



UNITY

THE OFFICIAL PUBLICATION OF
TWU LOCAL 556



Celebrating Inclusivity and Community

Letter from the Co-Editor

One of the most unique aspects of the airline industry is the unification of people from the most diverse backgrounds. Our TWU Local 556 family is no different. Our Workgroup consists of Crew Members from all around the world of various races, genders, ethnic groups, ages, religious backgrounds, sexual orientation, military service experience, and mental and physical conditions. This edition of TWU 556’s Unity Magazine focuses on “Celebrating Inclusivity and Community.” There is no better way to champion an inclusive work community than to acknowledge the differences that make our organization unique.

To host an environment of inclusivity, one must recognize that differences exist. Each contribution of this issue of Unity highlights how acknowledging diversity benefits our organization. *Diversity in Aviation* seizes the opportunity to showcase some of the most notable contributions to the industry from individuals who overcame significant adversity due to elements of themselves they could not change. The *CJ Bostic Scholarship* offers funding to attendees of historically black colleges and universities, institutions initially created to extend higher education opportunities to marginalized communities. Additional *Scholarship Opportunities* give TWU Members and their families a chance to improve their livelihoods by expanding their education. *Illinois FMLA Legislation* explains how TWU Local 556 successfully advocated for equal treatment under applicable laws for Union Members. This content, and so much more, would be impossible without the unique talents and contributions from our diverse set of Members and Leaders.

Mahatma Gandhi once stated: “our ability to reach UNITY in DIVERSITY will be the beauty and the test of our civilization.” Differences exist; that is an inescapable fact. Acknowledging those differences aids in each individual feeling seen, heard, and valued. Unknown resources and talents are revealed that will benefit our community. Most importantly, all of these resources blend together to form the unified front that is the heart of TWU Local 556. As regular workplace frustrations combine with unforeseen challenges, it is up to our Membership to remain united for future success. Remain strong, remain compassionate, remain UNIFIED.

In solidarity,
Mikita Johnson

CONTENTS

- Letter from the Editor 1
- Presidential Update 2
- CJ Bostic Scholarship 4
- Diversity In Aviation 5
- Scholarship Opportunities 8
- Chat App 8
- MLK Service Day 9
- Illinois FMLA Legislation 10

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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.

PRESIDENTIAL UPDATE

TWU Local 556 has consistently focused on working through issues brought about by the ever-changing environment the pandemic has imparted on the aviation industry. TWU 556 Leaders, Committee Members, and Shop Stewards alike have been fighting for our Members individually and collectively. The pandemic has highlighted a wide array of differing and sometimes conflicting opinions, philosophies, and beliefs about pandemic-related issues, as well as expectations of the Union. Let me assure you that we have taken a firm and pragmatic approach to decipher it all. I empathize with the deeply held stances regarding the events and issues stemming from the pandemic. The job of TWU Local 556 is to advocate for all Members.

Unfortunately, misinformation on social media declares the contrary. There are false claims that the Union does not stand for all Members. I understand there are ongoing issues with the vaccine mandates, and we have Members on both sides of this issue. Amongst other commonalities, Union Members do not want to see Co-hearts fired because of the vaccine mandate, and we all strive to work within a safe working environment. We have much more in common than the internal division often portrayed on social media.

Covid-19 Update

Last October, TWU Local 556 sent a demand letter to Southwest Airlines insisting that no one be terminated for non-compliance with the mandate. This demand was met, and CEO Gary Kelly agreed not to terminate anyone for choosing not to be vaccinated. To date, no TWU Member nationwide has lost their job due to the vaccine mandate. I echo the sentiments of TWU International President John Samuelsen that no one should lose their job because they did not get vaccinated.

Disruptive Passengers

A growing and equally troubling trend we continue to see is assaults on Flight Attendants. This type of aggression in the air is rising. It's our goal to ensure our Flight Attendants' working environments are safe and secure. Using the power of the media, we have aired our plight to the public and government leaders alike to increase awareness of our occupational challenges. We have pushed for the use of a federal universal "ban list" for passengers who engage in unruly, abusive, and intimidating behavior onboard. While the CEO of Delta has lent his support, the universal list is being met with resistance by some politicians. As Flight Attendants working in the epicenter of this conflict, we have been kicked, punched, screamed at, grabbed, and violated, yet our request to ensure safe skies is politicized. Your Union recognizes that we cannot allow our jobs to become a place where violence is accepted. Please know this is of primary concern and warrants our full efforts and attention.

