



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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Cost Savings Update #6

Southwest Airlines has stated that cost savings talks have not been productive with TWU 555, with the implication that the Union was solely at fault. The Union has remained ready to meet with the Company to resume cost savings discussions. Our continued willingness to meet with the Company illustrates the resolve the Union has to provide cost savings proposals which would exceed the required savings goals in order to avoid furloughs. Southwest Airlines has rejected the mutually beneficial proposals. The Union representing the membership was unwilling to accept the Company's untenable demand for a moratorium on salary increases for a period of two and half years. The Company has responded through a spiteful media campaign wherein the Union is blamed for failing to come to an agreement. Southwest Airlines stated to the media, "We have not made meaningful progress in cost-savings negotiations."

Not only has the Union put forth proposals that meet the goals of the Company, but our TWU 555 members continue to save the Company millions of dollars every month by utilizing the LWOP (Leave Without Pay) provision in the contract. Since the pandemic began, TWU 555 members have saved the Company over \$21 million of which the Company refuses to apply towards their cost savings goal for our work group. Our TWU 555 members have voluntarily taken on additional work duties and continued to provide outstanding service despite limited protective precautionary equipment and measures. Those commitments and continued service to the Company are being undervalued. The Membership is worthy of more consideration as they continue to sacrifice on behalf of the Company. For a Company that promotes the ideals of "family," and "love," to employees, it is nothing short of shameful to threaten furloughs and job cuts when TWU 555 members have historically given their best efforts as evidenced through the success of the airline.

Your Union President and Vice Presidents have met with Southwest to discuss Third Party Contracting that is covered in Article Two, paragraph F of the Contract. The Company has failed to comply with the required notification provision in the Agreement which specifies notification to the Union must occur when the Company elects to employ

companies and employees performing our covered work. In this discussion, the Union endeavored to convey the need to allow our membership to staff the positions in the new cities to alleviate the overstaffing issues the Company has voiced as the reason for the imminent furloughing of nearly thousands of jobs. Of the 10 new cities announced, only 5 will be staffed with our TWU 555 members. With the 10 cities currently in operation that are being staffed with third party contract employees, this brings the total of contract cities to 15 where TWU 555 members could be utilized. Based on our contract language regarding part time work, coupled with the need to be proactive in circumventing the need for furlough, the Company should firstly consider allowing existing employees to staff these stations.

The Company has also acknowledged the "mistake," of sending out hundreds of Impact letters to employees in error. In a serious situation of job cuts and furloughs where people's livelihoods are at stake, the careless execution of a federally mandated regulation is deplorable. Unsurprisingly, following its inept handling of such a serious matter, the Company is attempting to blame the Union for Southwest Airlines' own decision to send out WARN and Impact notices.

Please reach out to your District Representative if you have any further questions. You can find their contact information on the TWU 555 website (twu555.org) under the L.E.B. tab. The District Representatives and the other members of the Executive Board are continuing to meet with the membership in station visits, and/or Zoom calls throughout the system. It is so very important that we remain united with solidarity. If we do, we will prevail. We will protect everyone's job! We will not let the Company's narrative dictate the outcome of this fight.

Fraternally,

TWU Local 555 Executive Board