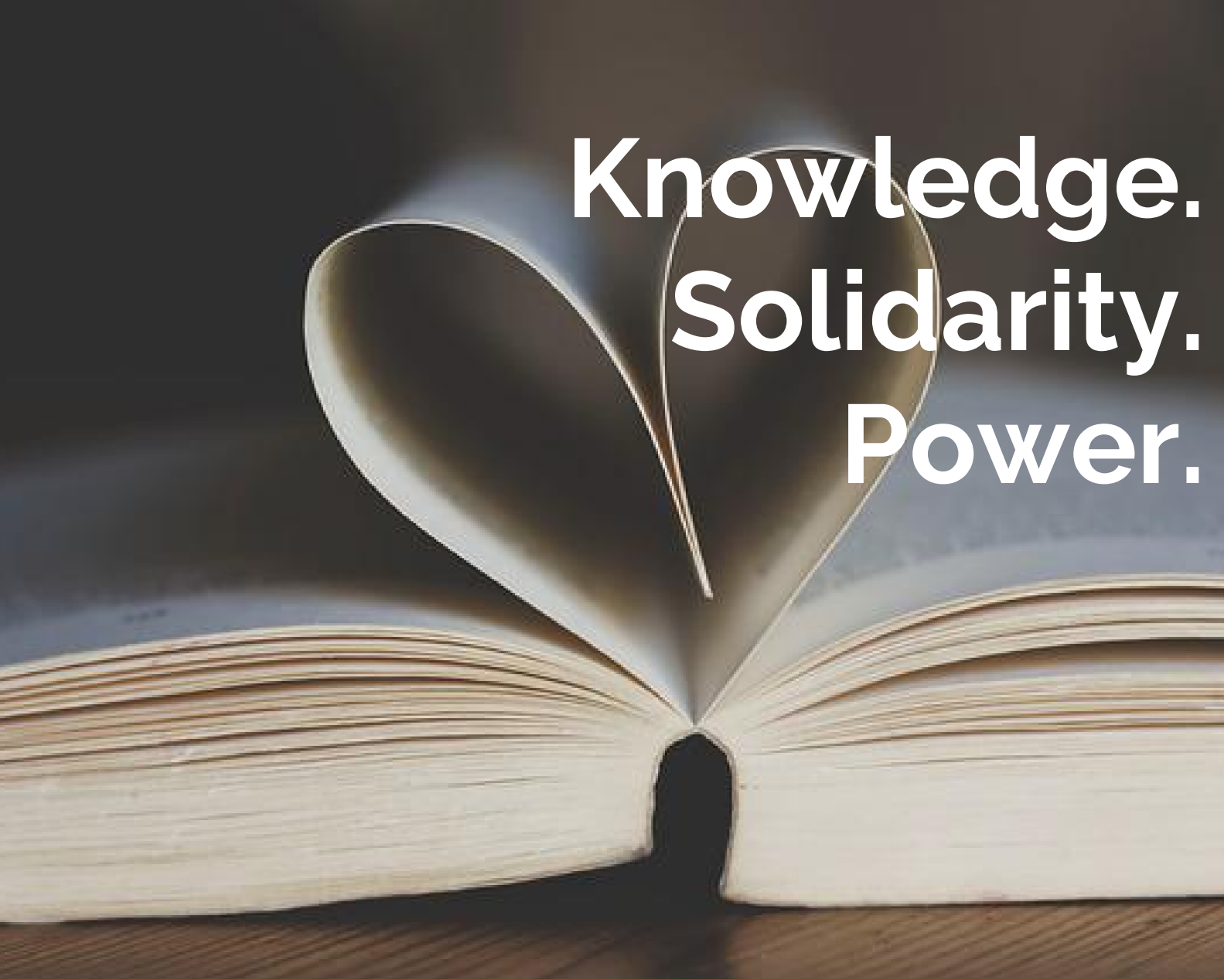




Knowledge.
Solidarity.
Power.

UNITY

THE OFFICIAL PUBLICATION OF TWU LOCAL 556



CONTENTS

Editor's Letter

01

Letter from the President

02

Union Structure

03

Negotiations Step-By-Step

06

Make it Right!

