



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

October 10, 2021

**TO: Gary Kelly
Bob Jordan
Mike Van De Ven**

FROM: TWU Local 555 Local Executive Board

This is in direct response to the message sent out to the members of Local 555, as well as all other employees at Southwest Airlines, with regard to the vaccination mandate. We are in agreement and stand with many of our colleagues at the other Unions on property, that the actions the company has proposed for non-compliance to Executive Order 14042, would negatively impact those with religious convictions and medical considerations that prevent them from receiving the vaccination.

We understand, although we do not agree, that the company may believe that the policy they have chosen to adopt is proper. However, we are left wondering for who? Many rank and file members have endured much hardship for the nearly two years the country has been engulfed in the battle against the pandemic. These front-line workers, the proud and dedicated members of TWU Local 555, have been at the forefront of returning this airline to profitability through their diligence and professionalism. Many TWU Members participated in programs, at numbers higher than even the company had expected, all in an effort to avoid prolonged company woes and furloughs. Yet the Company asked for more. We eagerly entered into discussions to find alternatives to a culling of the workforce by furloughs as threatened by the Company. While ultimately, alternative concepts to save money were not agreed to, it was not due to a lack of effort or willingness to find mutually beneficial ideas.

The TWU Local 555 membership marched on, with many of the hardships experienced coming from the impact of higher-than-normal work hours due to acknowledged staffing and hiring difficulties. These continuing worker shortages increased the individual workload and burdened an already taxed and weary work group. This membership suffered from the repercussions and problems due to dealing with unruly, violent travelers and all the while being told that those sacrifices are appreciated and that the employees are "Loved". Actions do speak louder than words and time and time again, the company's actions have not matched the words being spoken. Or maybe they have, "Loved" is spelled with an "o" after all... but this is not meant to be a greatest hits of where we feel the company has gone wrong. It is an attempt to get the company to correct course before the point of no return is crossed. The Executive Order does not indicate that termination is the only outcome, and the Union stands ready to discuss all alternatives to that outcome. In the interim there

are many questions that need to be answered to determine what alternatives are viable and which may not fit our situation or the airline industry.

The following is not an exhaustive list but simply an example of some of the questions that are as of yet unanswered. A more comprehensive list can be provided but we would want the exchange to be in person to impress upon you the dangers we foresee, and the company is running towards, with the recently disseminated plan of action.

- Various locations are utilizing different exemptions request forms. Will the Company be clearing up any confusion regarding these differences?
- Will these exemptions manifest as duties, positions, or some other type of ability for the employees to continue to work and provide for their families? Nothing has been relayed as to what the exemptions will mean. We are faced with the fact that airports are enacting their own programs, SFO and the Hawaii Stations already being prominent examples, and undoubtedly there will be other airports or States to follow.
- Since the inception of the vaccinations, side effects and known adverse reactions have been reported, including those of a serious and critical nature. Should an employee, in order to comply with SWA's vaccination policy, experience any of these side effects and require time to recover, why has the company chosen to take a stance that abandoned them in their literal time of need and state the contractual attendance guidelines will be adhered to?
- With that being said, will any considerations of leniency be factored in situations where TWU 555 members experience fatigue, fever or other depilatory side effects that cause absences or necessitate an extended leave to recover?
- The current school of thought appears to support the potential need for further vaccinations/boosters, does the company plan to extend their policy (and associated penalties) to include those should it be determined that they are necessary?
- Many of our members are struggling with weighing their need to provide for themselves and their families, sometimes in direct conflict with their personal beliefs and circumstances, as should be expected. If an individual make the difficult choice to not adhere to the policy, will Southwest Airlines appeal/contest or otherwise attempt to prohibit any such employee from receiving unemployment benefits?
- Due to the highly personal nature and factors involved in deciding whether to receive the vaccination, should the Company decide not to follow through with terminations, will there be additional benefits (financial or otherwise) extended to those individuals who made the difficult choice to go against their belief system, under the threat of termination that does not come to fruition?

The questions listed above are just some of the questions and concerns our membership are and continue to pose. We urge you to expeditiously provide those answers and more as the questions will surely grow as our work group gets closer to the vaccine mandates as the company makes the determination on any accommodation requests. We urge you to hold tightly to the remnants of what Southwest Airlines used to represent, the diversity and tolerance of different viewpoints and beliefs of all valued Employees, because there truly are very few examples of that Southwest spirit and culture left.

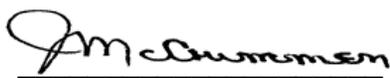
We reiterate that we are willing to discuss these and the other questions that are still outstanding but make no mistake, we are of the mind that the proposed actions negate the "just cause" provisions of the collective bargaining agreements, and/or to be a violation of an individual's right to due process, specifically when the disciplinary outcome has already been predetermined. The leadership of TWU 555 will exercise every available avenue of our contractual, political, and public ability to oppose the company, if and when the most drastic of actions is taken.

With resolve,

Sincerely



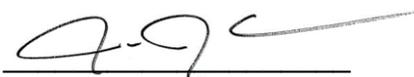
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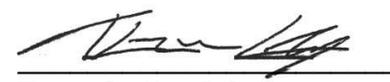
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