



UNITY

THE MAGAZINE OF TWU LOCAL 556



D
EQUALITY
V
E
R
S
ACTIVISM
T
Y

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. Connect with us on Facebook (facebook.com/twu556), or follow us on Twitter (@twu556).



facebook.com/twu556



[@twu556](https://twitter.com/twu556)



[twulocal556](https://www.instagram.com/twulocal556)

CONTENTS

Message from the President	1
Letter from the Editor	2
Respecting Our Differences	2
Recognizing Local Leaders in 556	3
Ouw Own Activists Shaping Labor Union	4
MicroAggression 101	5
What Medications Am I Allowed to Take While Flying	6
COVID-19 Task Force	7
Diversity: What it Means to us at CISM	8
2021 Michael J. Quill Scholarship	9
Labor Unions and Civil Rights	10
Honoring John Bland	11
How You Can Make a Difference	12
TWU Local 556 Resolution in Support of Racial Equity	13



UNITY

THE MAGAZINE OF TWU LOCAL 556

8787 N. Stemmons Frwy., Suite 600

Dallas, TX 75247

Phone: 800-969-7932 • Fax: 214-357-9870

www.twu556.org

Unity is the official publication of
Transport Workers Union Local 556,
representing the Flight Attendants of
Southwest Airlines.

Editor, Unity Magazine

KeyAnder Early

kearly@twu556.org

Co-Editor and Design

Robin Thomas

rthomas@twu556.org

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. All letters must contain your name, Base, Employee number, and contact information.

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. Submissions are due by the first of the month prior to the month of publication, and are considered on a space-available basis only.



A MESSAGE FROM THE PRESIDENT

It's easy to feel like there are nothing but challenges before us, but it's in those times when we are able to show our real mettle. I am humbled by what we can do together, and honored to be a part of all we have accomplished together. I'd like to share with you a few of the reasons why we should all be proud to be TWU Local 556.

When Customer demand plummeted because of the pandemic, Southwest Airlines sustained devastating financial losses. We, as Co-Hearts and TWU Members, stayed strong together. Our strength and unity are what stopped pay cuts and job loss. Our activism on Capitol Hill succeeded in obtaining the Payroll Support Program, and our solidarity fought off concessions. What this proves is that when we stand shoulder to shoulder, anything is possible.

While we wear uniforms and pins to symbolize our role, we know that our strength comes not from everyone being the same, but from the collective power of everyone's individual strengths that are brought to our team. Diversity of thought, background, experiences, viewpoints, and lives play a role in that.

It is an honor to be able to highlight our Members from minority backgrounds in this Special Edition of Unity Magazine, and it was great to feature and highlight the experiences of our retiring Flight Attendants in our Legacy of Luv campaign this past summer. Let's continue to highlight the uniqueness that each of us brings to our team, and value what we find in each other that is unlike what we know in ourselves. Let's continue to fight for one another, too: If we are not from marginalized communities ourselves, then we can be active allies in standing up for our Brothers and Sisters.

Our Members have had so many challenges this year, unlike anything we have ever seen before, and we work for a Company that is not reaping profits. Now, more than ever, we realize how much we need a Union -- how much we need each other -- and that will be true for a very long time. We must continue to stand firm, shoulder to shoulder, as being a Member of a Union allows us to do. When one of us hurts, we all hurt. Whether it's in contract negotiations with the Company, or serving on the front lines of this pandemic, or in everyday interactions with the world, we stand up for one another.

Each Flight Attendant brings a unique strength and individual value to our team. And, together, we are a powerful force. Thank you for bringing your special gifts and experiences to TWU Local 556. We are all better for knowing you and having you on our team.

Lyn Montgomery

President, TWU Local 556

lmontgomery@twu556.org | 214-640-4301



LETTER FROM THE EDITOR

MOMENTUM MEANS OPTIMISM FOR 2021

Despite 2020's uncertain realities and significant challenges, we pushed through. By staying together in confronting challenges from SWA and COVID-19 head-on, we regained our momentum and avoided furloughs. Despite the downturn in our industry, we are one of the only Flight Attendant Unions that avoided furloughs and concessions.

Our Company has since announced new markets, routes, and are preparing to bring the 737 Max 8 online soon. So, although 2020 was one heck of a year, our future still looks bright. In the spring, we will see Flight Attendants who participated in a leave program come back on-line with us. I see things coming back together. I see us taking the lessons and experiences from 2020 and growing stronger than ever before.

In 2020, your Executive Board committed to diversity and racial equality. You will see the resolution inside this publication. If each of us commits to standing behind the Locals' commitment to diversity and racial equality, it will benefit everyone. Let us commit to building an inclusive Union where everyone can feel respected and safe. As we move further into 2021, remember we are the Union. We are passionate. We are proud. Most importantly, we have each other's backs. Our Local is all of our voices.

