, I often share my life events as they relate to our jobs as Flight Attendants and now to my service as your President.

To illustrate this point, while decorating our Christmas tree in early December, my son, Kendon, whose mother passed away more than seven years ago, expressed again his wish for me to find that special someone -- a new wife for me and a new mom for him. No one can ever replace his mom, but he's ready for us to begin a new chapter in our lives with that special person who will love us and be a part of our family.

I pointed out, as I have in the past, that it's not easy to find that special person. I then felt the urge to ask, "Is everything okay, otherwise? How do you feel about where we're going in life?"

This question was off the cuff and while I wasn't expecting a profound response from my 10-year-

old son, I was in for a surprise. "I believe that there's a plan for us," said Kendon. He went on to say that he was comfortable with the direction we were taking in our lives and was confident that it was the right plan because it was one filled with "good intentions."

Reflecting now on those words "good intentions," I'm reminded that our intentions are at the heart and soul of our actions. While it takes more than good intentions to solve problems and get things done, our intentions are where it all begins.

That's why, as your President, I want to assure you that I serve you every day with only the best intentions to produce the best possible outcomes for our Membership collectively. I respect the hard work and talent of previous Officers and Union staff who helped make our Local what it is today and will continue to work to maintain the industry-leading wages and benefits that you, as Flight Attendants for the nation's most successful airline, have worked so hard to earn.

I will also continue to maintain open and honest communication with you, the Members, in representing you according to our Contract. I am proud to report that your new Grievance Team has -- in only eight months -- settled 50 grievances and group grievances, some of which were idle for more than three years.

As an Executive Board, we will continue to deal with issues ahead concerning the AirTran acquisition and the Side Letter 10 Near International/Overwater Agreement. We are fully committed to making these transitions go smoothly for everyone.

I wish all of you a very happy and prosperous 2013. New challenges bring new opportunities. Let's work together to make the most of the many opportunities this New Year will bring.

In Unity,
Stacy K. Martin
TWU Local 556 President

Gate/Appearance Checks

Gate/Appearance Checks are still in full force. BE PREPARED! Posted now on SWALife is a comprehensive, full-color, 65-page Uniform & Appearance Standards Visual Guide to assist you with any uniform, jewelry or appearance. You can access the guide via SWALife >Inflight >Resources >Uniforms >Appearance Standards >Uniform and Appearance Standards Guide.

Here is a quick reference to ensure your Manual is up-to-date.

BINDER QUICK CHECK (AS OF 12/30/2012)

Registration Page 3/25/2012

FLIGHT ATTENDANT MANUAL

Revision Record - initialed and dated

12-01	3/25/2012
12-02	6/01/2012
12-03	8/05/2012
12-04	10/15/2012

Bulletins / Effective Date

12-20	10/15/2012
12-21	10/26/2012
12-22	10/31/2012
12-23	11/12/2012
12-24	11/12/2012
12-25	12/11/2012

List of Effective Pages (LEP) 10/15/2012

SENSITIVE SAFETY INFORMATION (SSI)

Revision Record - initialed and dated

12-01	3/25/2012
12-02	10/15/2012

List of Effective Pages (LEP) 10/15/2012

FLIGHT ATTENDANT HANDBOOK

Revision Record / Effective Date

12-01	3/25/2012
12-02	4/25/2012
12-03	5/14/2012
12-04	9/01/2012
12-05	12/12/2012

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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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