07

COPE

09

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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.

Editor's Letter

As the negotiations process continues, it becomes even more important for our Union leaders and our Membership to embody three critical characteristics of a successful Union:

- Expanding Knowledge
- Displaying Solidarity
- Exercising Power

A Union is strongest when everyone is informed. Your Union exercises all possible communications channels to ensure its Members stay up-to-date on the most important issues and challenges. Utilize this issue of Unity Magazine to expand your knowledge of the Negotiations process and the general structure of both TWU International and TWU Local 556.

There are also other resources, such as Union emails sent to the email address the Union has on file, and direct contact with specific Union leaders, like DEBMS and Shop Stewards, to continue to expand your knowledge of how a Union works best for you.

President Lyn Montgomery's President's Letter on page two touches upon the importance of Solidarity in the face of adversity. She also summarizes how all of the elements work together to give TWU Local 556 the most power at the bargaining table to secure the best Contract possible for the Membership.

Finally, this issue showcases the Make It Right! campaign spearheaded by the Negotiations Committee, encouraging the Company to discontinue subjecting Flight Attendants to adverse working conditions.

While workplace challenges can sometimes seem unending, rest assured that your Union is working for you. The Publications team hopes you enjoy this issue of Unity Magazine, and remember, together, we can achieve more!

In Unity,
Mikita Johnson
TWU Local 556 Vice-Chairperson
Communications Committee



LETTER from the PRESIDENT



"Your Union includes you."

When "TWU Local 556" is said, it means you! The Union is not a separate third party; we are the Flight Attendants of Southwest Airlines. While Union leaders strive to make change happen, the most significant changes occur when we use all of our Union's power.

How does a Union work? Outstanding leadership is one thing, but our power is best expressed through Solidarity.

What is **SOLIDARITY**?

By definition, it is unity or an agreement of feeling or action, especially among individuals with a common interest; mutual support within a group.

Let's examine this concept and focus on the most important element: Common Interest. We, as Flight Attendants, have a foundational common interest in the most important aspects of our careers. Interests include increased pay for TFP, a better reserve system, improved line and pairing quality, guaranteed hotel room availability during layovers, rescheduling limitations and protections for our original assignments, and better overall working conditions. Being treated with respect by our Company is paramount.

We share these commonalities. Notice this does not mean we all think the same way, have the same political positions or share the same religions; we do, however, share vital common interests. Surveys prove it, our communication proves it, as does our concern for one another. The challenge is to harness our existing power: the power in our numbers.

Our common interests are the momentum that solidifies our Solidarity. With such strong commonalities, what more do we need to achieve our goals? The answer is mutual support within our group.

What is **MUTUAL SUPPORT**?

Mutual support is teamwork, working together constructively and effectively to help the group achieve common goals and remain committed even in times of turmoil. Having each other's backs and remembering that our ultimate source of strength comes from our commitment to standing together, supporting each other, and fighting together is essential to a supportive team environment.

A good Union requires a mutuality of responsible leadership coupled with involved and active Members. When Members and Leaders unite for a purpose, we demonstrate our greatest power. A lack of visible Solidarity takes money out of our pockets and prevents improvements to our working conditions. When it is missing, strength is removed, and the power diminished.

"Solidarity requires action."

Solidarity requires action. Every day, Union leaders act on behalf of Members and fight for the Members' benefit. But our most substantial power is when solidarity is tangible. Examples are an informational picket with many members standing shoulder to shoulder, visible Union pins on every uniform, statements of support posted on social media, quick denouncements of negativity towards the Union, and at the height of Union strength - a strike.

Hawaiian Airlines recently voted overwhelmingly to strike should the Company refuse to give them the necessary contractual changes. This act is the ultimate show of Solidarity, resulting in a contract worthy of their approval. Good negotiators are one thing, but Union strength and power lie in the ability to stand collectively for what you seek. Our work-life quality and our pay depend on it. It is time we get it right to ensure Southwest **Makes it Right**. How right the Company makes it is actually up to us.