KeyAnder Early

Recording Secretary

kearly@twu556.org



NOTE FROM THE EDITOR; In the Fall Edition 2020 Unity magazine, the article entitled "Civil and Human Rights Committee Hispanic Heritage Month 2020/Being Pro-Union is Pro-Latino" was credited to Heather Kelly-Gray as the author. The author of the article is Janell Torres, Oakland Shop Steward. The editors of Unity Magazine apologize for this error.

RESPECTING OUR DIFFERENCES

As we near the end of our term for this Executive Board, I reflect on the challenges we have faced in the past three years. We all have been pushed to our limits, especially during this pandemic. We are certainly in unprecedented times. During these times of strife and unrest, it is important to stop and think about our own reactions to uncomfortable situations.

I know we all can celebrate our differences. Suppose we approached controversy knowing that we all basically want the same thing and celebrate our differences in reaching our goals. There, I think we ultimately freed ourselves from the ever-present division that continues to remain.

Our viewpoints, opinions, and backgrounds are what makes us uniquely different. And amid disagreements, we would serve ourselves and others better if we practiced empathy.

Quotes that come to mind ...

"Peace cannot be kept by force; it can only be achieved by understanding." Albert Einstein

"I think we all have empathy. We may not have enough courage to display it." Maya Angelou

We each are accountable for our reaction to adversity. And if we listen with empathy. We are then facilitating a more positive outcome. So, as you face challenges and navigate these crazy times, please stop and reflect on your reaction to adversity and ask yourself what benefit will be achieved by how I am responding.

Kristie Scarbrough

DAL Domicile Executive Board Member

kscarbrough@twu556.org



Celebrating Black History Recognizing Local Leaders in 556



KeyAnder Early
Recording Secretary



Pamela Forte
ATL Domicile Executive
Board Member



Renda Marsh
Board Member at Large



Damion West
BWI Domicile Executive
Board Member



LaTonia Paul Benoit
Second Vice President



OUR OWN ACTIVISTS SHAPING LABOR UNION



Meeting a Civil Rights Icon

I'll start off by expressing my gratefulness for the numerous opportunities to see, witness and do things I would probably have never been afforded the opportunity if it weren't for TWU Local 556. The most inspiring moment in my nearly 20 years of union work was getting the opportunity to meet, talk and learn from Congressman John Lewis in April of 2011 at the TWU COPE Conference in Washington DC.



*Addie Crisp with Civil Rights icon
Congressman John Lewis*

I recall after attending the morning session of the COPE conference some attendees along with myself took a trip to the US Capitol to speak with representatives. We walked down the halls in awe and were so excited as we recognized names on some doors. We then arrived at Congressman Lewis's Office. We popped into his office to see if he had a few

minutes to speak about challenges workers were facing in 2011 and to thank him for his continued support.

In 2011, Wisconsin was in the news. Still, labor unions across the nation were under attack from legislators being supported by the newly formed Tea Party. Congressman Lewis took us into his office and thanked us for continuing the fight and activism that brought him to the Edmund Pettus Bridge. He told us about the beatings and threats he had to endure just so people had the right to vote.

He was so proud to see a mixed delegation of young union advocates continue to fight for fair working conditions and wages. He acknowledged our hard work and encouraged us to keep it up. We left that office with so much energy and hope and to be honest some days that meeting is what still keeps me going. Martin Luther King said it best "injustice anywhere is a threat to justice everywhere."



Addie Crisp

LAS Flight Attendant
COPE Committee Member

Gaining Knowledge has Delivered Growth

Growing up, I was one of two black children in my grade during elementary school and the only one that came from a single-parent home; I was the definition of a poster child for "diversity" in school. When the school would send out flyers, I would be showing the community that the school was inclusive of all students. Outside of school, my life at home was similar; I grew up around my mother's white side, no connection to her black lineage, and no connection to my black father or his family. This made knowing who I was and understanding my value as a black woman exceedingly difficult.

I was blessed to find a program at an African American theatre that taught high school artists to use their art for social change. The program allowed me to learn about the history of not only African Americans but all Americans. The program was about more than race; it was about equality, gender, religion, sexuality, class, and so much more, I was able to see what inclusion was and how it embraced diversity without exploiting it. The program created by Penumbra Theatre Company challenged the norms that many grew up with and encouraged social change, justice, and equality for all people. It has been a passion of mine to advocate for social change since I learned how to. Whether it was using my words to invoke change through my high school newspaper, standing up for injustice at certain retailers, attending peaceful protests and demonstrations, or speaking up during conference workshops to make sure my voice was heard and understood.

As I continued to learn and grow, I searched for a place I could continue to use my passion to advance social change and continue to use my voice for the greater good. I found that passion within our Union, within the labor movement. The labor movement is more than just what is achieved at the bargaining table. Labor unions and the members in them have been forerunners in social change by advocating for the working class's rights on issues that affect their lives since the beginning of time. Within our own industry, the fights in the 70's challenged social change by eliminating the age and weight restrictions that helped improve the working conditions we had and created equality for all women. Since joining the labor movement, I have been able to march for gay rights, stand for equal pay, speak up for women's rights, and much more.

