

President's Message



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

It is a good time to provide an update on exactly where we are currently in Contract Negotiations with Southwest Airlines Management. While many of you have been actively following our progress,

I've received a lot of questions lately and heard rumors that I want to put to rest.

Our Contract Negotiations have not stalled, stopped, or been cancelled. It is true that our progress has slowed down since the end of 2014, when we began discussing compensation. It is also true that Management believed that the 1.5% raise accepted by another group should be acceptable to us. Your Negotiating Team (NT) clearly told them "NO" in recent bargaining sessions at the table. However, we have continued to meet at the table and will do so until we reach an agreement worthy of a ratification vote.

Your NT has remained agile throughout these negotiations in order to address real-time issues as they arise. Anytime Management violates our Contract, we must examine why. Was the violation intentional or accidental? Was it a disagreement regarding the intent of the language? Is there a problem with the language as it's currently written? The bargaining table is the appropriate venue to negotiate changes to any problematic Contract language, which is why we devoted time in our last bargaining session to discuss Article 22 (Expenses) and the denial of our Flight Attendants to their Contractual right to a hotel room on an overnight. This cannot continue to happen and must be addressed. Our Membership is 13,000+ strong and growing, and Southwest Airlines' operation will only continue to become more complex. Your NT will continue to fight for better protections in our Contract to address these situations that can affect each and every one of us.

We have reached Tentative Agreements (TA's) on 23 of the 35 Articles in our Contract. We continue dialogue on the issues that matter to you most: *Article 8* (Hours of Service), *Article 9* (Additional Flying), *Article 28* (Scheduling Policy), and *Article 21* (Compensation). Flight Attendants continue to ask, "How much longer do you think it will take?" Unfortunately, I can't answer that question. However, if Management gets serious about money, then we could be done very soon; most of what's

left to negotiate is tied to economics. We will stay at the bargaining table as long as necessary to secure the Contract you deserve.

I also understand that many of you have questions about Retroactive Pay, or "retro." This too is a negotiated item, but we must account for the time we have spent in negotiations since our Contract became amendable in May 2013. Your Negotiating Team is very aware that Southwest Airlines Flight Attendants have not received a cost of living increase since 2011. Over 40% of our Flight Attendants are "topped out," and haven't received any type of wage increase in recent years. The fact that our dollar doesn't go as far today as it did just a few years ago must be recognized.

The Members of TWU Local 556 have a skillful, strong and committed Negotiating Team representing them at the bargaining table. We have worked hard to protect your rights and to build upon our industry-leading Contract. We will continue fighting until all Articles are TAd, and the Membership has a ratified a Contract. It remains an honor to lead this Team at the table, and to represent you, the Flight Attendants of Southwest Airlines.

Audrey Stone

President and Lead Negotiator



The TWU Local 556 Negotiating Team: (left to right) Paul Sweetin, Bill Holcomb, Brandon Hillhouse, Audrey Stone-TWU Local 556 President, Brett Nevarez-TWU Local 556 2nd Vice President.



TWU Local 556 OFFICER ELECTIONS began March 1, 2015

**This is your opportunity to select the people
that will be the voices for TWU Local 556.**

Twu Local 556 positions in which you can cast your vote:

**President, 1st Vice President, 2nd Vice President,
Recording Secretary, Treasurer,
two (2) Board Members at Large and Domicile Executive Board Members.**

3 Ways to Vote:

You will need to have your Activation Code, which can be found in your Election Notification Letter. **We urge you to VOTE ONLINE as it will only take about 5 MINUTES.**

Log into www.twu556.org and click the "Vote" image on the right hand column. You will be connected to the VoteNet Solutions log-in page. Or go to <https://eballotuv.votenet.com/twu556>



Scan QR code with your smartphone QR scanner app. You will connect via Internet to the log-in page for voting.

Phone

1-855-399-4471

Please use land line to avoid disconnections.



**Voting opened MARCH 1, 2015 at noon Central and
closes MARCH 16, 2015 at noon Central.**

Protest period ends Thursday, March 26, 2015 at noon Central.

Questions for the Board of Election should go to 800-969-7932 extension 4324

Questions for VoteNet (lost/unavailable ballots) should go to Votenet Voter Support at 800-404-5750.

Email request for assistance with ballots must be sent to twu556ElectionSupport@votenet.com

Dog Ate Your Ballot? CALL VOTENET!