Southwest Airlines has gone through significant change in the last decade. Seeing new hires join the ranks is exciting, and the energy coming from our newest Flight Attendants can be intoxicating. I encourage our old-timers to capture some of that energy as we fly together and share your experience and solid Southwest values. An exchange of new energy and Southwest history reminds us all of what is important to us.

Please do not forget where we started and how we had to fight for what we have. We are here again where we must fight in solidarity, standing together, both seasoned and new, to make sure our work lives will improve for today and tomorrow.

In Unity,

Lyn Montgomery
TWU Local 556 President

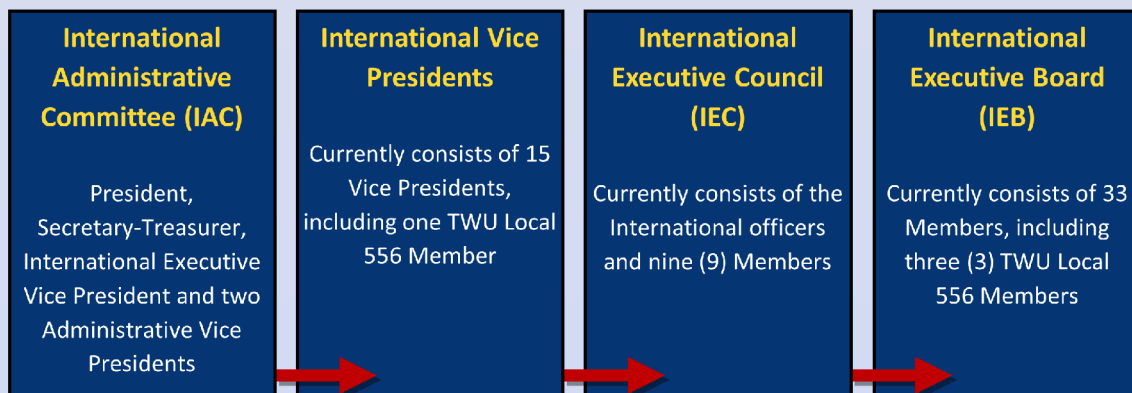
UNION STRUCTURE



TWU International Structure

Being a Member of a Labor Union means learning organizational structures and the associated terms. Our TWU Local 556 Education Committee has recently introduced a complimentary series similar to the previously published Contract 101. TWU Local 556 would like to introduce Union 101 formally. This series aims to discuss and elaborate on meaningful Labor and Union topics. We firmly believe that an active, engaged, and knowledgeable Membership is an **empowered** Membership! Let's take a moment and dive deeper into our Union 101: Union Structure.

TWU International Structure (International Constitution Article IV)



With more than 150,000 Members across the country, the Transport Workers Union (TWU) represents workers in three categories: 1. Air, Rail, and Transit, 2. Universities, and 3. Utilities and Services. The governing structure of TWU International is explained in the TWU Constitution - Article IV. The International Administrative Committee (IAC) is the elected Leadership of TWU and consists of our International President John Samuelsen, International Executive Vice President Alex Garcia, International Secretary-Treasurer Jerome Lafragola, International Administrative Vice President Curtis Tate, and International Administrative Vice President Mike Mayes. The current IAC was elected by representing delegates at the 2021 TWU International Convention. The IAC, International Vice Presidents (15), International Executive Council (IEC), International Executive Board (IEB), and a multitude of Committees conduct the business of TWU on behalf of the governing body, the Membership. As the second largest Local in TWU, TWU Local 556 has representatives throughout the International Union structure, including a Vice President, three Members of the IEB, a TWU International Legislative Representative, and representation on multiple Committees (i.e., Working Women's Committee, Civil & Human Rights Committee, Future Leaders Organizing Committee).