Becoming an Employee of Southwest Airlines, I did not know of the relationship it had with unions or what being part of a union entailed. Once becoming a TWU Member, I was not sure how much I wanted to be involved or how to be involved. I have been grateful to have been given the opportunity to work and grow with the Union by participating with the CHRC and WISE committees and on the base level. Douglas Adams once said, "I may not have gone where I intended to go, but I think I ended up where I intended to be." This statement speaks to me with TWU. Being a part of a union that works on creating a space for everyone to thrive, grow, and be themselves, all the while striving

to make our workplace and quality of life more. TWU was not where I intended to go, but TWU's work and the involvement with the labor movement are where I was intended to be.

Genesis DaVoy

LAX Flight Attendant
Civil and Human Rights
Committee Member



What Being a Unionist Means to Me

For over 155 years, black women and men have led the charge to plot, plan, strategize, organize, and mobilize for the labor movement. When the late, great union ancestors, Lucy Parsons, Sylvia Woods, Dorothy Lee Bolden, A. Philip Randolph, and many unionists of color set out to fight for fair working conditions, I'm sure they didn't think it would take 155 years to create several blueprints; such as The Wages & The Fair Labor Standard Act of 1938, The executive order 8802 of 1941, The Civil Rights Act 1964 and more.

Those early days of protest and fight led to that legislative and policy framework of diversity and inclusion. Being a unionist means being part of a brother and sisterhood, laborers banding together for a better standard of living, higher wages, and improved working conditions. I've been a proud Union Member for 13 years. I'm standing on the shoulders of Lucy Parsons, Sylvia Woods, Dorothy Lee Bolden, A. Philip Randolph, and many more.

For me, diversity and inclusion aren't about black and brown folks sprinkled throughout the corporate landscape of a Company's culture; it's about the protection that's reflective of policy. When you have a diverse workforce in influence areas, it shifts perspective and policy that could reflect, truth and reconciliation to black and brown laborers. It has equality equitable for all. That's what diversity and inclusion are to me.

Satin Fye

FLL Flight Attendant
Civil and Human Rights
Committee Member



MICROAGGRESSION 101

Microaggression: Merriam-Webster defines it thusly:

"A comment or action that subtly and often unconsciously or unintentionally expresses a prejudiced attitude toward a member of a marginalized group (such as a racial minority)."

"Microaggression" is a term that not many people may have heard of, let alone know the meaning of the word. I never knew there was an actual word to describe what I/People of Color deal with on a daily basis. People aren't usually aware that they may be participating in microaggressions. A microaggression can be an everyday thought, action or feeling that targets people belonging to a certain group whether it's done intentionally or not. Microaggressions promote stereotypes and can lead to discriminatory actions. My hope with this publication is to provide some education as well as bring awareness to the things we say, how we say them (as innocent as it may seem...) and how harmful those can be and how we can try to combat it.

Microaggressions can be very subtle; sometimes, it's hard to know if you're committing one or on the receiving end. Microaggressions come in three forms:

1. **Microassaults:** This microaggression is commonly described as "old-fashioned racism" because the person behaves deliberately in a discriminatory manner. 1.
An example of a microassault is a person telling a racist joke, then saying, "I was just joking."
2. **Microinsults:** Microinsults occur when people unintentionally say discriminatory things. Microinsults are verbal and nonverbal behaviors that demean a person's race and express rudeness and insensitivity. People that use microinsults can either be aware or unaware of their racism. An example is an employee who asks a colleague of color how they got their job, implying that they may have landed it through an affirmative action or quota system.
3. **Microinvalidations:** Microinvalidations are forms of communication that attempt to negate, exclude, or ignore a person based on his or her race. An example of 3.
a microinvalidation would be a white person telling a person of color that "racism does not exist in today's society."

One of the most common microaggressions I've dealt with personally are: "You're so articulate." or "You speak so well." While it may seem as if a compliment is being given, these "compliments" suggest that this person would be less articulate- and then they're surprised that they are truly articulate. You're probably wondering, "How can I fix this?" Instead of commenting on how people speak, you can commend people on their specific ideas or insights.

I've also personally had to deal with microaggressions working on the plane, and not just from Co-Hearts, but from Passengers. I have to let many microaggressions that people say toward me go because I am worried about being perceived as something I am not. There is a need to require diversity training, and I believe that we as a whole would benefit immensely from the training that instructs explicitly in all the realms of diversity and inclusion.

What is considered a microaggression will vary by person, situation, and delivery tone. If you're not sure about whether something might be offensive, say so, and if you do unintentionally offend someone, apologize and, course, correct. It's not about being perfect. It is about striving to be better and to learn from mistakes.

Conrad Arnold

OAK Flight Attendant
Civil and Human Rights Committee Member



WHAT MEDICATIONS AM I ALLOWED TO TAKE WHILE FLYING?

Flight Attendants often call the office to inquire if their medication is allowed; the question itself indicates Flight Attendants recognize the link between the use of medications and fitness for duty, as well as the need to comply with drug and alcohol testing requirements.

