

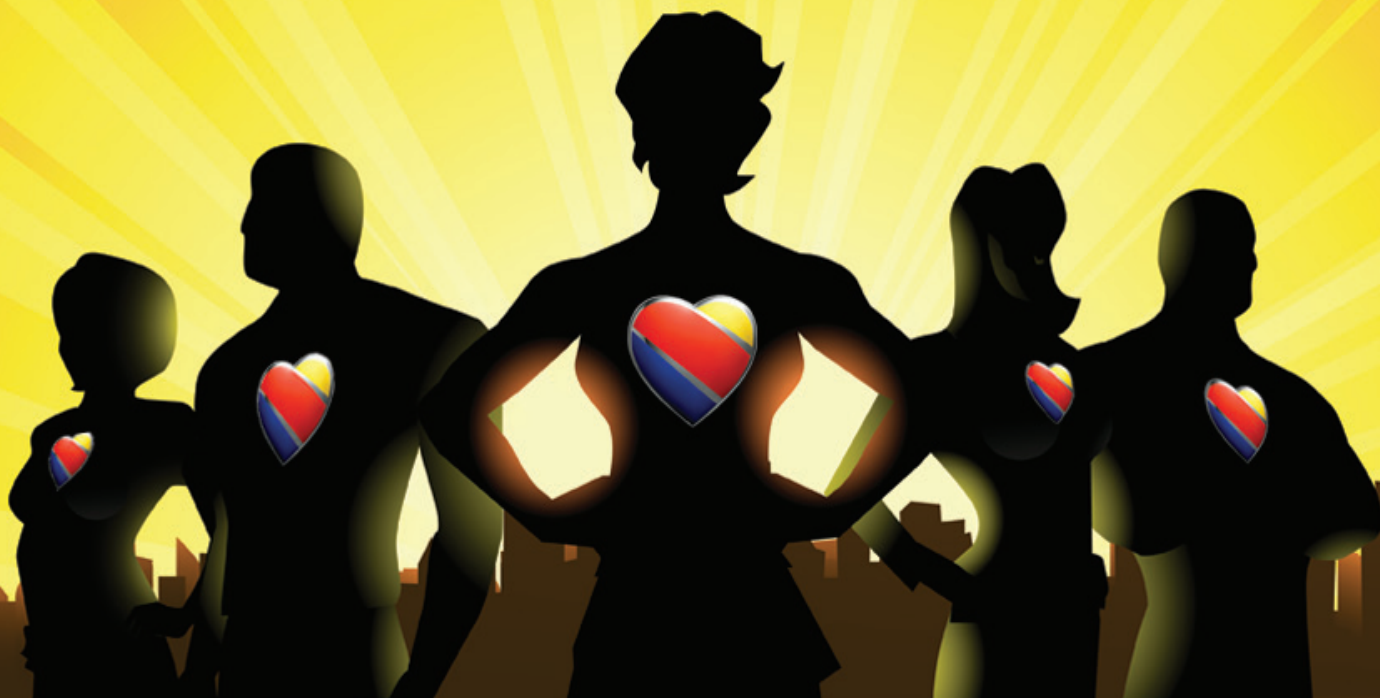


UNITY

THE MAGAZINE OF TWU LOCAL 556



there is
PRIDE and
POWER
in **UNITY**



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Letter From the Editor

I realize how proud each of us are to be a Southwest Airlines Flight Attendant, and that pride is what unites us as TWU Local 556 Brothers and Sisters. With Contract negotiations and changes affecting the labor movement, we must stay informed and engaged now more than ever.

This edition is dedicated to you; the hardworking, fun loving, and dedicated Flight Attendants of TWU Local 556. I hope you enjoy what this edition has to offer. My thanks and appreciation to the TWU Local 556 Executive Board, and the Members, with entrusting me to guide the vision for this Fall Edition of Unity Magazine.

KeyAnder Early

Recording Secretary

kearly@twu556.org



Membership Pledge

of the TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO

I solemnly pledge on my honor to abide by the Constitution of the Transport Workers Union of America and the rules and Bylaws of TWU Local 556; to discharge all my duties and obligations faithfully; not to make known any private business of the Union, and to conduct myself at all times as becomes a Member of the Transport Workers Union of America.

Legalities:

The views expressed in Unity do not necessarily represent those of TWU Local 556 or TWU International. This publication is intended only to educate and inform TWU Local 556 Members. It is not intended to officially establish or clarify past practice, Contract language or grievance/arbitration positions. It is therefore not to be utilized or relied upon by any person or party as evidence of the Union's position on any past practices, Contract language, grievances/arbitrations or any other disputes or issues between TWU Local 556 and Southwest Airlines.

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All Letters to the Editor must contain your name, Base, Employee number, and contact information. Letters to the Editor may not be considered if the length of the submission exceeds 200 words and/or depending upon space available in the issue.

Articles submitted to Unity will not be considered for publication if they are libelous, defamatory, not factual, in bad taste, or are contractually incorrect.

The TWU Local 556 Editorial Team reserves the right to edit any submissions that are received for the purpose of inclusion in Unity.



LETTER FROM THE PRESIDENT

Our Contract became amendable on November 1, 2018. We began negotiating face-to-face with Management shortly thereafter, on November 6, 2018. You may have heard that Management pushed to have an agreement by November 1 of this year. While your Negotiating Committee is not seeking to have a lengthy negotiation, one thing is abundantly clear to us, your quality of life issues and your contributions must be significantly improved for it to be the right agreement for TWU Local 556 Members. It is important for you to know that your Negotiating Committee has listened to you intently and will continue to do so throughout this process. You, the Members, will have the ultimate authority in approving a Tentative Agreement by a Membership vote. The Negotiating Committee and I never forget this. We must take the time to properly negotiate and discuss all the issues that need improvement. As we have grown as an Airline, so must our Contract. We hear you, and I am pleased that you support us in taking the time needed to get the right deal, not just a quick deal.

... one thing is abundantly clear to us, your quality of life issues and your contributions must be significantly improved for it to be the right agreement for TWU Local 556 Members.

Recently, Southwest Airlines Management presented a proposal during negotiations and then released it directly to all Southwest Airlines Flight Attendants. It's vital that you understand that this is a tactic Management is using to attempt to divide and confuse you. Through their comprehensive proposal, you saw exactly what Southwest Airlines would like to see in our next Contract. It was overwhelmingly incomplete, yet Management believed this agreement was good enough for all 17,000+ Flight Attendants. Remember, your Negotiating Committee's responsibility is to You, the 17,000 + Flight Attendants of Southwest Airlines and Members of TWU Local 556.

In typical negotiations between TWU Local 556 and Southwest Airlines, there are two phases, one in which mostly non-economic issues are on the agenda and a second phase where economic provisions are discussed. Opening statements are delivered by both parties when negotiations begin. Another statement is delivered, which focuses on financial concerns before entering the second phase. Management prepared and presented their comprehensive proposals without

waiting to enter the monetary phase or to hear from your representatives (your President and Negotiating Committee).

