



# 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  
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**August 14, 2018**

**TO: All TWU Members**

**FROM: Local Executive Board**

**SUBJECT: Covered Work Trial Period**

On Friday, August 11<sup>th</sup> the Local Executive Board unanimously elected not to put the parameters of the trial period into the Work Rule Interpretations. The purpose of the “trial period” was to define two terms that have been brought about by arbitration decisions that were used in rulings that have adversely impacted the covered work grievances. Arbitration rulings have said some work that supervisors did alone was considered de minimus, and in another instance an arbitrator said a supervisor could not do a "good portion" of the work alone. The trial period was an attempt to draw a clear line in between these two measures to better define what was allowed and what was not allowed. During the trial period the parties agreed to define “good portion” by allowing 30 bags per flight unassisted. The effort was made to define “de minimis” as allowing 3 minutes of working alone. Those two restrictions were coupled together and was either/or and not both. The final draft submitted by the Company significantly increased the allowable number of bags and eliminated any restrictions on the time limits. Due to the proposals going in the opposite direction that was needed to address the LEB’s concerns the Board decided that the proposed Work Rule was too burdensome upon our membership and did not protect our work. We are to continue to process grievances all the way through arbitration and let arbitrators define what is and what is not protected covered work. The trial period is over. We are returning to the status quo, prior to the trial period implementation. Be vigilant and diligent in protecting our work.