The question also may stem from the absence of a “No Fly” list of medicines Flight Attendants must avoid before or during the performance of their duties. If Flight Attendants are safety sensitive professionals subject to DOT testing, why isn’t there a list? Flight Attendants are not medically certified as are Pilots. The decision about whether a Flight Attendant can fly using a prescription medication is a decision made by the Flight Attendant’s personal physician. The decision about whether a Flight Attendant can fly using an over the counter (OTC) medication is most often made by the Flight Attendant using her/his best judgment about how a substance does or might impact her/him.

Another reason why there isn’t a list is because of the vast number of new medications entering the marketplace on a continuous basis. How someone reacts to a medication can be very individualistic and very different from the norm, especially at 30,000 feet. Medication interactions and reactions are best left to a treating health care provider.

Here are a few suggestions/guidelines:

Never use any medicine containing alcohol as an ingredient (i.e. many cough medicines). An alcohol test positive is a positive. The source of the alcohol is not a factor considered when determining if you have violated alcohol regulations. If there is no ingredient list, don’t take it.

For prescription medications, make sure your treating doctor has a very clear understanding of your safety sensitive duties. Consider giving her/him your job description. Make sure she/he re-reads your job description every time a prescription medication is recommended. Be very clear to ask whether you can take this medication before and during the performance of your Flight Attendant duties. You can download a wallet size list of your essential safety sensitive duties at www.FADAP.org.

Avoid using OTC medications/herbal supplements purchased overseas. The label may be incorrect and/or incomplete. The ingredients could contain substances that would cause you to test positive for a controlled substance.

Just before or during flight duty, only use an OTC medication you have used before and you know does not cause you performance altering side effects. Just because an OTC medication is agreeable with your flying partner does not mean it will be agreeable with you and the performance of your duties. Try not to leave home without an emergency supply of OTC medications you know are agreeable with you and effective for treating frequent illnesses to which you are susceptible.

If you are starting a new medication or having the dosage of an existing medication adjusted, ask your doctor of the initial side-effects you may experience from these acts could compromise the performance of your safety sensitive duties. You and your doctor may have to do a little more planning around initiating new medications and/or changes in dosages.

If the prescription label of your medication directs you to take the medication daily, then assume you may be challenged about taking the medication beyond the number of days for which daily medication was dispensed. (i.e. if you were given 30 tablets of a medication on July 1 with a label instructing “take daily”, the medication would be exhausted, if taken as directed, on July 30th). If during the course of a medication, your doctor adjusts his/her directions on how you should use a prescribed medication (i.e. the doctor directs you to take the medication as needed or to take only half a dose), ask for a new prescription bearing the new direction on the label.

Understand that even if you have a medical explanation for taking a prescription, you could be pulled from flying for safety reasons.

A prescription a Flight Attendant takes containing amphetamines or opioids under the direction of an acting physician could result in a lab confirmed positive. Before the lab test result can be reported to the Company, a medical review officer (MRO) must first contact you to see if your lab test positive was the result of taking a legal medication that has been prescribed to you for a condition you are currently being treated for by a licensed health care provider. The Flight Attendant will be required to provide proof of a legal prescription within



72-hours of the call from the MRO (i.e. photocopy of bottle or prescription). If the MRO concludes your lab test positive was the result of a legally prescribed medication, your lab test positive will be verified to the Company as a negative result. However, the MRO may tell the Company your use of a medication is a safety concern based on her/his judgement. It is up to each employer to decide what action, if any, to take based on the information provided by the MRO. To avoid the risk of being pulled from flying for safety concerns, ask your treating medical provider if there is a medication, they can recommend, that does not contain amphetamines or opioids.

Please note there is only one exception to this rule...Marijuana. Marijuana has been legalized for some states under certain medical situations. Federal law and policy recognize **no legitimate medical use of marijuana**. If you use medically prescribed marijuana, you will still be considered a DOT rule violator.

CBD is sold over the counter in many places, so I can take it...right? NO!

The FAA stated that cannabis remains illegal at the federal level and that the U.S. Department of Transportation continues to drug test for the presence of THC. ... "Although most CBD products claim to have under 0.3-percent THC, they could contain high enough levels of THC to make a drug test positive." The production of CBD oil is unregulated.

- Only use medications for which you have a current and valid prescription and for which you are actively being treated.
- Never exceed the recommended dosage amount or the interval level for taking the medication.
- Make sure the treating medical provider knows about your safety sensitive duties and has approved the use of these medications while performing these duties.
- Don't take medications prescribed for past conditions.
- Never share your medications or borrow medications from others.
- Avoid being pulled from flying by asking your health care provider to find alternatives to medications that contain opioids and or amphetamines.
- Check out the "Medication Safety Film for Flight Attendants" at www.fadap.org
- Do not use CBD products.

Thank you to the website www.fadap.org for most of this information.

COVID-19 TASK FORCE UPDATE



The CTF continues to assist hundreds of Flight Attendants with filings of OJI claims, thousands with Flight Attendant pay issues, work with the Company to ensure you will receive pay from your sick bank if you need to be out longer than the original CDC guidelines and facilitate Uber/Lyft reimbursements and reimbursement for anything your insurance did not cover during a stranded period for testing.