Thank you for sharing your opinions on what you personally believe is essential to have in our next Contract. Your voice is what drives our negotiations at the table.

YOUR VOICE = OUR POWER

The grounding of the 737 MAX 8 aircraft has been a sad, historical event for Southwest Airlines. I cannot write about this topic enough as the impact of the tragic accidents, and the subsequent grounding has lasting effects. The TWU Local 556 Executive Board has been working on a plan of action if and when the aircraft returns to service. Once the aircraft returns, the task will be akin to starting up a small airline. I understand many of you may feel some apprehension as the Company has emphatically stated the 737 MAX 8 will be a part of the Company's future. We are working to ensure that safety protections are in place. We hope Management agrees on options for those of you who are unable to work on the plane based on concerns and trepidation. Our Crew Incident Stress Management (CISM) team will be on call and available for support and aid. As Aviation's First Responders of the largest domestic carrier, our professionalism will be globally visible.

As we enter the Holiday season, make sure you take the time to take care of yourself. I know the challenges you face out online, being away from family, being without family, suffering heartache, facing financial challenges, needing to work more or needing to work less, missing your child's school events, dealing with illness or injury and much more. Remember CISM, again, is here for you no matter whether your trials are related to work or not. DO not hesitate to use this peer to peer resource as the Holiday season approaches.

I want to take a moment to thank you for generating and creating a strong solid base of Unity. I, and other Local Officers, have received such wonderful recognition of thanks and encouragement. This is something I feel reflects the true heart of our Members and stays true to our LUV airline.

We are family when away from our own families. Thank you for taking the time to foster goodwill and positivity towards one another.

In Unity,

Lyn Montgomery

President, TWU Local 556

lmontgomery@twu556.org | 214-640-4301



Bigger, Better and Stronger

TWU INTERNATIONAL

After spending 11 years as TWU Local 556 President from 2001-2012, I took a Union leave that is a negotiated benefit of our Contract, to take a full-time position with TWU International. As I am traveling throughout the Southwest Airlines system, working with the Locals assigned to me by the TWU International, I am often asked what I am doing now. It is through these conversations that I have come to realize that many of our Members do not know a lot about how the TWU operates or the integral role we play as part of our International Union and the Labor Movement as a whole.

Who is the TWU?

The Transport Workers Union of America, AFL-CIO represents more than 150,000 members across the airline, railroad, and transit, university, utility and service sectors. We are mechanics, railcar cleaners, baggage handlers, disease control inspectors, bus operators, ramp agents, flight attendants, and more. Our Union plays a role in keeping our workplace safe and offering working people a voice on the job since 1934.

What is the leadership structure of the TWU?

The ultimate governing body of the TWU is the Constitutional Convention, which takes place every four years. At the Constitutional Convention, Delegates, determined by the number of Members in each Local, elect the Officers and the Executive Council and Board, who are responsible for running the Union while the Convention is not in session. The Constitution can be amended during the Convention and adopt resolutions at the Convention by a majority vote of the Delegates.

Who are the TWU Leaders and Structure?

The five Executive Officers of the TWU making up the International Administrative Committee (IAC) are: President John Samuelson, Executive Vice President Alex Garcia, International Secretary-Treasurer Jerome Lafragola, International Administrative Vice President Curtis Tate and International Administrative Vice President Mike Mayes.

TWU Local 556 falls under the TWU International Air Division. In addition to being the

International Administrative Vice President, Mike Mayes is also the Air Division Director and he oversees our Local to ensure that we have the support of our International Union. Currently, there are 50,000 Members under the Air Division and approximately 24,000 of that total number are Flight Attendants. TWU represents Flight Attendants at Southwest Airlines, Jetblue, Allegiant Air and FSI - which is a Flight Attendant service provider for Atlas Air.

In addition to the IAC, the governing body of TWU International is the International Council and Executive Board who are also elected at the Constitutional Convention. I represent TWU Local 556 as an International Vice President. The Council is made up of Vice Presidents and Council who meet 3 to 4 times a year or more often as necessary. TWU Local 556 President Lyn Montgomery, TWU Local 556 Financial Secretary John Parrott, and TWU Local 556 Operational Safety and Security Chair Michael Massoni represent our local on the International Executive Board. The Executive Board meets once per year or more often as needed.

How does the TWU provide support for Local 556?

In addition to providing financial assistance during negotiations, grievance handling, and Member mobilization and representation, the TWU provides support and services through the International Communication, Civil and Human Rights, Legislative, Organizing, Education, and Campaign Departments. The TWU Education Department provides Secretary-Treasurer, Shop Steward, Executive Board, Strategic

Planning, Grievance Handling and Arbitration, and Brief Writing Training at no cost, to all Locals. Several of our Local 556 Members have also worked on campaigns that have organized over 8,000 additional TWU Flight Attendants at other carriers, even as Local 556 has grown by leaps and bounds. TWU International also has committees where TWU 556 Members are actively and integrally involved including the International Veterans, Working Women, State Conference, and Young Workers Committees. Being part of the TWU also provides our Members with all the benefits of our affiliation with the AFL-CIO, which means that when we face a battle, whether in contract negotiations or keeping knives off airplanes, we have 12 million unionized workers supporting us.

In closing, while this overview is not exhaustive, I hope that this helps our Members understand a little more about the Transport Workers Union of America, AFL-CIO and why it is so important that we are part of – “America’s Fighting Democratic Union”. By standing together with our TWU Sisters and Brothers and the rest of the Labor Movement we are part of something bigger, better and stronger and we are ready to take on any fight.

Thom McDaniel

International Vice President
Transport Workers Union of America, AFL-CIO



The Critical Incident Stress Management (CISM) Team

A RESOURCE YOU CAN COUNT ON

The TWU Local 556/ Southwest Airlines CISM Team is composed of Flight Attendants, who are certified and trained to respond and provide peer support for Flight Attendants when they experience a work related or personal traumatic event.

The CISM Team is here for you whether

it is an inflight emergency, aircraft evacuation or loss of life of a Customer during a flight. In addition, we are here for our peers during divorce, serious illness, the loss of a loved one, and other personal traumatic events.

During 2018 the 70 CISM Team Members handled a total of 1,611 incidents and spoke to

over 3,100 Flight Attendants.

Always remember we are here to help 24-hours / 7-days a week by calling 214-640-4380.

Below are a few highlights and quotes from a few of our Flight Attendants we have assisted.

I would like to give a huge shout out to our CISM Team. Three years ago, I lost my fiancé, Matt Smeller, unexpectedly to Neuro-invasive West Nile Virus. I was out of town helping my Mom with her medical issues when he became unresponsive at the hospital (when it rains it pours). I reached out to CISM, and they were nothing short of miracle workers for me. Not only did they help me get on the first flight home, I was also met as I got off of the aircraft; my fiancé passed away while I was on my flight home. The weeks following the death were a blur, but one thing that stands out in my mind is how both the Flight Attendant, and the Pilot CISM Teams, (Matt was one of our Pilots), were there to help with nearly everything. I honestly don't know what I would've done without CISM. I stay in touch with Eileen to this day (she was my first contact with CISM).