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

Greetings TWU Local 556 Members! We are already five days into the voting period for the 2015 Officer Election. The Board of Election has some important information to share with you:

- Any Flight Attendants who have changed domicile/base location effective March 2, 2015 must contact VoteNet at 800-404-5750 to get an updated ballot reflecting your current base.
- Any Flight Attendant who has moved, did not receive a ballot, or cannot access their ballot for any reason can call VoteNet for new voting credentials.
- All candidates utilizing direct mail and/or email via our third party vendors DO NOT have access to individual Flight Attendants' home or email addresses. All distribution of campaign materials is handled by AppleTree Media Works and Reilly Echols Printing. Please refer to the Election Rules on the www.twu556.org Website for more details..
- The updated VoteNet Support phone number is 800-404-5750. All Members were sent a postcard to their homes reflecting this new number. VoteNet's direct line remains 202-207-0529. VoteNet email support is twu556ElectionSupport@vote-net.com.



- Hours of support for VoteNet and the Board of Election are Monday through Friday 8am to 6pm Central and Saturday/Sunday 9am to 5pm Central.
- Voting closes March 16, 2015 at noon Central Time.

Please exercise your right to vote! And do not hesitate to call the Board of Election at 800-969-7932, extension 4324.

Sharing Near-International LUV!

TWU Local 556 Contract Action Network (CAN) Leaders and Volunteers were in the Inflight Lounges and airport terminals again on February 26, playing a little game called "Pin the Heart of the Machine Across the Border."

This fun activity served as an educational tool for our Members, testing our knowledge of the near-international destinations where the fabulous Southwest Airlines Flight Attendants and Members of TWU Local 556 are "Sharing the LUV!"

Members were also provided information regarding the Contractual language contained in Side Letter 10, regarding near-international flying and education on the status of our ongoing Contract Negotiations with Southwest Airlines Management.

What a fun and educational day!



Vacations are important to all of us for various reasons and it's always a good idea to familiarize yourself with the Contract language. Article 14 – VACATIONS (page 77 hardcopy), outlines all areas pertaining to the following: accrual, bidding, compensation, procedures and floating vacation.

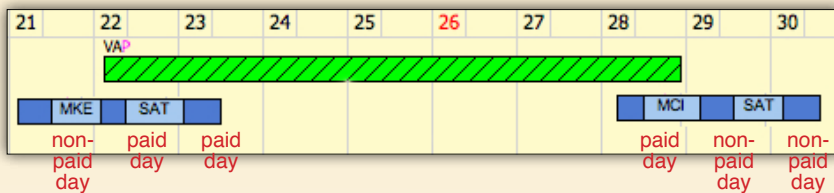
In section 14.5, Procedures (page 80 hard copy), is the Contractual language that may help you determine how you bid a primary line during a vacation month, depending on your needs in that month:



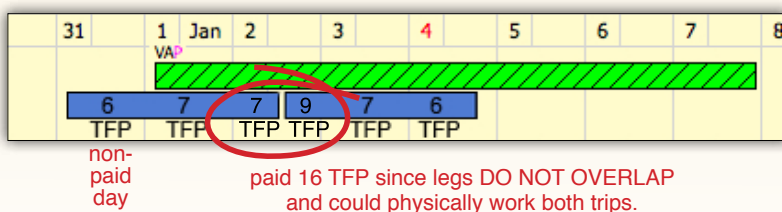
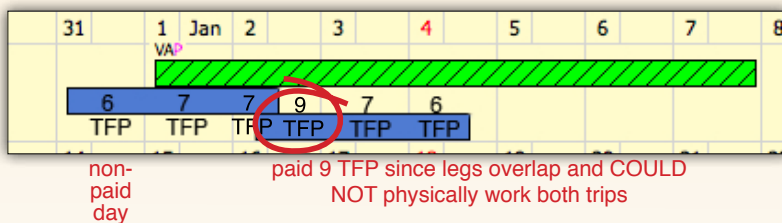
maximum time off to enjoy a trip to Europe, attend a family reunion, relax and recharge your body, mind and spirit or consider flying during your vacation to increase your TFP's for that month. No matter what your reason, it's your choice to decide, and it begins with bidding a primary line and then choosing your options. Important to note: you cannot bid or be assigned Reserve during a vacation month.

Maximize Days Off –

- Bid a line that has a pairing(s) which overlap into or out of your vacation. Pairings that overlap into or out of a vacation period will be pulled in their entirety, which will increase your days off unless you exercise your options (further explained below). Keep in mind; you will only be paid for day(s) that are completely encompassed within your vacation period.