The Team negotiated reimbursement for expenses incurred during certain stranded situations and rental car expenses.

Under Chantil Huskey's direction, previous CTF Chairperson, the team of Chantil Huskey, Michele Moore, and Jannah Dalak, along with Sean Cooley and Gayle Middleton's assistance, have answered a cumulation of approximately 10,000 emails.

Gayle Middleton and Kay Hogan continue to communicate and meet with SWA Leaders to work out each case brought to the CTF and update the Team on the Company's implemented policies and CDC updates. Thank you to Renda Marsh for assisting with COVID-19 grievances. The CISM Team, under the leadership of Eileen Rodriguez, continues to assist Members and the CTF Michael Massoni, Jannah Dalak, and Michelle Moore represent TWU Local 556 Health and Safety Committees at regular meetings with the Company, discussing vaccinations, testing, and CDC requirements. The CTF continues to fight for your health and a safe working environment. Thank you to every Member of the TWU Local 556 COVID-19 Task Force.

The CTF operates the same hours as the Local 556 office. Monday through Friday 8-6 CST, and on Saturday and Sunday from 9-5. Please email us with any questions and/or concerns at CTF@twu556.org.

Gayle Ross Middleton

Grievance Committee Chairperson
gmiddleton@twu556.org

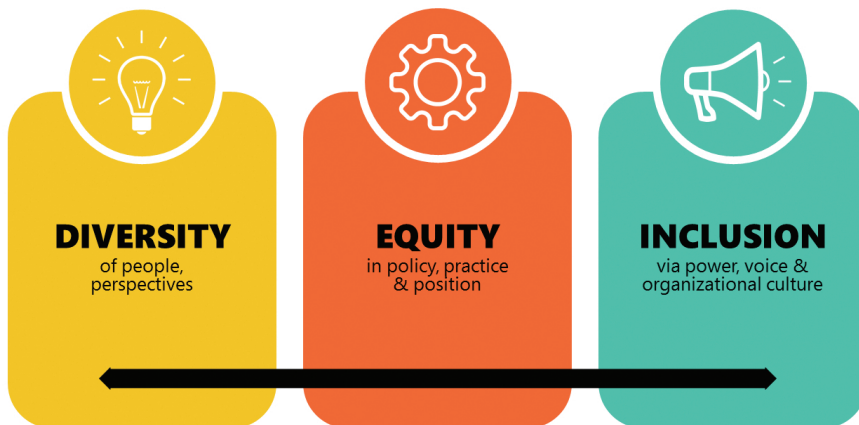


DIVERSITY:

WHAT IT MEANS TO US AT CRITICAL INCIDENT STRESS MANAGEMENT (CISM)

Diversity within our personal and professional lives creates opportunities for growth and understanding. When you appreciate others' experiences, you learn new perspectives and understand how individuals with different backgrounds show up in an ever-changing world. This includes being sympathetic to unique triggers and trauma.

Over this last year we have witnessed an unprecedented amount of brutality, social disparities, and cries for help. That has made the work of Critical Incident Stress Management (CISM) much more consequential. The weight of our role within the organizations means we must work to build and maintain a diverse Team. Having a close-knit, diverse group allows us to combine our skill sets and personal experiences while helping our Members with any issues they might face. And when we faced the unprecedented challenges of 2020, no article or pamphlet could have prepared us for what we were about to take on.



This past year has brought on an array of emotions centered around the undeniable racial and social issues plaguing our personal and professional lives. No matter your race, ethnicity, religion, or political stance, we all have felt the need to be seen, heard, and supported. Here at CISM, we pride ourselves on being the place you can call for help and guidance. We lead with an open mind and heart while taking a neutral stance on the issues before us. This is one of the many reasons we believe in having a diverse group of individuals ready to assist Members. However, there are instances where providing resources isn't enough. At times, simply connecting with our peers personally is the help they need to keep going, and tackling the issues we faced over the summer were no different.

Not only were our Members reeling from the unfortunate impact of the pandemic, but there was also a sudden uptick in phone calls requesting assistance in dealing with racial issues. This was especially true for our black and brown Flight Attendants. As a black man, answering these pleas for help was deeply personal for me. Still, I persevered because I was experiencing the same emotions that were impacting my peers.

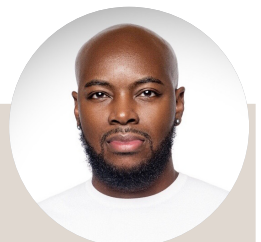
There was no script or article that could prepare us for what we experienced in those dark moments. I immediately researched ways to help. I wanted to be more knowledgeable about resources through other organizations because I was often asked: "is there anyone I can talk to that can relate to what I'm going through." That was a tough one for me because I, too, had that same question. That tough question was the motivation for this difficult but necessary article. But the onus should not solely rest on people of color to carry us to an equal and just society. At this pivotal moment in history, we must all ask ourselves what we can do to help.