Anytime that life hands it to you, and believe me life can really dish it out...do not hesitate to contact these angels on earth. It doesn't have to be a work related issue...any major stress or personal crisis that you may face, you're never alone when you reach out to CISM.

Natasha Heidlage- MDW

The CISM Team was there for me, without hesitation, not only the day of my accident, but for months afterwards. They were there to walk me through the good and bad and made me feel comfortable and safe. I put my trust in the CISM Team as they led me in the right direction of healing and processing. Without the CISM Team, I would not be in the same place I am now. They have helped me regain my life back and continue to love and support me in my everyday.

Rachel Fernheimer – BWI

The CISM Team Mission Statement is: *To provide assistance to Crew Members and their families in the aftermath of a work related or personal traumatic event.*

After many years of flying, my job wasn't fun anymore and neither was I. One evening, on a short overnight I went downstairs to eat with my Crew. As we began to talk I voiced my life's frustrations. I had no idea the pilot, was a part of the CISM Team. He offered me solutions and compassion. Then, my Co-worker told me there were others like me and she knew someone who may be able to help. Within the next 24-hours I was talking to another CISM Team Member, as well as a FADAP Team Member. With their combined help I made the decision to go to treatment a few days later. It was the hardest thing I'd ever done but it was the beginning of becoming the mother, daughter, wife and employee I really knew I could be. Now, with 5 years sober, I am a part of the FADAP Team and give back what was so freely given to me each day.

Jodi Nevant – DAL

You can never prepare for such a traumatic event that took place on flight 1380. Within moments after Southwest Airlines got the call of the incident, the CISM Team was called to be there fast and in a hurry. They were prompt and ready to assist however they could to be the comfort and moral support that we needed. CISM has been there through difficult times ensuring us that whatever we needed, they were there for us. It has been a long healing process, but the road to recovery been amazing, thanks to the three ladies who were assigned to us from CISM. I have every bit of faith in our CISM Team that they are in place for a divine purpose with a true calling to serve on such a phenomenal Team. To me, CISM is dedication, commitment, and an honorable sacrifice to put self aside to be there for others in difficult situations

Seanique Mallory –DAL

CISM was there for me when I had a needle stick incident. I was alone and scared in a clinic in MCO. I was initially sent to a clinic that wasn't the right place to go for my needle stick and I eventually flew home to ATL and saw my own Physician. The CISM Team Member who came to assist me stayed with me the entire time, it was a nightmare and I was thankful they were there.

Isabela Mcahee - DEN

Several years ago, a customer boarded a flight from LGA-MDW. She had tears in her eyes, so I asked her if there was anything I could do for her. She wanted to talk and explained that her daughter, who lived in New York, had just told her that she wanted to kill herself. As a CISM Team Member, with the training I was provided, I knew what actions were necessary to create the best possible outcome. By quickly determining that her daughter had a long history with depression, had attempted suicide before, and that her daughter was a physician, consequently having access to pharmaceuticals, I instructed the woman to call 911 and then get her daughter on the phone and to not hang up for any reason. While she deplaned, the OPS Agent arranged for transport for the woman to return to Manhattan.

Several weeks later, my Crew received a thank you note from the passenger, stating she did not realize that Southwest Flight Attendants were also "psychologists", and that her daughter was doing better.

I am grateful to the CISM Team for providing me with the training and mind-set, which gives me the confidence to take action in difficult situations.

Lee L. – MDW



Eileen Rodriguez

CISM Chairperson
erodriguez@twu556.org

Current Group Grievances

FIGHTING FOR ALL

Over the past year your Union has filed several new Group Grievances. We currently have fifteen Group Grievances on file; our oldest one is from April 2016. Group Grievances are filed on behalf of the entire Membership, and some allow for specific incidents to be added as they occur. Below is a list of these Group Grievances and what, if anything, you need to do to provide additional information.

Case 00039916 – California and OAK/LAX Leaves

- Filed April 2016

The Union filed a grievance on behalf of all Members regarding changes Southwest made to California and Oakland Sick Leave. Specifically, the Company is automatically burning the days and not allowing a Flight Attendant to save them for instances not covered under our Contract. The Company is zeroing out unused days at the end of each year. The Company is allocating days throughout the year instead of giving access to all available days on January 1.

After several years and numerous meetings with Management and General Counsel, the Union ultimately filed a lawsuit against the Company; the lawsuit is currently in process. The Union won a preliminary injunction from the Judge which went into effect July 15, 2019, pending a court ruling.

Are Individuals Being Added: No. It was filed on behalf of all Members, and the Union is not adding individuals.

Case 00039883 – Uniform Fit Lines

Filed April 2017

The Union filed a Group Grievance on behalf of all Members after the Company introduced the new uniform in 2017. The Union's position is that the Company was not following the language of Article 13 of our Contract regarding fit lines and availability in Base. The grievance is currently active to allow our Negotiating Team to address the past and possible future issues.

Are Individuals Being Added: No. It was filed on behalf of all Members, and the Union is not adding individuals.

Case 00039668 – Work and Conduct Rules

Filed November 2017

The Union filed a Group Grievance on behalf of all Members when Management changed the Work and Conduct Rules which became effective in January 2018. The Union's position is the new rules are excessively punitive in nature.

Are Individuals Being Added: No. It was filed on behalf of all Members, and any additions will be at the Union's discretion.

Case 61971 – Boarding Aircraft Without Pilots

Filed May 2018

The Union filed a Group Grievance on behalf of all Members when the Company implemented a policy allowing boarding of aircrafts without Pilots present. Currently the Union is working with the Health and Safety Committees to evaluate this policy.

Are Individuals Being Added: No. It was filed on behalf of all Members, and the Union is not adding individuals.

Case 63467 – August 2018 Open Time

Filed August 2018

The Union filed a Group Grievance after a technology error within CWA prevented Flight Attendants from processing trip trades for a period of time upon the release of Open Time pairings on August 20. Management corrected the immediate issue, and they later created a fix to prevent that specific issue moving forward. The Union has tried to remedy specific individual harms, but Management has made no effort to help remedy those Flight Attendants. The Union is currently evaluating its next step in the grievance process based on Contract language and previous arbitration decisions.

Are Individuals Being Added: No. The Union filed on behalf of all Members and added individuals who reached out during the contractual time frames in August 2018.

Case 63738 – Exploding Heat Soaked Cans

Filed September 2018

The Union filed a Group Grievance on behalf of all Members due to the continued issue of hot cans exploding on the aircraft. The Union's grievance is that the hot cans create an unsafe work environment; The Union is not satisfied with Management's handling of this issue.

Are Individuals Being Added: Yes. While the Union has filed on behalf of the entire Membership, the Union is adding Members with supporting evidence. Please contact the Union within 10 business days after an event occurs if you would like to have your name added to the Group Grievance.