Emergency Sick Call Procedures (ESCP)

Management's continual abuse of Emergency Sick Call Procedures has been a troubling concern. Our Grievance Team is preparing the grievance case for arbitration slated on April 28-29. In the meantime, we have reached an agreement with Management that will allow you to see your personal doctor or utilize a virtual service such as Tel-edoc as long as the physician meets all qualifications.

10-Hour Rest

A positive change we are celebrating is the implementation of the 10-hour rest rule. We united with our allies at AFA, APFA, IAM, and ALPA and lobbied for this change. It took an act of Congress to get the airlines to give us scheduled rest time equal to pilots. The bill was signed into law in 2018 but became entangled in regulatory red tape. The FAA must provide the directive to airlines before the new rest rule can become a requirement. That directive is expected soon.

Meanwhile, your Union has delivered the needed agreement with Management to ensure you get even more rest than required. This 10-hour rest period from the end of debrief to report cannot be reduced and will be applied in your scheduled pairings and during irregular operations no later than July 2022. Say goodbye to those short 8-hour layovers! This 10-hour rest rule is an example of the type of necessary work improvement that Unions deliver -- but not without a fight. Without the work and tenacity of TWU Local 556, TWU International, and our allies within other Unions, this change would have never come to fruition. **What we cannot negotiate, we seek to legislate.**



Negotiations

Speaking of negotiations: Be prepared to battle if needed. We have been without a new Contract for too long. Flight Attendants are growing weary. While our workgroup does not always agree, we must stand shoulder to shoulder to improve our pay and working conditions. We need your support of our negotiating team. Vet our differences in private and stand together as a united front, a FORCE, before Management.

Payroll Support

Southwest Airlines reported a profit for the last quarter of 2022. Profits made possible in part due to the passing of the payroll protections in the CARES Act. TWU Association of Flight Attendants (AFA) President Sara Nelson, President of the Association of Professional Flight Attendants Julie Hedrick, and I lobbied together for Congress to pass the CARES Act provision that ensured continued payroll support for airline workers. TWU Local 556 stood against 10% percent pay cuts and the threat of furloughs. We underscored the value that Unions and Flight Attendants had on Southwest's return to profits and maintaining jobs. This success was made possible by the hard work of the frontline workers. We will not let Management forget the contributions Southwest Flight Attendants have made towards the return to normal.

The challenges we face are mighty. **As long as we stand together, anything is possible.**

In Unity,
President, Lyn Montgomery

THE CHARLINE JENKINS “CJ” BOSTIC SCHOLARSHIP

In honor of Charline Jenkins “CJ” Bostic, the TWU Local 556 Civil and Human Rights Committee (CHRC) proposed a scholarship to commemorate her journey and the legacy she left for us all to follow. We are pleased to announce The Charline Jenkins “CJ” Bostic Scholarship in the amount of \$5000, has been approved by the TWU Local 556 Executive Board. TWU Local 556 Members and their dependents attending Historically Black Colleges and Universities (HBCUs) will be eligible for the scholarship.

The 2022 Scholarship application process will begin in just a few months. Please be on the lookout for more details on the Charline Jenkins “CJ” Bostic Scholarship as well as other Scholarships offered by TWU Local 556.

The Charline Jenkins “CJ” Bostic Scholarship was created to honor our beloved Flight Attendant, may her legacy live on forever.



ABOUT HBCU'S

Q: What is an HBCU?

A: *HBCU stands for “Historically Black Colleges and Universities.” The term originated in the Higher Education Act of 1965, which describes HBCUs as “A school of higher learning that was accredited and established before 1964, and whose principal mission was the education of African Americans.”*

Q: Can only African Americans attend an HBCU?

A: *While HBCUs were created for black students who could not attend white colleges, they are open to anyone who wants to attend.*

Q: What degrees are provided to those that attend HBCUs?

A: *All HBCUs provide students the opportunity to receive a bachelor's degree. Many schools allow students to obtain an associate degree; as well as degrees for higher education such as masters and doctoral degrees.*

Q: How many HBCUs are there?