As we answer the call to shoulder this collective responsibility, here are a few suggestions I'd like to share with each of you:

- Be mindful of how you interact with others. You never know how you may make someone feel by your actions or words.
- Be culturally sensitive. While your intent may not be to offend someone, your limited understanding of other cultures could lead you to unintentionally say things that can be disrespectful.
- Expand your circle. Diversity doesn't start or end in the workplace. Being around others with different views and beliefs will allow you to open your minds and hearts to others around you.

If you find yourself needing assistance, guidance and/ or resources, please don't hesitate to call our confidential hotline. CISM is always available at any day and time.
(214) 640-4380

Jamaul Peacock
LAX Flight Attendant
CISM Team Member



THE 2021 MICHAEL J. QUILL SCHOLARSHIP APPLICATIONS

Dear Member,

TWU International is now accepting applications for the Michael J. Quill Scholarship Fund. This scholarship will offer fifteen (15) college-bound dependents of TWU Members a scholarship worth \$4800.00. This scholarship will be paid out each year in the amount of \$1200.00 to winners who continue to be eligible over their four (4) year course.

TWU International has four additional scholarship contributors:

- Union Benefit Planners
- M3 Technology
- Pitta LLP
- Pitta Bishop & Del Giorno LLC

The four scholarships listed above will be paid out in the first year, as a single scholarship.

The deadline for all applications will be April 26, 2021; no applications postmarked after this date will be accepted. No applications will be accepted by fax or email - **there will be no exceptions**. Winners of the scholarships will be determined by a public drawing to be held in May. Winners will be notified by mail 5 - 7 days after that.

The Quill Scholarship is only available to current high school seniors. If your child is not currently in their senior year of high school, they are not eligible to apply. There are no exceptions.

Please go to twu.org for an application and for additional information and rules, including eligibility requirements.

1. Fill out Section A yourself. Answer all questions.
2. Section B requires the signature of the relative, if alive, on whose TWU membership your eligibility depends. You can leave "TWU Membership Card No" blank.
3. **Section C of the application should be filled out by either the President or Treasurer of TWU Local 556. Please COMPLETE SECTION B, then email Section B (completed) and Section C to John Parrott at jparrott@twu556.org. Once completed, it will be signed and emailed back to you.**
4. Section D should be completed by the principal of your high school.
5. Once the entire application has been completed and signed, mail it to the Michael J. Quill Scholarship Fund at the address below.

No fax or email applications will be accepted.

Transport Workers Union of America, AFL-CIO
Michael J Quill Scholarship Fund
1220 19th Street NW
6th Floor
Washington, DC 20036

The TWU Local 556 Scholarship Program will accept applications in March and awards will be announced in August. Please keep an eye out for more information regarding these scholarships.

In Unity,

Jessica Parker
Scholarship Committee Chairperson



LABOR UNIONS AND CIVIL RIGHTS

TWU Impact

TWU has a rich history of advocacy within the civil and human rights movement. TWU believes that racism and economic injustice go hand in hand and that belief is why we have such a rich history. Here are a few highlights of how TWU has impacted history.

- TWU worked with Dr. Martin Luther King, Jr. on the fight to end segregation.
- Worked with the NAACP and the Urban League to support job promotions and wage increases for minority workers.
- Supported the Harlem Bus Boycott and forced the hiring of black mechanics and bus drivers.
- TWU won the fight to integrate the Philadelphia transit system.
- TWU forced the Pennsylvania Railroad to remove the word “colored” from travel passes.
- TWU opened a vocational school to train black mechanics barred from other vocational schools.
- TWU Members were instrumental in the 1968 Poor People’s March in Washington, DC, Selma March of 1965, and the 1963 March on Washington.

Standing Together

While there were union officials and rank-and-file workers who did not support the civil rights movement, others in the labor movement fought side-by-side with black workers to pursue justice and equality. One man within the labor movement who was instrumental was United Automobile Workers (UAW) President Walter Philip Reuther.



“There is no greater calling than to serve your fellow man. There is no greater contribution than to help the weak. There is no greater satisfaction than to do it well.”

**United Automobile Workers
(UAW) President,
Walter Philip Reuther**

In 1959, United Automobile Workers (UAW) President Walter Reuther marched alongside Dr. Martin Luther King Jr. and bailed him out of jail. The UAW was a huge supporter of the March on Washington and other civil rights actions. The union donated funds to the Montgomery Bus Boycott, and paid bail for the Freedom Riders arrested in 1961. The union even offered Dr. King and others their union headquarters as a base of operations to plan the 1963 march and chartered trains, buses, and planes to get workers there. Reuther was the only white person to speak from the podium at the march. Using the platform to demand freedom for the nation’s “second-class citizens,” frame civil rights as “a matter of common decency.” Following Dr. King’s assassination, he marched alongside Coretta Scott King in Memphis.



The Pullman Company’s Porters formed the First All-Black Labor Union in the United States to address low wages, long hours, and passengers’ mistreatment

The First All-Black Labor Union: Brotherhood of Sleeping Car Porters (BSCP)

Like most labor unions, the need to address workplace issues was the reason they organized. In August 1925, the Pullman Company’s Porters officially formed the first all-black labor union under A. Philip Randolph’s leadership as president to address their issues.

