



TRANSPORT WORKERS UNION LOCAL 555

REPRESENTING THE RAMP, OPERATIONS, PROVISIONING, AND FREIGHT AGENTS OF SOUTHWEST AIRLINES
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December 1, 2025

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Brothers and Sisters,

We have received a decision regarding our Kronos Clock Out Process Group Grievance that was arbitrated on July 16, 2025.

The Arbitrator rendered a split decision based on the arguments provided by the Local and the Company and in their ruling, stipulated language that is precedent and referable aligning with your contractual rights to ensure that meal periods are scheduled and received per the language in Article Six.

For background purposes, it was our assertion that acknowledging a message in Kronos upon clocking out could potentially be claimed to be a waiver of our rights; the Arbitrator agreed on those merits, and their decision affirms this.

As corroborated in the Company's Ground Ops News dated November 20, 2025:

Employees who feel they did not receive a reasonable opportunity to take a meal or rest break must continue to clock out and follow standard procedures to notify a Leader and/or SSO.

Selecting "Okay" on the time clock does not waive any grievance rights.

In addition, the Arbitrator ruled that any changes to the Company's verbiage in the Kronos clock out message must be communicated to the Local and the membership in advance of the update.

Protecting our C.B.A. is protecting our membership; our members will not be intimidated, manipulated, or coerced into waiving the rights they've fought for and won, and ultimately this decision delivers that necessary protection in the clock out process.

In Solidarity,

TWU Local 555 Executive Board