A: *There are over 100 HBCUs located throughout the United States.*

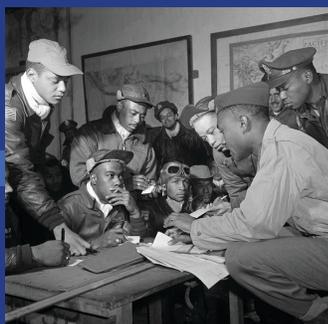
Q: Where can I find more information on HBCUs?

A: *Follow this link to gain more information on HBCUs: <https://nces.ed.gov/fastfacts/display.asp?id=667>*

DIVERSITY IN AVIATION

submitted by Mikita Johnson

The aviation industry has been privy to innovative and groundbreaking accomplishments throughout history. Some of the most notable and remarkable feats have come from individuals of various ethnic backgrounds. TWU Local 556 reflects on the achievements of these industry leaders.



Tuskegee Airmen Freedom Flyers

Although African-American aviators in the 1930s were plentiful, military policy barred them from flying for the armed forces. Civil rights leaders, black organizations, and several journalists successfully advocated for a change to this restrictive policy. Coined the “Freedom Flyers” during World War II, 950 men became America’s first black fighter pilots at the Tuskegee Army Airfield in Alabama. Although the country these valiant heroes fought for denied them some of the most basic civil liberties, they persevered through adversity in the name of patriotism and equality. The Tuskegee Airmen earned 150 Distinguished Flying Crosses, 744 Air Medals and Clusters, numerous Legions of Merit, the Red Star of Yugoslavia, and a Presidential Unit Citation.



Katherine Sui Fun Cheung

When only one percent of licensed American pilots were women, Katherine Cheung became the first licensed Asian American female aviator. Affectionately known as “China’s Amelia Earhart,” Cheung immigrated to America in 1921 and received her pilot’s license from the Chinese Aeronautical Association in 1932. Cheung cultivated a robust barnstorming career, known best for her aerial acrobatics and complicated maneuvers. Cheung joined Amelia Earhart’s Ninety-Nines Club for women pilots and participated in several air racing events. After losing her cousin during a flying exercise and ailing relatives, Cheung gave up her dreams of opening a Chinese flying school in 1942. Cheung’s legacy is commemorated with recognition from the Smithsonian’s National Air and Space Museum as the “First Asian American Aviatrix,” and a bronze plaque at the Flight Path Hall of Fame in Los Angeles.



Olga E. Custodio

Olga E. Custodio is the first Hispanic U.S. military pilot. She graduated in the top 5% of her class from the University of Puerto Rico with a fighter qualification to fly the T-38 as an instructor pilot. Custodio served for 24 years in the U.S. Air Force, retiring as a Lieutenant Colonel. She also became the first Latina commercial airline pilot with American Airlines in June 1988. She is a pillar of her community, leading several nonprofit organizations that encourage and inspire underprivileged youth to pursue careers in aviation.



Ellison Onizuka

Hailing from Kealahou, Hawaii, Ellison Shoji Onizuka was an American astronaut, engineer, and USAF test pilot. A member of NASA's Astronaut Class of 1978 known as the Thirty-Five New Guys, Onizuka was the first Asian-American in space. He made his first space journey in 1985 aboard Space Shuttle Discovery. Shortly after, Onizuka and six other crew members perished during an explosion aboard the Space Shuttle Challenger in 1986. He was posthumously awarded the Congressional Space Medal of Honor in 1986.



Douglas Bader

In 1931, Royal Air Force (RAF) Flying Officer Douglas Bader lost both legs in an unfortunate flying accident. After learning to walk with artificial legs, Bader convinced the RAF that he could still fly. After being shot down and imprisoned, Bader played a pivotal role in the Battle of Britain in 1940. Bader built a lucrative post-war flying career with Shell aircraft. He was also the President of the Royal International Air Tattoo from 1976 until his death in 1982.



Pearl Carter Scott

Eula “Pearl” Carter Scott is often referred to as the world’s youngest pilot due to her age when she received her pilot’s license. She began flying at only 12 years of age, earned her license at age 13, and completed her first solo voyage at 14 in 1929. She was inducted into the Oklahoma Aviation and Space Hall of Fame and the Chickasaw Nation Hall of Fame for her accomplishments in aviation. Later in life, she also served as a Chickasaw Nation legislator and was an instrumental charter member of the Smithsonian’s National Museum of the American Indian. Scott continued her lifelong commitment to aviation, flying as a stunt pilot years later.