The Porters were formerly enslaved men, so the decision to hire them was rooted in the belief that former slaves would be entirely “acclimated to servitude and long hours”. Passenger mistreatment with name-calling and the combination of racism and inhumane working conditions led to unionization.

In 1935, the American Federation of Labor (AFL) granted membership to the Brotherhood of Sleeping Car Porters. They became the first African American union organization to become a part of AFL. BSCP later went on to be influential in the Civil Rights Movement.



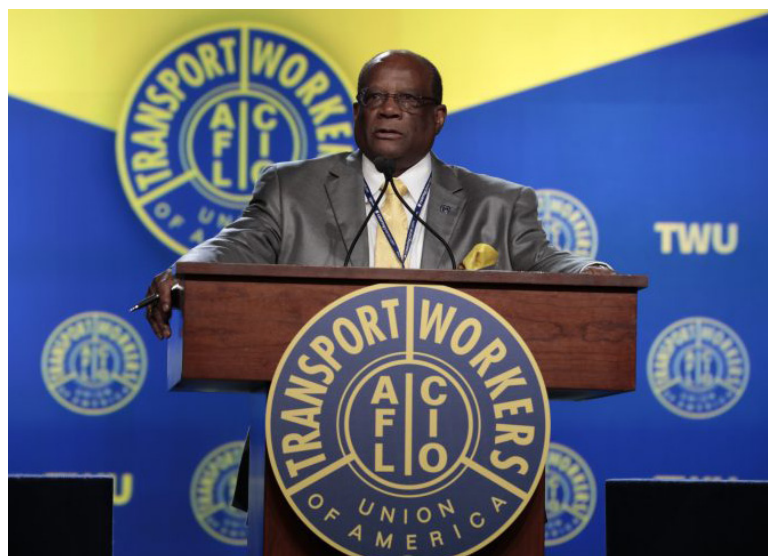
KeyAnder Early
Recording Secretary
kearly@twu556.org

ONE MAN WHO MADE A DIFFERENCE HONORING JOHN BLAND

As we celebrate Black History Month, we honor the civil rights work of our past
TWU International Administrative Vice President John Bland.

John Bland believed in fighting for justice and it was at TSU that his activism began. After seeing violent images that appeared in newspapers and on TV that shocked the nation, he joined a movement that would forever change Houston's framework. At age 19, on March 4, 1960, he joined 12 other TSU students to march from campus to stage a non-violent protest to end segregation. The march ended at the whites-only lunch counter at Weingarten's supermarket where the protestors occupied seats for hours and waited to be served lunch. "We just wanted to be treated like ordinary citizens and we felt that our time had come and we no longer had to go to the back door" said Mr. Bland. This march eventually led to the desegregation of lunch counters and other businesses through the city of Houston.

His activism and dedication to the labor movement would last his entire life. During his time at TWU, he served as a Local Steward, Local Vice President, Local Secretary-Treasurer, Local 260 President and Deputy Director of the TUUS division. He was a Vice President of the Texas State AFL-CIO, a Vice President of the A. Philip Randolph Institute, and President of the Houston chapter of the Coalition of Black Trade Unionists. John Bland was also TWU Administrative Vice President and the Director of the Human and Civil Rights Department.



"As long as God gives me breath, I will keep fighting for the rights and the privileges of the underprivileged to get what we so richly deserve." *John Bland*



Mr. John Bland with TWU Local 556 Members.



Mr. Bland alongside the historical marker that pays homage to the 13 students that began a movement that advanced civil rights and equality in Houston.

ACTIVISM AND EQUALITY -WISE COMMITTEE

HOW YOU CAN MAKE A DIFFERENCE

Attending my local monthly meeting with the Denver Area Labor Federation led me on an unforgettable journey. Back in late 2018, a local union, Unite Here, addressed the audience of union members from across Denver to ask for help. Their request was for all union members to come together and support the “Fight for \$15” at Denver International Airport (DIA). The Fight for \$15 started back in 2012 when fast food workers went on strike in New York for a living wage and grew to become a nationwide effort to raise the minimum wage. At that time, I lived in downtown Denver, and could easily walk to the State Capitol, so I said sure, if I’m in town I will be there to support your fight. I know myself well enough to know that I never jump into anything halfway, so the next month I did my research and attempted to educate myself in this growing movement so that I could understand what this fight meant and how I could help.



*Unite Here and the Denver Area Labor Federation (DALF)
along with City Council Members.*

My research led me down a heartbreaking past of wage standards in the United States. While I am very tempted to give everyone reading this a long history lesson, I will attempt to sum up wage standards and their direct link to racism and sexism. Women started the fight for a minimum wage back in the early 1900s after pay and conditions at sweatshops for them and their children were unfair and unequal to the rates men were paid. They won this battle in Roosevelt’s Fair Labor Standards Act. This was an awesome victory for white women, but the Act explicitly excluded the major sectors where black workers, especially black women worked, mainly in the south. It wasn’t until the 1960s, I’ll say it again, the 1960s that laws were enacted to cover the jobs of working people of color. Are you seeing a connection here to voting rights? This blatant sexism and racism from our government was one of the major contributors to what we currently live with today. Today, for every dollar that white men make, white women average 81 cents, and women of color average 75 cents. There were, and still are, so many factors that play into the wage gap in our country, but I saw one area where I could make a difference.