UNION STRUCTURE

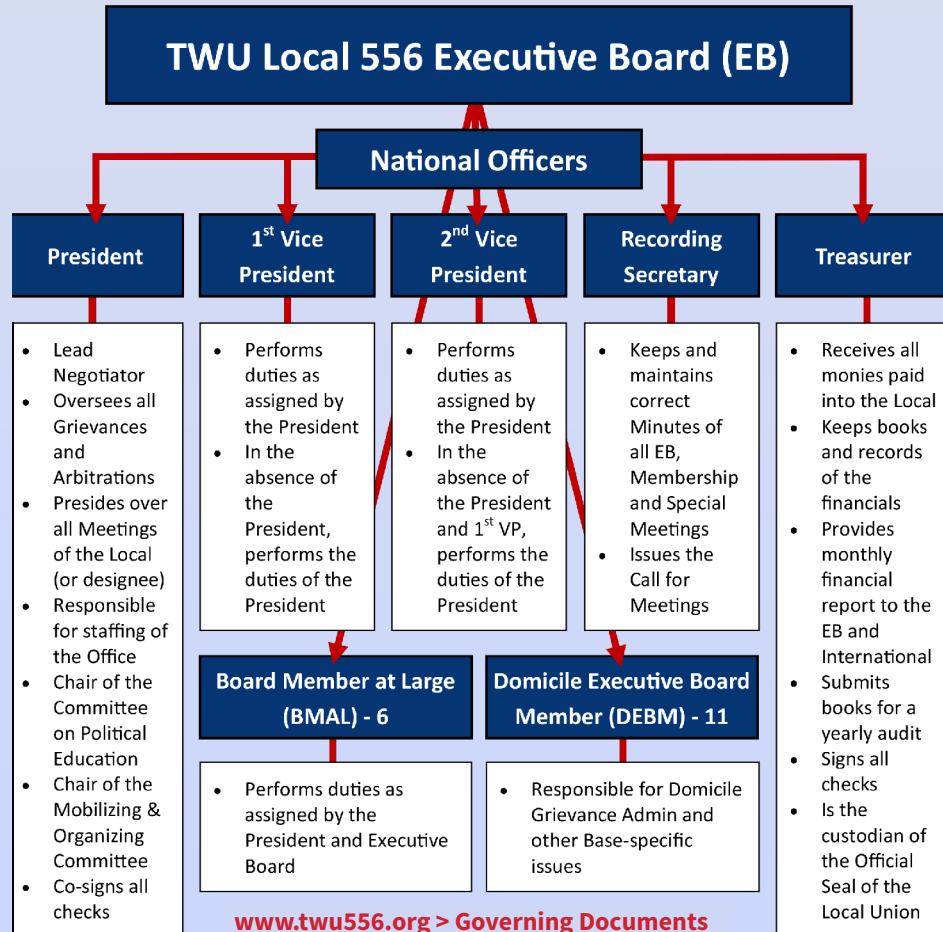


TWU Local 556 Structure

The structure of TWU Local 556 is detailed in both the TWU Constitution and our TWU Local 556 Bylaws. We often hear about a few different entities within our Local, but it is important to understand the function and responsibilities of these individuals and teams.

The elected representatives charged with conducting the business of TWU Local 556 are our TWU Local 556 Executive Board (EB). Our EB consists of our National Officers: President, 1st Vice President, 2nd Vice President, Recording Secretary, Treasurer, and Board Members at Large (BMAL). These positions are voted on and elected by the entire Membership. Each of our Crew Bases has a Domicile Executive Board Member (DEBM), elected by the Members based in their respective domiciles.

All Board Members have a specific and defined role outlined in our Constitution and Bylaws. For Example: In Section 3(e) of our Bylaws, it states that our President “shall preside at all negotiations” as the Lead Negotiator, and in Article XVI of the TWU Constitution, our President must be the Chairperson of the Committee on Political Education (COPE) and the Local’s Organizing Committee (MOB-ORG).



www.twu556.org > Governing Documents

UNION STRUCTURE



TWU Local 556 Committees

While our elected Leadership guides our Local's direction, many Committees work hard year-round on behalf of the Membership. Some of these essential TWU Local 556 Committees include our Grievance Committee (charged with answering Membership questions while filing and monitoring the entire Grievance process), Negotiating Committee (a team comprised of our Local President and four Flight Attendants tasked with Section 6 bargaining with Management for a new Collective Bargaining Agreement), and so much more! TWU Local 556 also has co-sponsored Committees with Southwest Airlines that provide invaluable resources and assistance for our Membership, including Critical Incident Stress Management (CISM), Professional Standards, and the Flight Attendant Drug and Alcohol Program (FADAP). If you are interested in learning about the many Standing and Special Committees chaired and comprised of 556 Members, please refer to the TWU Local 556 Website and check out the Education Committee's Union 101: TWU Local 556 Committees.