Case 64359 – October 2018 Open Time

Filed October 2018

The Union filed a Group Grievance after CWA experienced an error preventing Open Time requests for one hour after the release of Open Time pairings on October 20. The issue was described as a "locked database session." The immediate issue was resolved, and the Technology team deployed a fix in November 2018 which prevents future locked database sessions. The Union has tried to remedy specific individual harms, but Management has made no effort to help remedy those Flight Attendants. The Union is current evaluating its next step in the grievance process based on Contract language and previous arbitration decisions.

Are Individuals Being Added: No. The Union filed on behalf of all Members and added individuals who reached out during the contractual time frames in October 2018.

Case 64468 – Change to Travel Privileges Due to No Shows

- Filed November 2018

The Union filed a Group Grievance when Management changed its

non-rev policy due to No Shows. Previously, a No Show would not prevent you or your eligible dependents from non-rev travel; the change now prevents all non-rev travel. The Union is currently working on a remedy which addresses the unique non-rev needs of a mobile and commuting work force, including when commuting to/from work, and while on a trip.

Are Individuals Being Added: Yes. While the Union has filed on behalf of the entire Membership, individual Members who are denied non-rev travel as a result of a No Show will be added.

Case 66382 – Crew Hub App Check-In Feature

Filed March 2019

The Union filed a Group Grievance after Management implemented a non-contractual check-in option without negotiating in good faith with the Union. Contract language states Flight Attendants must check in via the computer in the Flight Attendant lounge or the designated check-in telephone. Any variations from the Contract always have and must be negotiated with the Union. Certain privacy and usage concerns are being discussed by the Negotiating Team. The Union is requesting any Flight Attendants harmed using the Crew Hub App check-in feature be made whole in all ways possible.

Are Individuals Being Added: Yes. While the Union has filed on behalf of the entire Membership, the Union will add individual Members who receive attendance infractions and other discipline as a result of using the App.

Case 66383 – Intermittent FMLA Now Affecting Record Improvement/Roll-Off

Filed March 2019

The Union filed a Group Grievance after Management announced Intermittent FMLA would now prevent quarterly record improvement and 16-month roll-off. The Union sees this is a violation of the Contract. Management has stated they feel they are not in compliance with the law if they allow quarterly record improvement and 16-month roll-off for intermittent FMLA, but not for continuous FMLA.

Are Individuals Being Added: No. It was filed on behalf of all Members, and the Union is not adding individuals.

Case 66415 – Onboard Credit Card Promotions

Filed March 2019

The Union filed a Group Grievance after the February 21, 2019 Inflight Info on the Go was published. This IIOTG encouraged Flight Attendants to promote the Southwest Airlines Rapid Rewards Credit Card and suggested Flight Attendants support customers in applying while onboard the aircraft. The Union filed this grievance with concerns of violating Article 3 of our Contract, Onboard Sales. Currently this grievance is being reviewed by the Negotiating Team.

Are Individuals Being Added: No. It was filed on behalf of all Members, and the Union is not adding individuals.

Case 66543 – CWA Programmed for 45 Minute Reporting for ETOPS Flights

Filed March 2019

The Union filed a Group Grievance after the Company announced CWA had been programmed to 45-minute reporting for ETOPS flights but not for Regulatory Requirements flights. The Contract was negotiated for 45-minute reporting for Regulatory Requirements flights or -800 aircraft, not for ETOPS flights. Currently we do not have any ETOPS flights which are also not Regulatory Requirements flights. The Negotiating Team is reviewing this grievance.

Are Individuals Being Added: No. It was filed on behalf of all Members, and the Union is not adding individuals.

Case 67653 – Disabling Auto-forwarding of Company Email - Filed May 2019

The Union filed a Group Grievance after the Company announced the disabling of the ability to auto-forward Company email; the ability to do so had been a long standing past practice. The Union has been in discussions with Management regarding the application of this new policy regarding Article 9.1 of our Contract, as well as other forms of communication with the Union and Membership. Management is currently looking into the situation.

Are Individuals Being Added: No. It was filed on behalf of all Members, and the Union is not adding individuals.

Case 68139 – Severe Pet Allergy - Filed June 2019

The Union filed a Group Grievance in response to RBF 2019-036. The RBF stated Management's unilateral decision to no longer apply portions of the Contract when accommodating Flight Attendants with severe pet allergies. Specifically, premiums in Articles 8 and 9 associated with duty days, reschedules, and unscheduled/stranded overnights are in question. The Union also grieves the threat of discipline for those Flight Attendants with severe pet allergies.

Are Individuals Being Added: Yes. While the Union has filed on behalf of the entire Membership, Members with severe pet allergies who have suffered a loss of pay or have been issued discipline due to the need for accommodations/reschedules will be added. Please contact the Union within 10 business days of your point of knowledge of any pay loss, or discipline.

Case 68778 – Dallas Sick Leave Ordinance

Filed August 2019

The Union filed a Group Grievance when it became aware the Company was not applying the new Dallas Sick Leave Ordinance, which was to go into effect August 2019. The new sick leave ordinance adds additional protected leave options for Dallas Employees. The ordinance is currently in litigation with the city (not from Southwest), and the Union will be consulting its legal counsel on the best steps moving forward.

Are Individuals Being Added: No. It was filed on behalf of all Members, and the Union is not adding individuals.

Gayle Ross Middleton

Grievance Committee Chair

gmiddleton@twu556.org | 214-640-4342



FADAP - Flight Attendant Drug and Alcohol Program

KNOWING THE TRUTH ABOUT DRUG TESTING

Just a quick word from your Flight Attendant Drug and Alcohol Program (FADAP) Team. In September, we had multiple Flight Attendants test positive for alcohol or drugs. The Company Policy is that a positive test is a terminable offense; as a reminder, Southwest does not currently offer a second chance program. We understand that our job can be high stress, and sometimes there is nothing better than a beer or a glass of wine at the end of the day. There is nothing wrong with doing just that; however, you must be aware of your own personal consumption limitations and the legal amount of time you have to stop drinking in order to report the following day. Please enjoy yourself responsibly and never report to work if you have not given yourself the proper amount of time from your last alcoholic beverage to reporting for duty.

The following are some of the misconceptions that are commonly held amongst our workgroup regarding the testing process.

1. If you have asked for, or received help before, you can say you want it again, and you will not be tested. This is **FALSE**. You cannot refuse a test for any reason once you have been notified that you must submit to the test.
2. If you ask for help once you know that you are going to be tested, they will stop the test and let you get help. This is **FALSE**. You cannot refuse a test for any reason once you have been notified that you must submit to the test.
3. You can refuse the test and claim a medical condition that you were concerned may make you test positive. This is **FALSE**. You cannot refuse a test for any reason once you have been notified that you must submit to the test.
4. As long as you stop at the 8-hours prior to report time, you will be fine. This is **NOT ALWAYS TRUE**. Many factors come into play when consuming alcohol, such as how much was consumed, did you eat, body weight, sleep, etc.
5. CBD products will not show up on a drug test. This is **NOT ALWAYS TRUE**. In a recent test done with 30 products claiming to be THC free (or below the legal limit), only one passed the test. **DO NOT TRUST LABELS**. CBD products are also not currently regulated by the FDA.
6. As long as I have a prescription, my medication is fine. This is **NOT ALWAYS TRUE**. The prescribing Doctor must know that you are in a safety-sensitive job. You must take the medication only as prescribed, and you need to know how that medication will affect you while you are taking it. The prescription must also be in your name and must be current (not expired).
7. If I am worried about myself or a Crew Member and I say something, they (or I) may get tested or get in trouble somehow. This is **FALSE**. You can always call FADAP to ask for help for yourself or a Crew Member. All calls are completely confidential and Management will not be notified if you reach out to us for help.

