



TRANSPORT WORKERS UNION LOCAL 555

REPRESENTING THE RAMP, OPERATIONS, PROVISIONING, AND FREIGHT AGENTS OF SOUTHWEST AIRLINES
TRANSPORT WORKERS UNION OF AMERICA • AFL-CIO • AIR TRANSPORT DIVISION • TWU555.ORG
ESTABLISHED IN 1996 • 2608 INWOOD RD. SUITE 150. DALLAS. TX 75235 • 1.800.595.7672

January 1st, 2018

MEMORANDUM

Reference: **States of Emergency**

Brothers and Sisters,

The Union is in receipt of a December 31st, 2017 letter in which the Company has declared a State of Operational Emergency at LAX. This letter (if enacted) violates several aspects of the CBA. This includes, but is not limited to the following:

1. Terminating any member who utilizes a Reported Personal Absence.
2. Requiring the agents to provide a doctor's note and threatening discipline if they do not comply.
3. Utilizing members not otherwise eligible for mandatory overtime to fill the holes in the daily staffing.

The items laid out within this letter seem to completely disregard the facts of previous arbitration decisions. TWU Local 555 will be encouraging all members, who have their contractual rights violated, to file the appropriate grievance with their station representatives. Additionally, we will be consulting with our International and legal counsel to discuss all possible responses to this action on the part of the Company. Please do not give the Company any ammunition to put you through the termination process. Abide by any direction given and file a grievance immediately if it is a contractual violation. If the Company wishes to have a policy such as what they've proposed, they will have to do so via negotiations and will not be allowed to unilaterally implement a policy that violates our CBA. Please refer to Article 23 of the contract for the attendance rules that were negotiated for your benefit. These are the rules that the Company must abide by. If you have any questions, please do not hesitate to reach out to a station rep, district rep or union official.

In Unity,

Transport Workers Union Local 555
LEB & Staff

Copy: File
Andre Sutton (email)
LEB (email)
Staff (email)
Ed Cloutman (email)