Standing Committees

- Civil and Human Rights Committee (CHRC)
- Communications
- Committee on Political Education (COPE)
- Critical Incident Stress Management (CISM)
- Education
- Grievance
- Health and Safety
- Mobilization/Organizing
- Professional Standards
- Scheduling
- Shop Steward
- Uniform

Special Committees

Our Executive Board can approve the addition of a Special Committee as needed. Special Committees include:

- Flight Attendant Drug and Alcohol Program (FADAP)
- Future Leader Organizing Committee (FLOC)
- New Hire
- Scholarship
- Survey
- Technical Services
- Veterans
- Working Womens Committee (WWC)

Negotiations Step-By-Step

The Negotiations process has multiple steps, depending upon the progress of the two Negotiating Teams, TWU 556 and the Company.

PREPARATION: As airline employees, we are governed by the Railway Labor Act (RLA). The RLA was the first federal law guaranteeing the right of workers to organize, join unions and elect representatives without employer interference. Per our Local's Bylaws, our Negotiating Committee (NT) is established prior to the Amendable Date. Our NT is comprised of five (5) Flight Attendants. Our Local Bylaws mandate that our President is the Lead Negotiator. Our Executive Board appoints two NT Members, and our Membership elects two NT Members. Our NT is accompanied at the table by a Labor Attorney and is assisted by an Airline Economist (historically provided by TWU International) and Subject Matter Experts when necessary.

Once our NT is formed, they begin preparing for the opening of Negotiations. The Amendable Date is the date on which changes to our current Contract can be made. A written notice (by either party) to open the Contract for Section 6 Negotiations is submitted 30 days before the Amendable Date.

NOTIFICATION: Section 6 of the Railway Labor Act establishes the procedures for collective bargaining and allows either side to propose changes to an existing Collective Bargaining Agreement. The Section 6 "opener" is the written notice to the Company that triggers the duty to bargain. The Company will have ten days to respond to this Union action.

DIRECT NEGOTIATIONS: If the Company agrees to meet, the meeting must start within thirty days of the written notice. This is what officially begins Direct Negotiations with the Company.

