



TRANSPORT WORKERS UNION LOCAL 555

REPRESENTING THE RAMP, OPERATIONS, PROVISIONING, AND FREIGHT AGENTS OF SOUTHWEST AIRLINES
TWU555.ORG • 1341 W MOCKINGBIRD LANE STE 1050E DALLAS, TX 75247 • 1.800.595.7672

September 18, 2025

Brothers and Sisters,

A group grievance has been filed on behalf of the membership regarding the following additions to the Company's Basic Principles of Conduct:

- ***Failure to adhere to the Seatbelt Policy shall warrant a Final Letter of Warning. Subsequent incidents shall warrant termination.***
- ***Any attempt to tamper with or circumvent safety controls on a motor vehicle shall warrant termination.***

These additions fail to comply with the just cause requirements of our contractual language in addition to past practice regarding alleged violations of safety protocols.

While safety is a top priority, using tragic incidents to circumvent the contract and propel their continued "attrition through discipline" strategy is unacceptable. We will fight to ensure that the mutually agreed upon language in Article 20 – Grievance Procedures is followed in disciplinary proceedings.

The increase in these incidents is a teachable moment to remind everyone to please continue to follow the G.O.M. and adhere to all safety protocols, especially when it comes to the usage of seatbelts when operating equipment.

An update on the arbitration date will be provided when it becomes available.

In Solidarity,

Tony Slavings
1st Vice President
TWU Local 555