Unite Here, the union for airport concessions and catering workers, and SEIU, the union for airport janitors, wheelchair agents and parking attendants started the Fight for 15 campaign. It began small with petitions to local government and grew to informational pickets and work slowdowns.

In March 2019, we won the Fight for 15, and the local government signed the bill for a \$15 minimum wage for all airport and city workers, along with subcontractors (our beloved FINE airport parking drivers being one of them). 6,000 workers at DIA, a majority of women, immigrants and people of color, received a raise of around 17%.

The Fight for 15 inspired me, and I didn’t really want to stop there, so we lobbied and protested for the passing of “Equal Pay for Equal Work” legislation in Colorado, which outlaws wage discrimination based on sex. In November of 2019, we continued to use our voices and raised the minimum wage across the whole city of Denver to \$15 an hour in steps, the last one will be implemented in July 2021, giving 100,000 workers a raise.

The next step was to work on Colorado’s Paid Family Leave, which passed by a ballot measure in November of 2020, and Paid Sick Leave passed by legislation in July 2020. If any of you are on the DEN Facebook Group, you are probably sick of hearing me talk about this!

I volunteer for my community in many different ways, but my passion draws me to enacting laws and legislation that I can hold and read in black and white. When I think about it, it makes sense why holding a legally binding piece of paper means so much to me. It reminds me of the feeling I had when I held my first union contract! So many have fought for workers’ rights, from working conditions to wages. This humbles and energizes me every day I walk on the aircraft. I make above a living wage working 3-4 days a week, so why shouldn’t I help my community thrive and feel the same pride I do? I encourage any of you who want to make changes in your community to get involved. I can attest that it will be the most rewarding thing you will ever do.



Jamie Simpson
DEN Flight Attendant
WISE Committee Member



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

8787 N. Stemmons Frwy.
Suite 600
Dallas, TX 75247
Phone: 800-969-7932
Fax: 214-357-9870
www.twu556.org

Resolution in Support of Racial Equality

WHEREAS, TWU Local 556 Members are aviation first responders of diverse ethnic backgrounds and condemn racism;

WHEREAS, the murder of George Floyd is one of many incidents where law enforcement officers have caused the death of a person of color;

WHEREAS, far too many African Americans have lost their lives at the hands of law enforcement, they are four times more likely to be killed by a police officer;

WHEREAS, TWU Local 556 Members are faced with racism on the job and in our country, Labor Unions have and will continue to play a vital role in dismantling inequality and injustice;

BE IT RESOLVED, TWU Local 556 is calling upon Southwest Airlines to stand with TWU Local 556 and promote anti-racism and take a stand against police brutality in the African American community;

BE IT FURTHER RESOLVED, that TWU Local 556 will engage with our employer in addressing systemic racism in policies and legislation that affect Black, Brown, and the Indigenous passengers we serve;

BE IT FURTHER RESOLVED, That we call upon our employer to move, with urgency and conduct a full review of policies and procedures for the purposes of eradicating implicit and explicit racial bias and implement policies and procedures that represent racial equity;

BE IT FURTHER RESOLVED, that TWU Local 556 will continue to engage our employer in addressing systemic racism through; required in-depth Cultural Diversity and Inclusion Training and enhanced workplace policies and protections;

BE IT FURTHER RESOLVED, that TWU Local 556 will continue our efforts to seek out, listen to, and amplify the voices of Black, Brown, and Indigenous Flight Attendants within our Union and address any systemic racism in our Union, Company and our industry;

BE IT FURTHER RESOLVED, that TWU Local 556 commits to frank and open discussions of race, the need for diverse and inclusive leadership and that these discussions will be integrated into our daily work together in a full and forthright manner;

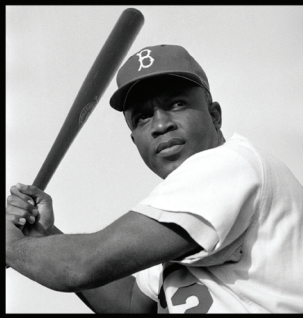
BE IT FURTHER RESOLVED, TWU Local 556 will uphold its commitment to racial equality policies and to the work that must be done to root out practices and behaviors stemming from implicit bias, prejudice, and discrimination;

THEREFORE BE IT FINALLY RESOLVED, TWU Local 556 is demanding action from our elected officials to take action against police brutality and address the systemic racism in our communities and workplaces.

Adopted on this day, June 17, 2020.


In Solidarity,

TWU Local 556 Executive Board



BLACK HISTORY MONTH



 TWU Local 556
Civil & Human Rights Committee

