



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 • 1341 W MOCKINGBIRD LN STE 1050E DALLAS TX 75247 • 1.800.595.7672

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COST SAVINGS UPDATE 5

The Union is in continued talks with the Company; over the last week the Union attempted to achieve Company cost savings requirements while at the same time expressing the needs of our membership. While we have achieved some movement towards an agreement, we remain steadfast in our resolution to represent our membership to the fullest.

Repeatedly, the Company has failed to acknowledge the savings our members have contributed through the VSP and ExTO programs. Additionally, the Company refuses to credit our members regarding their continued participation in the month to month ETO program and LWOP which provides over a million dollars in savings each month.

The Company continues to operate as if we are making record profits, all the while seeking cost savings from all Union work groups. Amidst the pandemic, the Company is expanding the route map in unprecedented proportions unseen outside of an acquisition. The Company has chosen to staff six of the ten newest stations with contract employees. The Company has overlooked the opportunity to alleviate the alleged overstaffing dilemma in ignoring the needs of current employees. Membership views the rationale to use contract employees rather than existing employees as a disservice to both the TWU membership dedicated to maintaining their jobs as well as every customer that is dependent upon experienced employees who have a proven record of outstanding performance.

TWU 555 understands and appreciates the financial hardship COVID-19 has created for the Company. Membership has supported the Company in providing more services for the same pay in support of the Company and to permit operations to continue. We have all experienced the "tightening the belt" precipitated by the pandemic in both our personal and professional lives. The fact that the Company is currently considering the immediate purchase of 30 new MAX aircraft causes membership to question the true depth of the financial crisis when it appears the Company is both healthy enough for territorial expansion and an updated fleet.

Despite these mixed messages, the Union is providing the Company with meaningful proposals to achieve the cost savings goals the Company demands. The proposals introduced would serve two purposes: The Company would receive substantial savings while the initiatives are purely voluntary and would not force the participation of any individual employee. Conclusively, this is an ultimate win/win solution for both parties to this negotiation. Regrettably, the Company will not acknowledge any savings credit to the Union and will even implement one of the ideas the Union proposed to achieve additional savings without any savings credit to the Union.

Collectively, Southwest Unions are working in concert to achieve consistency and unification for all. We have already seen a very united front from the employees and membership solidarity is making a difference in our negotiations with the Company. We continue to be your voice. We are standing strong to support our membership and the work that you do in furtherance of the Company. **Unions do not furlough employees, Companies do!**

Fraternally,

TWU Local 555 Executive Board

Please continue to check our website at twu555.org for official communications.