Remember, there is nothing wrong with relaxing and having a good time, we just don't want it to go too far, and someone lose their job. We are always here to help if you, or someone you know, may have a problem or you just have questions. Please call us at 214-640-4307 or email FADAP@TWU556.org

Natalie Salser

FADAP Co-Chair

FADAP@twu556.org | 214-640-4307



Tom Spillers

FADAP Co-Chair

FADAP@twu556.org | 214-640-4307



FADAP

Flight Attendant Drug and Alcohol Program



We are Proud to Honor our

TWU Local 556

Brothers and Sisters

who served, and continue
to serve, our country and
protect our freedoms.



Contract Education

WHAT DO YOU DO WHEN SCHEDULING CALLS...

It's happened to us all at least once - maybe twice. Scheduling calls and directs us to do something, and after we hang up, we wonder "Is that legal?" or "Did I have to take that assignment?" It's extremely important for every single one of us to know and understand our Contract and Work Rules. Learning it all will not happen overnight, and most of us learn by trial and error. Especially now that we are in Negotiations, we should all work towards understanding the protections that our Contract affords us.

Let's delve into a few situations we encounter regularly.

You experienced a 13:23 minute duty day and you have another trip following it.

What do you do? When you finish your trip you call Scheduling within sixty (60) minutes following release of the pairing. When you call Scheduling to exercise ANY options, whether it's an illegal duty day, illegal rest, overlap, etc., you ask "What are my options?"

At this point, the Scheduler should advise you how much of your next trip will be pulled with pay or can be flown for 1.5 TFP. Article 8.2.C is the language that discusses the options due when a duty day exceeds 12:30.

If you ask the Scheduler, "Am I legal?" They will look at FAR legalities only and advise you whether or not you are FAR legal.

You are sitting Airport Standby (APSB), and Scheduling calls for you in the Crew Lounge. You are scheduled to be finished with APSB at 1300 Local, and Scheduling asks you to cover a flight with an on-time scheduled departure of 1430 Local. You've sat APSB a lot this month and have talked to many other Ready Reserves and aren't sure if this is correct.

What do you do? Ask the Scheduler "Am I required to work this flight?" Contractually someone assigned Airport Standby will not be assigned a pairing which departs more than one (1) hour beyond the need of the five (5) hour APSB limit without her/his agreement (Article

11.3.A.5.b). The Scheduler should explain you are not required to take this flight, and you have every right to say yes or no before giving you the assignment. If Scheduling has assigned you this pairing prior to asking you, please let the Union know.

****Note:** It is important to note, if a flight was showing a departure of an hour or less from the end of your APSB at the time it was assigned to your board, but is now running late, then it would be a legal assignment. If you ever have a question if the assignment given to you by Scheduling was legal, please contact the Union office for further research.

You block into your overnight city and the Ops Agent informs you the outbound Crew is delayed and says you must board the aircraft for them. It is not a through flight.

What do you do? Per our Flight Attendant Manual, we are not required to stay with the aircraft unless directed so by Crew Scheduling. You would need to confirm with Crew Scheduling that they are requesting your Crew to stay and board the outbound flight for the delayed Crew. Ops, Pilots, Customer Service, etc. cannot require you to board the outbound flight.

If Crew Scheduling advises you to board the outbound flight, once your Crew deplanes and the outbound Crew takes over, call Crew Scheduling to extend your duty day to include the time you spent boarding the outbound flight.

Your Crew boards the shuttle on the overnight, and the driver heads towards the hotel. He receives a call on the radio stating he is to take your Crew back to the airport as Scheduling has additional flights for your Crew to work.

What do you do? When you block-in to your overnight, and there is no note from Scheduling to call, they are not holding on the Jetway phone, nor did they advise the Ops Agent, Pilots, etc. to advise you to call, and you have completed the deplaning process, you are free to continue to the shuttle stop and go to the hotel. It is not the responsibility for hotel staff, shuttle drivers, or others, to inform you to contact Scheduling for additional flying. They cannot withhold room keys for you, nor do you have to answer Scheduling's call on the front desk phone when you arrive at the hotel.

You finally make it to your hotel room after a long duty day. Your phone in your hotel room starts ringing, followed by your cell phone. Scheduling leaves a voicemail advising you of a change to your schedule for the next day.

What do you do? The choice is yours whether to accept a change to your schedule on the overnight. You are not obligated to accept the change or to return Scheduling's call. In addition, you are not responsible to notify any of your Crew Members about the change while on the overnight.

These are only a few situations our Members encounter regularly. If you have any questions or doubts about what you are being told, please do not hesitate to reach out to the Union Office, utilize the Chat App feature on the TWU Local 556 App, or speak to a Shop Steward or your Domicile Executive Board Member. You can also e-mail the Education Committee at: education@twu556.org.

Amanda Gauger

Education Committee Chair
agauger@twu556.org



SOUTHWEST AIRLINES 11th DOMICILE - LAX

LOS ANGELES

I am excited to introduce you to Southwest Airlines' 11th Base, Los Angeles (LAX). My name is Trish Damstra, and I am a 27-year Flight Attendant, and serve as the LAX Domicile Executive Board Member (DEBM). Los Angeles has been a long-awaited Base. I can imagine that all our Southern California residents are still celebrating the ability to get into our cars and drive to work, even if we have to sit in traffic. The LAX Base opened December 1, 2018, with 400 Flight Attendants. Today, we have grown in size to 635 Flight Attendants. Southwest Airlines anticipates our Base to reach 1,500 when construction on the airport and our new lounge is complete. We are small right now, but mighty in heart.

You can locate the Flight Attendant lounge outside of security on the mezzanine level, directly above the KCM access point. To access the lounge: take the elevator on the right-hand side of the baggage claim level to the fourth floor, exit to the left of the elevator, and take the first hallway on your left. The lounge is at the end of the hallway on the left-hand side. This lounge is temporary, while we await our permanent home. It is small and cozy but offers a wonderful opportunity to connect with each other, and the Inflight Staff are very hospitable and welcoming.

As we approach our one-year anniversary, I thought I would share some highlights of this past year. We have had over eighteen educational workshops, hosted a town hall, celebrated holidays, held two Membership Meetings, published ten e-Connections, welcomed over 235 new Flight Attendants, elected ten new Shop Stewards, and began service to Hawaii.