- Bid a line that has an overlap (current month to new month) on vacation and the pairings that overlap into or out of a vacation period will be pulled in their entirety. You will be paid for the greater of the two days that overlap with one exception: if it would be physically possible (not contractually or FAR legal) for one person to fly both trips on that day (i.e., an a.m. trip that ends at 1530 and a p.m. that pushes at 1600), you will be paid the trip pay for both of those assignments for that day. (Settlement Letter dated Aug 14, 2001).



Maximize Trips for Pay –

There are vacation procedures outlined in our Contract (Article 14.5.C) that provide you options to fly before, during or after your vacation that will increase your pay.

- Fly the portion of a pairing that overlaps the “beginning” or “end” of a vacation period to maximize pay. Refer to Article 14.5.C (page 80, hard copy) for contractual procedures.
- Fly a portion of a pairing that overlaps into next month, to maximize pay. If you have a trip that overlaps into your vacation for the next month and want the option to fly the trip(s), you must contact Crew Planning during the protest period (6th noon Central time through 7th noon Central time). Crew Planning will slide your vacation to encompass that entire trip.

It's important to remember that all vacation adjustments must be made by Crew Planning within the bid protest period time, which ends at noon Central time on the 7th of every month.

Floating Vacation –

Maybe you are undecided on your vacation plans for the next year and need a little more flexibility; this is where a floating vacation may be something you want to consider if you qualify. Art.14.1.D states, “A Flight Attendant with three or more weeks of vacation is allowed to take one week as a floating vacation week”. If you decide this is the right option for you, then you must notify Crew Planning no later than the last round of vacation bids. A floating vacation week will pay 26.25 TFP (straight pay) regardless of the TFP pulled. For more information on bidding and using a floating vacation week, refer to Art.14.3 (page 79 hard-copy).

National Academy of Arbitrators



Becky Parker is a Dallas-based Flight Attendant and serves as the Grievance Committee Chairperson for TWU Local 556.

TWU Local 556 participated at the National Academy of Arbitrators 38th Annual Labor Management Conference held February 19-21 in Houston, Texas.

The National Academy of Arbitrators is a professional organization consisting of Arbitrators with the highest levels of experience in the United States and Canada. These Arbitrators are chosen to hear and decide Labor and Employment Arbitration cases in both the private industry and the public sector. Some of the Arbitrators present at the conference currently serve on the Arbitration Panel for TWU Local 556 and Southwest Airlines.

Each year, TWU Local 556 makes an effort to attend Labor/Management conferences to learn new techniques to better our grievance process and to build stronger Labor/Management relationships. Some of the educational topics at this year's Conference involved: Arbitrating When the Stakes are High, Attendance Controls and FMLA as well as other workshops on important topics surrounding Just Cause Discipline and Contract Construction and Interpretation.

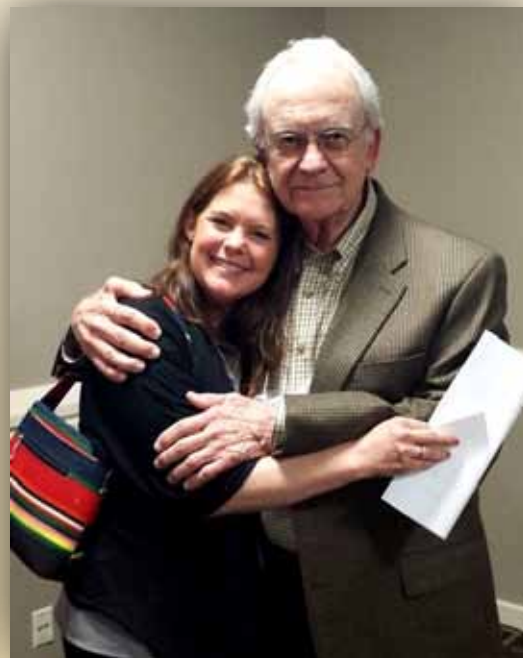
I served on a workshop panel for our Union alongside Joe Harris, Vice President of Labor Relations and Senior Legal Counsel for Southwest Airlines. One of our very own Arbitrators, Bill McKee, facilitated this workshop panel. The panel discussed individual experiences on the subject of Pro Se Grievants and Grievants Not Represented by a Union, as well as experiences pre- and post-

hearing that may come into play for Arbitrators. The workshop was designed to be informative to Arbitrators and Employers, as well as to Advocates and Unions associated with the employer and grievant.

It was an absolute honor and privilege for TWU Local 556 to participate in this year's Conference and we look forward to more opportunities to participate in the future.



TWU Local 556 Grievance Chairperson Becky Parker is pictured with Southwest Airlines Vice President of Labor Relations and Senior Legal Counsel Joe Harris.



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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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