Sunita L. Williams

An American astronaut and U.S. Naval officer, Sunita Lyn "Suni" Williams is the first person to run a marathon in space, completing the Boston Marathon while in orbit in 2007. Williams, of Indian-Slovenian descent, formerly held records for total spacewalks (seven) and most spacewalk time by a woman (50 hours, 40 minutes). She was also assigned space missions at the International Space Station as crew for Expeditions 14 and 15 and served as a flight engineer and commander of Expeditions 32 and 33, respectively.



Jessica Taylor

A pilot whose pronouns are she, her, and hers, Jessica Taylor is a long-standing advocate for transgender rights within the aviation community. Taylor’s exceptional work has been featured on CNN, The New York Times, and other major media outlets. In 2014, Taylor led successful negotiations for more inclusive medical requirements for pilots undergoing gender transition. She now advocates for medical boards to dismiss all special requirements and conditions for transgender pilots completely, allowing transgender pilots equal treatment for their required medical needs.

SCHOLARSHIP OPPORTUNITIES

TWU Local 556 has a strong passion for education in the workplace as well as in the outside world. Several scholarships have been created to help further the education of those that are working towards college degrees. The Paul Gaynor Scholarship is based on capacity for Leadership, growth, active involvement, and commitment to the Labor Movement. The scholarship will be given in the amount of \$2,500 for an academic year to a Member of TWU Local 556. Following the model of Paul Gaynor, the Gwen York Scholarship will be awarded in the amount of \$2,500 to a Member of

TWU Local 556 and special consideration will be given to applicants that are continuing their education at the age of 40 or higher, however all applications will be considered.

Scholarships that are created for Members of TWU Local 556 and their family members are the Madeleine Howard, Robert “Trebtor” McDowell-Akins, and Charline “CJ” Bostic Scholarships. The Madeleine Howard Scholarship selection is based on the applicant’s capacity toward serving others. Special consideration will be given to applicants who have demonstrated a level of service toward TWU Local 556, Organized Labor, or the Labor Movement. This scholarship will be awarded at \$2,500 per academic year. The Robert Trebor” McDowell-Akins Scholarship which is awarded in the amount of \$2,500 follows in the likeness of the Madeleine Howard Scholarship and evaluates the applicant’s capacity of serving others, as well as gives special consideration to those pursuing a degree in the mental health field. This year we had the pleasure to announce our newest scholarship, the Charline “CJ Bostic” Scholarship. This scholarship will be in the amount of \$5,000 given over a 4-year period to a TWU Local 556 Member or their family member that attends a Historically Black College or University (HBCU).

Each of the scholarships have been named and modeled after Members of TWU that have led our union, inspired our Members, and helped create positive change within our workforce. We hope to continue to honor their legacies by awarding these scholarships to applicants with liked-minded passions and efforts. The TWU Local 556 Scholarships for 2022 will open for applications in April.



CHAT APP

Use the TWU Local 556 Chat App to get your contract questions answered. You may reach a Grievance Team Specialist by calling [214-640-4300](tel:214-640-4300) or utilizing the [TWU Local 556 Chat App](#) feature.

Office Hours:

Monday - Friday 0800-1800 CT
Weekends and holidays 0900 -1700 CT

Chat App Hours:

Monday - Friday 0800-2200 CT
Weekends and holidays 0900 -1700 CT

An Officer is always on call for emergencies such as drug and alcohol testing advice, family death/critical incidents, severe injuries on the job, and aircraft accidents or incidents at ALL times outside of office and chat hour; including holidays.



MLK SERVICE DAY

Members of the TWU Local 556 Civil and Human Rights Committee (CHRC) had the privilege of participating in several events in January. The committee partnered with nonprofit organization Goodie Two Shoes (Goodietwoshoes.org) in honor of Martin Luther King Jr. Day.

TWU Local 556 Members volunteered at Northeast Las Vegas Elementary School near the Nellis Air Force Base. This Title 1 school exclusively enrolls economically disadvantaged students. CHRC Member Addie Crisp, Education Committee Co-Chairperson Amanda Gauger, and Members Duane Redmond and Jenna Haring were in attendance.

In four short hours, the team helped outfit 443 students from school grade Kindergarten to Fifth grade with a brand-new pair of shoes, several pairs of socks, and a dental kit. The children were grateful and excited to receive new shoes. One student even did a little dance when he tried on his pair of New Balance shoes, while another little girl kept tapping her Twinkle Toes tennis shoes made by Sketchers.