We have twenty Shop Stewards, and they have been very busy since the Base opened. I am grateful to all of them for their hard work and dedication to the Membership. There is a true sense of family in LAX, and we work hard to create a unified environment that supports one another. We are excited about our future growth and look forward to the completion of our new lounge. We hope you can stop by and visit us soon.

LA...X MARKS THE SPOT



FIRST two airport standbys, BMALS Chantil Huskey, Charla Miller, Trish Damstra, and the first LAX Crew.



LAX Base opening



LAX Ice Cream Social



Workshops:

Shop Steward - Genesis DaVoy,
Shop Steward - Shelly Lefebvre



LAX first Town Hall Meeting



Trish Damstra and Base Manager Joe Hux

Our Domicile Executive Board Members share ways

ATLANTA

As you know, Contract Negotiations with Southwest Airlines are ongoing. In July, your TWU Local 556 Negotiating Team (NT) launched a unity campaign called **Your Voice = Our Power**. When you use your voice for a purpose, it has meaning and power behind it. Now more than ever, we need to speak with one clear voice and dedicate ourselves to stand together – shoulder to shoulder.

Our Negotiating Team has been working very hard to represent all 17,000+ Members at the negotiating table. Our NT needs to know that WE, the Members, will put our differences aside to support their efforts.

What can you do to support the NT?

Make a commitment to stay engaged and informed. An informed Membership empowers our NT at the negotiating table. Attend Union events, wear your Union Pin, and be prepared to mobilize when the NT needs you to. Educate yourself, offer to volunteer, and ask questions. When you have questions or concerns, go directly to your Union Leaders and Negotiating Team Members for factual information. You can also visit our Official TWU Local 556 Website or App for the most current news and information. When our Members stand together, our collective voices hold

more power. Let's unite for the Contract we deserve. Thank you for being the best Flight Attendants in the industry!



Pamela Forte

Atlanta Domicile Executive Board Member
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BALTIMORE



Damion West

Baltimore Domicile Executive Board Member
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For many of you, this is the first time you have been through Contract Negotiations. I still remember my first round back in 2002; it was a long and rough process. At times, I felt like it was information overload but looking back I'm glad we received so much information. Following along with the Negotiation

process keeps you informed and will help you make an educated decision when the time comes to vote.

I don't know about you, but I am not feeling the Company's Comprehensive Proposal. When you are reading information sent to you by the Company, ask yourself a few questions.

- Am I ok without a significant change in the reserve system?
- Does the compensation package work for the rising cost of living?
- What impact will this proposal have on my quality of life?

My question for you is "What can you do during Negotiations to show your support for the

Negotiating Team?"

Here is the answer:

- Wear your Union Pin
- Read the Negotiation Updates
- Participate in Union Campaigns
- Complete all Union Surveys
- Communicate your Negotiation concerns at NT@twu556.org
- Attend Membership Meetings
- Remain ATTENTIVE, ENGAGED AND UNITED

This is our opportunity to have a say over our livelihood and to speak with one clear voice. It's only when our voices are united that we become too loud to be ignored.

CHICAGO

Hello Chicago and Happy Fall!

There have been some recent changes in our local Base leadership. Please welcome Ginny Bona as Assistant Base Manager and Kevin Tubb as Supervisor. Most notably, Char Matson retired at the end of September after many years as an Inflight Supervisor for the Chicago Base.

Thank you to all who stopped by the lounge on September 16 for the Tamale Day fundraiser for Chicago Pride Parade 2020. It was very well received, and we are grateful to everyone who joined us for Tamales and Elotes (Mexican Street Corn).

Recently there have been changes to KCM access procedures. If selected for extra screening and not in uniform, you are subject to the same liquid restrictions as a regular passenger so it may be easiest to travel in uniform. Remember, you should stay in uniform once through KCM.

Customs entry for Flight Crews in Chicago has been changed. There has been confusion as to whether Flight Crews may proceed to the front of the screening line. Crew Members may use the designated Crew kiosk or any available kiosk. Otherwise Crew Members must wait until all passengers are

screened before they go through. Please see the *Inflight Info on the Go* dated 9-24-19 for clarification.

Fly safely.



Donna Keith

Chicago Domicile Executive Board Member
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you can support our ongoing Contract Negotiations.

DALLAS

It all began in Dallas. It was 1975 when Southwest Airlines Flight Attendants became Unionized. In 1981 we received our Charter as TWU Local 556. It is humbling to see how far we have come. But these accomplishments have not come easy. It takes a special group of passionate Flight Attendants and a strong Union President to negotiate these quality of life issues that we enjoy today. We have come a long way from all female Flight Attendant Crews, weight checks, beepers and 10-minute turns with 6-8 legs.

It is important to remember that what we have now, and what we will have in the future, is fought and obtained by a collective bargaining effort and a strategic battle plan. If we present a united front towards Management, together we can achieve improvements that compliment our rapid growth and protect our quality of life. We may not always agree or understand the method of achievement. However, it is imperative that we support and encourage our Negotiating Team. It is through that support that we all gain to benefit. Our common ground is

that we are all Flight Attendants, as well as, Brothers and Sisters under this Membership. It is my hope that we stand strong together to accomplish the best Contract that we deserve.



Kristie Scarbrough

Dallas Domicile Executive Board Member
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DENVER



Jessica Parker

Denver Domicile Executive Board Member
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On August 29, the Company hosted a Town Hall event in the Denver Inflight Lounge. Company attendees included Sonya Lacore,

Mike Sims, Cetta Larabee, Steven Murt-off, Rachel Loudermilk, Wayne Shaw, and others. There was an impressive turnout of TWU Local 556 Members who asked many good questions; unfortunately, they received very few answers. Most of the questions involved the Negotiations process and the Company's "Comprehensive Proposal" that was presented to the TWU Local 556 Negotiating Committee. In this proposal, the many quality of life issues that 556 Members have made clear that need to be addressed in these negotiations were all but ignored.

One positive thing did come out of the Company's Comprehensive Proposal – a

more united workgroup than I have seen in a long time. I hope we can build on this momentum and come together in support of our Negotiating Committee, OUR voice at the Negotiating table. You can do this by proudly wearing your Union Pin, attending Membership Meetings, reading updates from the TWU Local 556 Negotiating Committee, and participating in active Union Campaigns.

There's an old saying that some may feel is overused, but is completely accurate: "We don't have to see eye to eye to stand shoulder to shoulder."

HOUSTON

Negotiating and enforcing a Collective Bargaining Agreement (CBA) are two of the most important things a Labor Union does for its Membership. We are in direct negotiations with Southwest Airlines and have been since our Contract became amendable on November 1, 2018. Your Union can only do so much without the support of the Membership. To achieve the Contract we all deserve, your Negotiating Team needs a Membership that is unified and prepared to do the work it takes to achieve another industry-leading CBA.

Some of the things you can do to help this process are:

- Stay informed. Please go directly to the source and do not listen to rumors.
- When your Union asks you to do something in solidarity, do it.
- Be the best Flight Attendants in the industry to show the Company you deserve the best Flight Attendant Contract in the industry.
- And as always, wear your Union Pin!