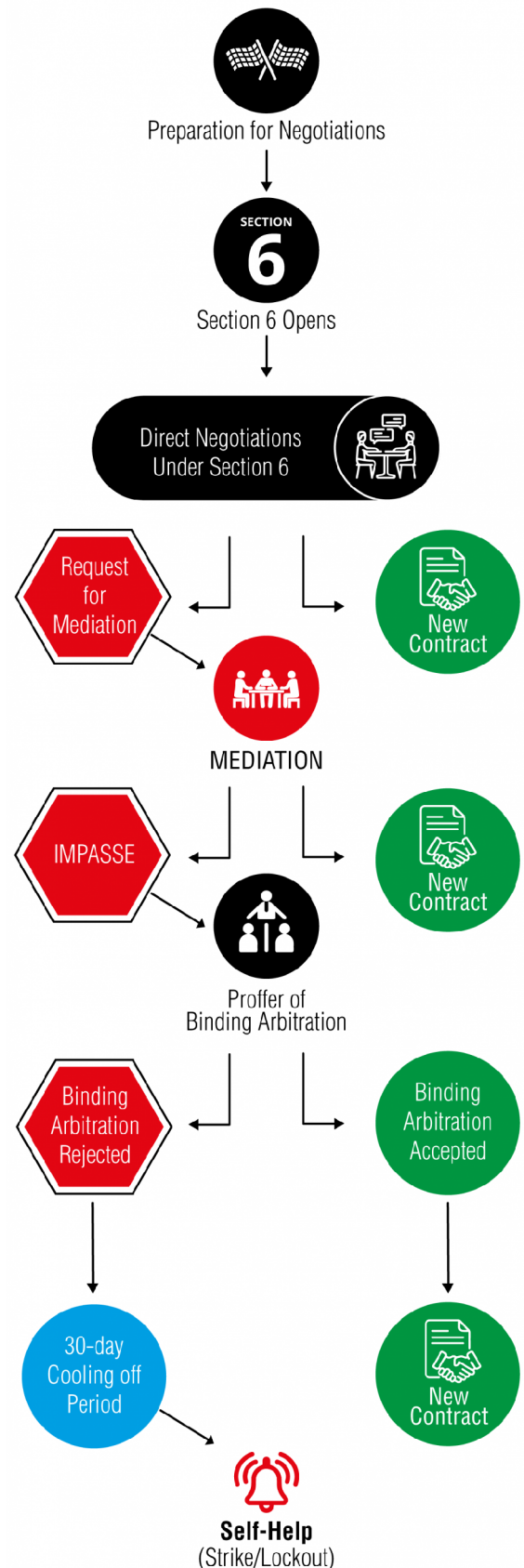
MEDIATION: If either party believes an agreement cannot be reached in direct negotiations, that party can apply for mediation with the National Mediation Board (NMB). The role of mediation is to assist the parties with productive dialogue on their issues. The mediator can and will use various techniques to ensure this occurs. The mediator's job is to facilitate negotiations, not to impose binding agreements. Any agreement reached by the Union and the Company in mediation would still be required to go through the Union's processes and, ultimately, voted on by the Membership.

IMPASSE: This term refers to the point during negotiations when one or both parties determine that no further progress can be made towards reaching an agreement. The next step in the process would be for the NMB to offer binding arbitration.

PROFFER OF ARBITRATION: This is an offer to resolve any remaining issues through binding arbitration. The NMB makes this offer when it believes that further mediation efforts will not result in an agreement between the parties. Either party has the right to decline binding arbitration. However, If binding arbitration is agreed to by both parties, then a neutral party hears the case and makes a decision that the disputing parties must accept.

THIRTY-DAY COOLING-OFF PERIOD: If either side rejects the Proffer of Arbitration, the NMB releases the parties from mediation into a "Thirty-day Cooling-Off Period." During the cooling-off period, the NMB invites the parties to further mediate the negotiations. These last-minute negotiations are also known as "super mediation."

SELF-HELP: For the Union, Self-Help means engaging in activities that may inflict economic harm on the Company, up to and including a strike. For the Company, Self-Help includes the right to impose their changes to our Contract unilaterally or to lock us out (prevent us from working— in effect, a reverse strike).





MAKE IT RIGHT!

WE NEED CHANGE NOW!

It's time to make it right, because it's been wrong for way too long.

Never before in the history of Southwest Airlines have Flight Attendants' working conditions deteriorated so rapidly, crippling our quality of life, devaluing our role, and creating a loss of spirit.

Resolution can wait no longer. A new Collective Bargaining Agreement must be put in place that addresses the many issues plaguing Flight Attendants – issues that can no longer be ignored or their scope “narrowed,” as doing so impacts the ability of these safety professionals to do their jobs to help ensure passengers' safety and comfort.

TWU 556 Members feel exhausted, denigrated, and disenfranchised from their roles and the Company. Enduring the realities of the pandemic as front-line workers, Flight Attendants have worn smiles behind their masks even as they tolerate verbal and physical abuse, while Company leaders got to work safely from their home or office. Southwest Airlines cannot kick the can down the road anymore. Real change has to be made now. It's time to make it. And it's time to **Make It Right**.



TWU Local 556 expects Southwest Airlines to agree to a new CBA that:

- ✓ Pays Flight Attendants for time worked.
- ✓ Allows Flight Attendants time to safely rest when not working.
- ✓ Gives Flight Attendants control over their personal schedules when not at work, allowing them the liberty they deserve.
- ✓ Provides access to food and a safe place to sleep when traveling on the job.
- ✓ Fixes the technology failures that disproportionately impact frontline aviation workers and passengers.
- ✓ Creates a modern Reserve system that meets the needs of personnel and the operation, and ends the unsafe practice of 24-hour on call.
- ✓ Provides benefits that actually help Flight Attendants, like health insurance when we need it, including when we're injured on the job, battling cancer, or just had a baby.

