



TRUTH VS. MYTH

Get the Facts: TWU Local 556 Negotiating Committee presents important information on Company's comprehensive proposal.

Company comprehensive proposal – Notify Union of future onboard sales

MYTH

This new language is helpful by notifying the Union in advance when future onboard sales would be implemented. Offering Customers more products and services will attract and retain Customers.

TRUTH

The Company wants to remove all current Contract language protection that requires them to negotiate for Onboard Sales in Article 3 Scope. This would subject Flight Attendants to more responsibilities without consideration for protections or additional compensation.

Article 3- Scope has specific language protection for Onboard Sales that requires the Company to negotiate the terms and conditions of future products or service sales or transacted sales by Flight Attendants onboard any aircraft operated by the Company that would affect our duties and responsibilities.

Company comprehensive proposal – Reserve System

MYTH

- Eliminate 24-Hour on-call periods
- All Reserves would sit Airport Standby, reducing maximum number of assignments of five to four
- Eliminate the dropping of 4-day Reserve Blocks

TRUTH

Company proposal has 14- hour tiered shifts, each which spans late night and early morning hours. Even though it eliminates the 24 on-call period, on-call requirements are 14 hours and assignments can span beyond the contact hours. Does not alleviate fatigue.

All categories of Reserves will become Ready Reserve status and will be obligated to sit Airport Standby. Elimination of 4-day Reserve blocks will cause loss of flexibility.

Company comprehensive proposal – Ability to fly more narrow-body aircraft types

MYTH

This new proposal gives the Company flexibility to compete and grow with single-aisle aircraft types that require three or more Flight Attendants.

TRUTH

There is more to the story! The Company actually wants to remove two things in Article 24 General & Miscellaneous: 1) Eliminate the Union's ability to negotiate for pay, rules and working conditions if they decide to institute meal service and, 2) Remove all reference to Boeing and specific aircraft types, which takes away the Union's contractual right to negotiate rates of pay, rules and working conditions for any Narrow-body (single aisle) aircraft types - for example, Airbus A320 family.

Article 24 – General & Miscellaneous has specific language that requires the Company to negotiate rates of pay, rules and working conditions in the event the Company places into service an aircraft other than the Boeing 737 200/ 300/500/600/700/800/MAX 7/MAX 8, and 717.identified in this language. It also requires negotiations if the Company institutes meal service.

Company comprehensive proposal – Report Times and At-Aircraft Times Ranging from 30 -45 Minutes

MYTH

This would allow Flight Attendants more time to be ready for boarding without being rushed and help improve on-time performance and optimize the boarding process.

TRUTH

There is an important point that the Company chose not to share with you: The Company proposed removing ALL report times from the Contract and said they would place them in the Flight Attendant Manual. These report times would vary dependent upon destination and operation. This would remove existing contractual protections for report times which could lead to confusion and lead to potential discipline. Remember, the Company negotiated for a 45-minute report time on all -800 aircraft in the last Contract but has never implemented it.

Article 8- Hours of Service has specific language regarding report times currently, which are 30 minutes before scheduled departure or 45 minutes before Regulatory Requirement flights.

Company comprehensive proposal – Supervisors Flying

MYTH

This would allow a Flight Attendant time off, with pay if replaced on a pairing by a Supervisor or Qualified Training Instructor.

TRUTH

The person who has the ability to discipline you will now be flying alongside you and overnighting with you; however, in Management's proposal, it states they would be in the role of "a Flight Attendant and not in a Leadership or instructor capacity." If any irregularity occurred, a supervisor would be writing a report as well. Additionally, there are no clear parameters on the type of pairings a supervisor would be required to fly or which Flight Attendants would have their pairings pulled and how that will be distributed, so favoritism could come into play.

Article 3- Scope has specific language on passenger service being performed only by Flight Attendants whose name appear on the Southwest Airlines Flight Attendant Seniority List.

Company comprehensive proposal – Hotel Standards

MYTH

Offered to meet regularly with TWU 556 to discuss hotel standards.

TRUTH

The Company's use of the word "regularly" is not correct. Their proposal included meeting "up to once per calendar quarter" to discuss concerns. The Union proposed an entirely new Article to discuss hotel standards and it was dismissed altogether. Your Union requested that TWU representatives be involved in the decision making process for hotel accommodations and transportation during planned and unplanned overnights. The Company chose, instead, to reference hotel standards in two paragraphs in their Article 22 Expenses proposal.

Article 22- Expenses has language that the Company will provide suitable accommodations with single rooms for each Flight Attendant. The proposal the Union made spoke to the suitability of the accommodations and was outright rejected.

Company comprehensive proposal – Health and Safety

MYTH

The Company offered to reinforce TWU 556's involvement in matters relating to health, safety, and security.

TRUTH

The Company offered a substandard proposal. They were not willing to modernize our Health and Safety language to fit the Southwest Airlines of today. They rejected the Union's proposals on hot aircraft, animals on board, a zero-tolerance assault provision to protect Flight Attendants, and other no-cost items. They were not willing to incorporate language that would ensure the CISM program would continue.