David Jackson

Houston Domicile Executive Board Member
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LAS VEGAS



Rachel Brownfield

Las Vegas Domicile Executive Board Member
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During Contract Negotiations it is important to support the Negotiating Team (NT) by focusing on Unity.

Unity doesn't mean that we blindly follow

the loudest voice shouting amongst us. Instead, Unity means standing together and advancing one another's needs. We may have different priorities during Negotiations, but we can champion our common goals and fight for the best for each other as Union Sisters and Brothers. Senior Flight Attendants may not be required to sit Reserve but that doesn't mean they don't want to see improvements to the Reserve language. Some Flight Attendants never plan to commute but they can see how having a Commuter Policy protects Members. We don't draw lines in the sand amongst ourselves and decide who gets the best deal for themselves. We stand

together and advocate for each other knowing we are stronger together.

Our NT can't do this alone. All Members need to take an active role in Negotiations.

- See an email from your NT? Read it!
- Asked to take a survey? Take it!
- Hear a rumor? Fact-check it!
- Have a Membership Meeting coming up? Attend it!

An informed and involved Membership is the key to supporting our NT as they work on our behalf securing a Contract for our future.

OAKLAND

As negotiations continue past the one year mark, it's important for us to remain United in securing a Contract. This Negotiating Team needs support and input from Members to continue our long standing tradition of securing industry-leading Contracts.

Please do your part by proudly wearing

your Union pin, staying educated on our current Contract, and only listening to trusted sources in regards to Negotiation updates.

Together, we can secure meaningful gains that will ensure your financial security and flexibility for years to come.

Josh Rosenberg

Oakland Domicile Executive Board Member
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ORLANDO



Jimmy West

Orlando Domicile Executive Board Member
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We are the Union. You are the Union. **Your Voice = Our Power** is a show of solidarity. If you were not here for our big Contract of

2004, those that were will remember we had a united workgroup that helped us achieve the Contract we deserved. Our voice was powerful to Management that we were the BEST Flight Attendant's in the industry; and we still are the best!

While we are in negotiations, like a sports team or any team, it takes the entire team to achieve a win. Let your voice be heard by wearing your Union pin, attending Union Meetings, staying united and staying informed. Let your voice be heard by letting

Management know they need to negotiate with the TWU Local 556 Negotiating Team, not you directly as they tried to do when they presented you with their Comprehensive Proposal. Let your voice be heard by sharing your concerns or changes you would like to see in the Contract by contacting the TWU Local 556 Negotiating Team at **NT@TWU556.org**. There is strength in numbers and Your Voice IS Our Power to achieve the Contract that we deserve.

PHOENIX

Every time Negotiations rolls around Southwest Airlines Management looks to see if our Membership is united or fractured. Management notices who is wearing a Union Pin, and who posts negative comments on social media. Remember, nothing on Facebook or any social media site is ever private. Management is watching.

Remember a United Membership achieves more and is exactly what Southwest Management doesn't want. A couple of ways to

stay United is to wear your Union pin at all times (if need one, please reach out to me at **jdippa@twu556.org**), and/or be mindful of what you post on Facebook or Social Media. A good rule of thumb is to ask yourself "Is what I'm posting helpful or harmful to our Membership in our quest to get another industry-leading Contract?" If you are unsure, I would suggest refraining from posting your comment.

I know we all have our differences but if

we can stay United, we can achieve another industry-leading Contract.



John DiPippa

Phoenix Domicile Executive Board Member
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Texas Labor-Management Hall of Fame HONORS GWEN YORK



Gwen speaking at the 2017 TWU Constitutional Convention about one of her biggest passions, the TWU Working Women's Committee.

On July 11, 2019, Gwen York was inducted into the Texas Labor-Management Hall of Fame. It has been nearly two years since we lost Gwen Dunivent York, a Dallas-based Flight Attendant and fierce Union advocate, to a traumatic brain injury. Gwen served in many roles throughout her Union advocacy, both at the Local level and at TWU International. Since the day she passed away, I have tried to emulate Gwen's passion for our Union by focusing the work I do on the issues most important to her: local activism in my Base, a strong focus on Women's issues including mentoring and fostering women leaders in our Local, and legislative and political issues important to Union Members. The focus of this article is how you can help honor our Union Sister by becoming involved in the issues she dedicated her life to.

Working people know there is a critical link between the bargaining table and the ballot box.

Local Activism

By far the easiest way to become involved in our Union's efforts for a better Contract and to help in the communities where we are based is

to get to know your Domicile Executive Board Member (DEBM) and express an interest in becoming active in your Base. Some recent examples of local activism are the efforts of Orlando Flight Attendants to help the Bahamas after the devastation caused by Hurricane Dorian; efforts from Denver Flight Attendants to help the workers at Denver International Airport receive a living wage; and efforts from workers in California securing protected pay and leave allowing for employees to care for their family members without being penalized at work. This was born in the legislative arena and recently defended in the courts in San Francisco.

Additionally, you can become involved in our Local's efforts for a better Contract by attending Membership Meetings and staying up to date on factual Negotiations updates on the TWU Local 556 Website and sent via email to the Membership. You can also join the **Your Voice = Our Power** campaign by adding the Your Voice = Our Power frame to your profile picture on Facebook. Simply click on your profile picture, click "add frame," and search TWU 556. If you have suggestions or questions regarding Negotiations, the Negotiating Committee can be reached at NT@twu556.org.

Women's Issues

In my four and one-half years as a Member of the Executive Board, I am most proud of reactivating and revamping our Local's Working Women's Committee. With Gwen's help and guidance, we completely reorganized and renamed the Committee in January of 2017. It is now called the Women's Issues, Service, and Education (WISE) Committee. Our focus has been on local efforts within each Base to support women's issues in our communities and on a national level by having a larger and stronger presence in our International Union.

I am so proud to say that by the time this article goes to print, TWU Local 556 will have sent our largest ever delegation to the Coalition of Labor Union Women (CLUW) Convention, October 15-18 in Las Vegas. The theme for this year's Biennial Convention is "Sisters Not Afraid of Power: Coming Together to Change the World." I invited all of the women on our Executive Board and asked each DEBM to invite a Member from their Base to participate so that we could have a diverse group representing each of our Domiciles.

If you would like to become involved in WISE, or involved in women's issues in your Base, contact me at jparker@twu556.org or contact your DEBM at (your 3-letter city code)-DEBM@twu556.org. For example, my DEBM email address is DEN-DEBM@twu556.org.





2015 CLUW Coalition of Labor Union Women Convention

Left to Right: Then, TWU Local 567 and CLUW Texas President, Carolyn Burton; TWU Local 556 CHRC Chairperson, Lori Lochelt; TWU International Representative and Local 556 Member, Gwen York; AFL-CIO Secretary Treasurer, Elizabeth Shuler

Jessica Parker

Denver Domicile Executive Board Member
jparker@twu556.org | 214-640-4356



Legislative and Political Issues

Political and legislative work was Gwen's heart and soul. Working people know there is a critical link between the bargaining table and the ballot box; any organizing victory or progress made at the Negotiating Table means nothing if local, state, or federal legislators pass laws that threaten our rights to Unionize and bargain for better working conditions.

