



# 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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## Negotiating Committee

**May 21, 2021**

**To: TWU Local 555 Members**

**From: TWU Local 555 Negotiating Committee**

**Re: Negotiations Updates**

### **Brothers and Sisters,**

Experience taught TWU 555 leadership that some changes needed to be made in the way we negotiate our contracts. One of these changes is leveling the playing field. In the past, the Company has had lawyers at the table during negotiations.

For the first time TWU 555 has three seasoned attorneys – an expert legal team – by our side at the table. Combining our practical experience on the ground with their diverse legal backgrounds, we have assembled a solid team that we consider to be important partners in the negotiation process. Our legal team includes:

- **Mark Richard, Phillips, Richard & Rind, P.A.** Mark has been involved with the labor movement since 1975 when he organized the grape and lettuce boycott in South Florida working for the United Farm Workers of America (UFW) with Cesar Chavez. He has been involved with over 250 contract negotiations. He has had extensive experience in airline contracts. This includes TWU 556 (Southwest flight attendants), APFA (American Airlines flight attendants), IFPTE (United Airlines Engineers), PFAA (Northwest flight attendants), and TEWU Local 553 (Eastern Airlines flight attendants).
- **Christina Gornail, Phillips, Richard & Rind P.A.** Christina has concentrated on union-side labor law for the past eleven years, including negotiations, arbitrations, litigation and administrative hearings in both the public and private sector. Christina has worked extensively with unions within the airline industry, including several other TWU locals.
- **Ann Evans Wall, TWU 555 Union Counsel.** Ann Evans has served as an appellate court law clerk, prosecutor, Legislative liaison, and a compliance officer. She has experience in negotiations, enforcement of rules and regulations and implementation of legislation.

Richard's Miami based firm has decades of experience. They are strategists. Our job is to negotiate an industry leading contract. Our attorneys will help us get there – along with Member unity and mobilization. Whether contract talks take a few months or a few years, this is a long game, and we must think strategically.

We also intend to keep you updated, and to involve Members throughout this process, such as through ongoing Member surveys. You will receive brief updates periodically throughout bargaining, the first of which went out last week. This is just one of many ways we will communicate throughout the process. Whether through videos, texts or emails, we are actively working on the best way to give you efficient, useful information. Make sure you are signed up for email and text messages. You can sign up for either or both at [TWU555.org](http://TWU555.org). Our videos are on YouTube on the TWU 555 channel.

Throughout this process, it is important to remember that bargaining is fluid, with many details that are subject to change daily. Especially, as we are in the early process, we do not anticipate sending long updates on the details that are still being worked out. This flood of information can be confusing and not helpful. If you do have questions or concerns after reading an update or watching a video, please reach out to one of your Negotiating Committee Members. We are listening to all the feedback we have received and will take your concerns to the Company at the bargaining table.

Your Negotiating Committee will continue to provide our Members with important communication while not telegraphing our plans to management. We appreciate that our Members understand our need to be unified, strong and smart. Our main goal is to negotiate an industry leading contract that our Members deserve.

**Fraternally yours,**

**Your Negotiating Committee**