To see the happiness on the kids' faces was worth more than what we were able to give. It brought us joy and brought us joy and a sense of togetherness within the community. Martin Luther King Jr's legacy is service to the community. In his honor, we will continue to work within our communities for a brighter future. If you're interested in volunteering with the Civil and Human Rights Committee, email; chrc@twu556.org.



ILLINOIS FMLA LEGISLATION

submitted by Corliss King

In January 2017, the Illinois General Assembly passed the Illinois Sick Leave Act into law. This act's purpose was to protect most Illinois workers by allowing them to use a portion of their earned sick time to care for their family members. This piece of legislation is critically imperative to the Aviation industry because it means we will be able to take care of our families without suffering a loss of income. This legislation was personally important because my husband suffered a chronic illness. When he needed me most, I was forced to choose between generating income for our family and caring for him at a time when he needed me most. This dilemma created a financial hardship for our family.

Twelve days after taking effect during the legislative veto session, those under the Railway Labor Act were excluded from the benefits of the Illinois Sick Leave Act with no explanation. I knew other bases, like California and Maryland, had access to similar benefits. It made no sense why Illinois was being treated differently, and I sought immediate action. I enlisted the help of Chicago-based Flight Attendant Roy Soria. Roy and I began to look for the path to fixing this. We dissected the law piece by piece, comparing it to similar laws in other states.

Armed with a clearer understanding, we called legislators for additional support. We were joined by Suzie Lyons, who introduced us to her old friend Senator Michael Hastings who agreed to meet with us. After a series of meetings and a few crash courses for both our team and Senator Hastings on the intricacies of each of our professional arenas, Senator Hastings agreed to help us fight our battle. From the beginning, Hastings was clear that our desired outcome was a long shot; however, we immersed ourselves in understanding the inner workings of Springfield, Illinois' state capital. Senator Hastings wrote the bill, and there was no turning back.

We reached out to other Unions and vested family organizations, making them aware of the problem and asking for their assistance. We kept building momentum until we had enough support to get the major airlines in Illinois - Delta, American Airlines, United, and Southwest - to the table. Initially, this was a grassroots effort by Roy and myself, but at this point, we knew we needed to stack the room before meeting with airline leadership. We needed to build a coalition.

The first place we went was TWU Local 556. We were joined by Baltimore DEBM Damion West, TWU International Legislative Director Zach Tatz, and we had representatives from the Air Line Pilots Association (ALPA) at the table. The meeting was tense. It was clear there would be a fight, and the subsequent discussions with the carriers proved fruitless. They were clear there was no path to working together to a common solution. Roy and I expanded our mobilization to include the Association of Flight Attendants (AFA), Association of Professional Flight Attendants (APFA), and Communications Workers of America (CWA). Together, we fought through Government shutdowns, big business, and a pandemic to see Governor Pritzker sign House Bill 106, which adds Aviation Workers to IL Public Act 820- the IL Sick Leave Act, into law on December 10, 2021. Over 30,000 aviation workers in Illinois received the same rights to care for their families as all Illinois workers.

The "little guy" won against some incredible odds. Although this law is an incredible victory for the aviation industry, for me, it was bittersweet. My husband, Terrance Hale, did not live to see this law enacted; however, with Roy Soria and Susie Lyons, this journey allowed me to accomplish something in his name that will benefit millions. This law proves what we can achieve with the power of solidarity, perseverance, and our Union. TWU Local 556 is established as the "go-to" on Aviation issues in Illinois through our work. I could not be prouder to call TWU my Union.

diversity

[dih-vur-si-tee, dahy-]

noun

1. the condition of having or being composed of differing elements
2. the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.

"equality and diversity should be supported for their own sake"

The "WHAT"

Diversity in the workplace refers to a workforce that's made up of people from, among other things, different ages, cultural backgrounds, geographies, physical abilities and disabilities, religions, genders, and sexual orientation.

inclusion

[in-kloo-zhuhn]

noun

1. the act of including.
2. the state of being included.
3. something that is included.
4. the practice or policy of including and integrating all people and groups in activities, organizations, political processes, etc.,

The "HOW"

Inclusion is about how the creation of a work environment and culture that enables all employees to participate and thrive.

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 TWU Local 556



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