



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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COVID-19 Update #22 • Concessions

October 11, 2020

Brothers and Sisters,

As mentioned in our last update, Gary Kelly has asked to meet with all of the labor groups on property to discuss cost savings measures and the Company's request for concessions as a condition of avoiding future furloughs. Unfortunately, the Company has made it clear that they are not willing to speak to us and deal in good faith. The Company has yet to contact the Union regarding the first cost savings measure we have on the table; the overnight cleaning of our aircraft. Instead, the Company made the decision to attempt to intimidate the membership when Company representative Adam Carlisle sent out a half-truth filled memorandum after 5 p.m. Friday evening. It is true that your Local did inform Mr. Carlisle that the Union was not available to meet with him on Tuesday, October 13th. However, we are scheduled to meet just two days later giving those who needed to rearrange their schedules sufficient time as well as time to adequately prepare for such an important meeting.

Southwest Airlines wants the Union to hurry and speed through these concessionary conversations, in a matter of three weeks, with the goal of taking back 10% of our pay. While the Union understands the Company's perceived need for haste, when we sought modest increases to our wage scale during the last negotiations in times of record profits and economic stability, negotiations stretched for approximately five years. Southwest Airlines wasn't interested in hurrying when our members went years without contractual raises during times of prosperity. The Company's desires will not prevent the Union from fully representing the membership. Southwest Airlines has stated that concessions are a last resort, and the Union looks forward to having meaningful discussions about cost savings that do not involve wage concessions.

The Company is continuing to grow by adding new routes and opening new destinations, which means there is a goal in sight that requires the contributions of all our members. We are fortunate to work for a company that is placing itself in a position to be able to provide our customers with the best product in the industry when this pandemic begins to fade, and appreciate the Company's recognition of the need to cut costs, but do not share their desire to do so off of the backs of our members who play an integral role to the operation. Your Local Executive Board is ready to face that challenge by having our members in place and ready without the threat of furloughs or concessions.

Fraternally,

TWU 555 Local Executive Board