TWU COPE (Committee on Political Education) is how we fight back. The COPE fund supports candidates who are supportive of TWU Members at all levels of government, regardless of party affiliation. If a candidate by action or intention indicates he or she wants to provide a better life for all transportation industry workers and their families, COPE will help that candidate get into office to do just that.

You can learn more about COPE by visiting www.twu.org and clicking on the "Legislative and Political" tab, then clicking "TWU's PAC: COPE." Donate to COPE today to make sure your voice is heard in Washington.

In closing, I miss my friend Gwen every day and hope the work I do honors her memory. I also hope that by reading about Gwen and her passion for Local 556 and the Labor Movement, it will inspire you to become more involved.
Remember, Your Voice = Our Power.

Aircraft Mechanics Fraternal Association (AMFA) Recognizes TWU Local 556

Inscription on plaque:

To the TWU 556 Membership and the Executive Board — This is a token of our appreciation for your unwavering support during our bitter 7 year struggle to ascertain a fair and equitable contract for our membership. Thank you from the Members and LEC of AMFA 11.

On September 12, 2019 TWU Local 556 Executive Board had a visit from our Dallas Mechanic Union family of AMFA Local 11 and the Aircraft Mechanics Fraternal Association (AMFA) National Director. Among those in attendance from AMFA 11 Dallas Local Executive Council (LEC) were President Dale Dixon, Vice President Doug Collier, Secretary Frank Suentzenich, Safety & Standards Chair Tom Wiggins, Airline Representative Craig Hamlet, and AMFA National Director Bret Oestreich. They presented a plaque to the TWU Local 556 Membership and the Executive Board to express their appreciation for standing with them during their long-fought battle for a fair Contract with Southwest Airlines.

We are forever grateful to our Union Brothers and Sisters for always taking care of us, and for their unending integrity and skill. Our Mechanics have endured and accomplished so much, standing together, and tenaciously

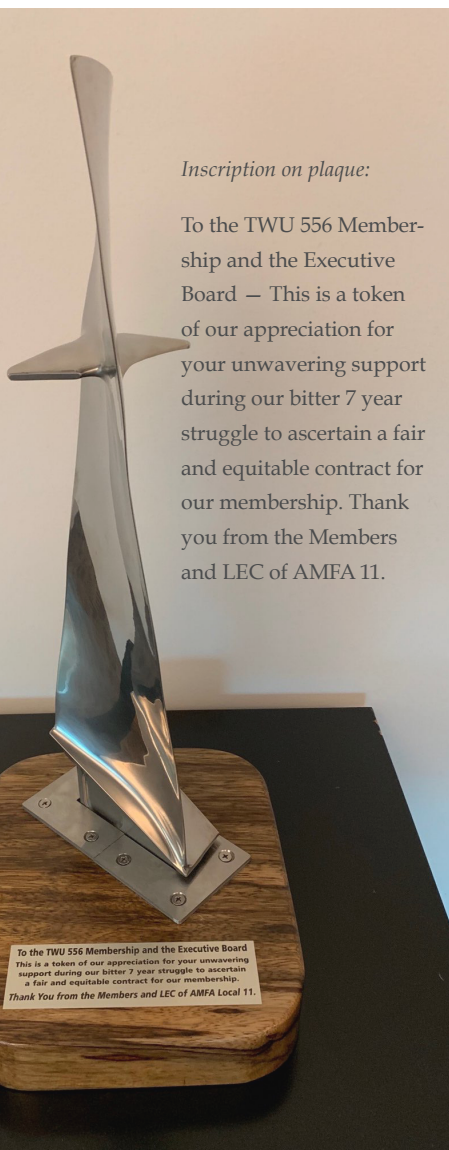


left to right: Bret Oestreich - AMFA National Director, Lyn Montgomery - TWU Local 556 President, and Dale Dixon - President AMFA 11

standing strong! Thank you AMFA 11 for your beautiful honor and thank you to all of the AMFA Membership system wide! We couldn't be more proud of you!

Charla Miller

Executive Board Member At Large
cmiller@twu556.org | 214-640-4343





KN W-Vember

This November marks a year that your Negotiating Team has been at the table, fighting for your interests and priorities. As you are all aware, the Company provided a comprehensive proposal a few months ago, with an aggressive deadline of November 1, 2019. We considered this arbitrary deadline to be unreasonable and, frankly, surprising.

Surprising, because the Company has met our requests for information and our Contract demands with overwhelming resistance. If the Company really wanted a deal by November 1, 2019, they would have started by listening to the demands of their Flight Attendants.

With that said, welcome to KNOW-Vember, a month dedicated to negotiation education.

EVERYTHING YOU NEED TO KNOW:

KNOW – Your NT said no to the Company’s comprehensive proposal

KNOW – Your NT will fight to get the right deal not just a quick deal

KNOW – Your NT uses Member feedback from surveys, emails, phone calls, and face-to-face interactions when considering language to propose

KNOW – Your NT utilizes many resources like subject matter experts, attorneys, and an economist

KNOW – No one on the Company’s negotiating team is, or has been, a Flight Attendant and will not have to work under the Contract that is being negotiated

KNOW – All five Members of your Negotiating Team are Flight Attendants and have a vested interest in getting the best Contract possible

KNOW – Your NT answers to you, the Company answers to shareholders

KNOW – The Company wants to take away the right for the Union to bargain rates of pay and working conditions if a different narrow-body aircraft type is brought into service

KNOW – The Company wants to take away the ability for the Union to negotiate rates of pay and working conditions for new onboard sales such as duty-free items, credit card promotions, or food and beverages

KNOW – The Company wants to allow supervisors to fly, creating a conflict of interest if any possible disciplinary issues were to arise

KNOW – The Company, at a time when our safety record has been called into question, is resisting language that affirms safety is a top priority

KNOW – The process: Negotiations between Southwest and the Unions on property have taken anywhere from 1 to 7 years

KNOW – The only way to get a new Collective Bargaining Agreement is for you, the Members, to vote and ratify a full tentative agreement

KNOW – How to stay informed: your NT puts an update out after every session, make sure you’re opted into emails and check the negotiations news page at: www.twu556.org

KNOW – YOUR VOICE EQUALS OUR POWER!

WELCOME TO THE TWU LOCAL 556 FAMILY.

In 2019, we welcomed over 1100 Flight Attendants into our family.



Class 402 - February 1



Class 403 and 404 - February 15



Class 405 and 406 - March 1



Class 407 and 408 - March 15



Class 409 and 410 - March 29



Class 411 and 412 - April 12



Class 413 - April 26



Class 415 - May 24

We also welcome Class 426 - October 25 and Class 427 - November 22
Graduation took place after publication.



Class 416 - June 7



Class 418 and 419 - June 21



Class 420 - July 5



Class 421 - August 16



Class 422 - August 30



Class 423 - September 13



Class 424 - September 27



Class 425 - October 11