MakeltRightSWA.org



Why Voting is Vital to our Industry



By Damion West
TWU Local 556 Baltimore Domicile Executive Board Member and COPE Vice-Chairperson

The TWU Local 556 Committee on Political Education (COPE) has been hard at work revitalizing the committee, focusing on education, and encouraging Member involvement. Anytime the word “politics” is mentioned, there can be varying reactions from our diverse Membership. We have many new Members who may not be familiar with how intertwined our Union is with politics due to being in a heavily regulated industry.

There are several Federal Agencies that enforce the laws that protect us. The following agencies govern our profession and our Industry:



Federal Aviation Administration
(FAA)



Transportation Security
Administration (TSA)



Department of Homeland
Security (DHS)



National Transportation Safety
Board (NTSB)



Department of Transportation
(DOT)



Occupational Health and Safety
Administration (OSHA)



Center for Disease Control
(CDC)

As Union Members, we are also regulated by government agencies:



Department of Labor (DOL)



National Mediation Board
(NMB)



National Labor Relations Board
(NLRB)



Equal Employment Opportunity
Commission (EEOC)

An agency regulates almost every aspect of our professional and Union lives. There are also laws, like the Railway Labor Act (RLA), that protect us. Because of the unique structure of both the airline industry and labor unions, the presence and importance of politics and how it affects our jobs is unavoidable.



ELECTED LEADERSHIP

Think about it for a moment: Who drafts, votes on, vets, debates in committees, and eventually passes bills that govern our work/Union lives? The answer is that elected federal government officials, such as politicians, representatives, and legislators, hold power to make decisions that significantly impact our work lives. No matter what party is in power or your values align with, these leaders decide who will oversee the above departments. We are all workers, no matter what we check on a voter registration card or a ballot.

ISSUE-BASED DISCOURSE

Instead of shying away from political conversations, let's focus on issue-based discourse specific to our jobs. For example, the FAA 10-hour rest rule is an issue-based topic. There has been robust discussion on all sides of the rule since its implementation on July 1, 2022. Some preferred maintaining the rules before the FAA 10-hour rest rule was applied here at Southwest Airlines. While there will undoubtedly be some short-term growing pains, this will be a long-term gain focused on our health and safety—two of the most critical roles a union has in representing its Members.

FOCUS ON UNION ISSUES

Your personal political beliefs and values are not the same as union political issues. For example, you may vote for a particular candidate for the school board because you have school-aged children, and that candidate aligns with your beliefs and values. Our Union may encourage you to write to your Member of Congress or your two (2) United States Senators to push for legislation that will hold those who assault Flight Attendants or other frontline workers accountable to the full extent of the law. The TWU Local 556 COPE will always look at the issue and not the political affiliation of whom we ask you to contact. Both TWU International and TWU Local 556 COPE will always work with both sides of the aisle to ensure our workers are protected.

RESPECTFUL DISCUSSION

As always, please keep conversations about union political issues respectful. Let's all make an effort to start these critical discussions, hoping we will change the things that matter to us all

VOTE! VOTE! VOTE!

And don't forget to VOTE! National Voter Registration Day is September 20, 2022. Please see the back cover for a QR Code and link that will take you directly to registering to vote or updating your personal information. TWU Local 556 COPE encourages all Members to register to vote and be part of the process.

Together, we can move issues forward for improved working conditions for all Flight Attendants.



★ ★ ★ ★ ★

ARE YOU REGISTERED TO VOTE?

THE TWU 556 COMMITTEE ON
POLITICAL EDUCATION ENCOURAGES
YOU TO USE YOUR VOICE
AND EXERCISE YOUR
RIGHT TO VOTE!

Scan Here to Register TODAY!



VOTE.ORG