



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

Introduction

History and Legacy of TWU:

- Founded in 1934 by Michael J. Quill
- Michael Quill's refusal to discriminate against race or job title helped the success of TWU
- The newly formed Union was successful during the Great Depression
- From strikes and sit-ins TWU gained recognition and were able to collectively bargain for workers
- Following success in New York City, TWU expanded to other transit and railroad employees in the 1940s, Airline workers began joining TWU soon thereafter.
- TWU's record on Civil Rights is unparalleled.
- Dr. Martin Luther King, Jr. addressed the 1961 TWU convention.

History of TWU Local 555

- Southwest Airlines began flying in June of 1971
- Ramp, Operations, Air Freight, and Provisioning Employees joined IAM in 1979
- In 1984 a vote was held to keep IAM or switch to Teamsters, since 50% of the membership did not participate in the vote, the IAM was decertified.
- Herb Kelleher gave the former IAM employees a contract with grievance procedures and rights.
- In 1986 the independent ROPA association was formed
- In 1996 the members of ROPA voted to join the Transport Worker's International Union - Local 555 was born.

Most of Southwest Airlines employees are unionized. Our Local, 555 is the third largest in TWU.

Know your officers and local reps. These officers are elected by YOU, the members. Participate in Union, J-Line and breakroom meetings. Enforce the CBA and vote in all elections. The best way to establish solidarity is through communication and education.

If you or anyone else's safety is not at risk, do what you are told by your leader or manager and then talk to your local rep about grieving it if your rights were violated. **BE SAFE**, be aware of your surroundings and report any accident to a leader, no matter what it is.



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Officers:

Tony Slavings - **President** (MCI Provo)
Tyler Cluff - **1st Vice President** (PHX OPS)
Bryan Gaulle - 2nd Vice President (BNA Ramp)
Jason Sonnabaum Financial Secretary-Treasurer (SAN Ramp)
Kate Callen - **Recording Secretary** (BNA Ramp)

District Representatives:

George Davis - District 1 (BWI Ramp)
Edgar Jimenez - District 2 (MCO Ramp)
Dan Chriss - District 3 (MDW Ramp)
J.P. Loregnard - District 4 (ATL Ramp)
Mark Koudelka - District 5 (SAT OPS)
Sean Briones - **District 6** (AUS Provo)
James Barrett - District 7 (LAX Ramp)
Sam Conte - District 8 (DEN Ramp)
De Mon Murphy - District 9 (SMF Provo)

Grievance Specialist:

Curtis Clevenger
Brian Smith
Oscar Camara
Troy Lamont
Cort Heywood
Robbie Gadd
Ryan Wittmuss (Covered Work)
Mike Martinez (Leave)

Office Staff:

Dionna Standifer - Office Admin
Glenna Flippin - Grievance Admin
Margaret Sadler - Grievance Admin
Jordan Fenn - Systems Administrator

STATION REPRESENTATIVES

GEORGE DAVIS <i>District 1</i>		EDGAR JIMENEZ <i>District 2</i>		DAN CHRISS <i>District 3</i>		J.P. LOREGNARD <i>District 4</i>		MARK KOUDELKA <i>District 5</i>	
ALB	Dave Gross	ECP	Ray Haniacek	BNA-O	Allie Ricketts	ATL-O	Ronnie Wilson	AMA	Brian White
BDL	Rob Lacombe	FLL-O	Roy Lara	BNA-R	Evan Sowards	ATL-R	Darrin Johnston	BHM	Joe Bugaj
BOS	Mike Lasky	FLL-R	Christopher Ortiz	BNA-P	Alan Gunter	ATL-P	JP Loregnard	CRP	Breeanne Barker
BUF	Lee Churchill	FLL-P	Jesie Guillen	CLE	Karam Hasrouni	CHS	Wade Hainline	DAL-O	Kolby Renspurger
BWI-O	Melissa Forester	JAX	James Curry	CMH	Tony Vassel	GSP	Chris Rosecrans	DAL-R	Mike Clavin
BWI-R	Justin Nicholson	MCO-O	Diego Soler Santaliz	CMH-O	Savannah Bauer	IND-R	Afton Mattie	DAL-P	Juan Salas
BWI-P	Chad Brand	MCO-R	Khayan Martinez Reyes	CVG	Doug Silvestro	IND-O	Eric Dennis	HOU-O	Don Daniels
DCA-O	Brandon Dunaway	MCO-P	Darryl Wallington	DTW	Charles King	JAN	Fred Nelson	HOU-R	Gilbert Perez
DCA-R	Dion Mitchell	MIA	Dwayne Young	MDW-O	Marvell Hicks	MEM	Mike Bracey	HOU-P	Blake Knapschaefer
IAD	Ryan White	MSY-O	Elizabeth Davis	MDW-R	Wally Matys	MYR	Travis Andrews	HRL	Alfredo Ramos
ISP	Rich Strain	MSY-R	John Romano	MDW-P	Dohn Conley	ORF	Simone Motley	LBB	Donald Douglas
LGA	Tony Larson	PBI	Oscar Solis	MKE-R	Jen Charles	RDU	Corey Williams	MAF	Sara Davidson
MHT	Brian Cook	RSW	Danny Banos	MKE-O	Colleen Thomas	SDF	Bo Wallace	SAT-O	Kerly Rada Iturralde
PHL-O	Fred Andre	SRQ	Joe Clinton	ORD	John Hansen	STL-R	Paul Davis	SAT-R	Carey Olfers
PHL-R	Eddie Coleman	TPA-O	Greg Gamboni	PIT	Adam Taylor	STL-P	Justin Smith		
PVD	Sean Hamaker	TPA-R	Michael Crouch			STL-O	Amber Mann		
		TPA-P	Antonio Rivas						
		VPS	Edgar Jimenez						

SEAN BRIONES <i>District 6</i>		JAMES BARRETT <i>District 7</i>		SAM CONTE <i>District 8</i>		DE MON MURPHY <i>District 9</i>	
ABQ-O	Tino Williams	BUR-O	Michael Alvarez	COS	Bradley O'Donald	BOI	Curtis Mihm
ABQ-R	Hugh Barlow	BUR-R	Brian Garcia	DEN-O	Kevin Schmursal	GEG	Cory Marsh
AUS-O	AC Contreras	LAS-O	Jay Fenimore	DEN-R	Hunter Schanfish	HNL-O	Nick Ashe
AUS-R	Jessica Riddle	LAS-R	Clyde Hooper	DEN-P	Jeremy Crum	HNL-R	Ricky Maines
AUS-P	Traygen Scales	LAS-P	Sam Arredondo	LIT	Markel Ricks	ITO	Mauloa Weissman
ELP	Adan Robles	LAX-O	Eddie Mangum	MCI-O	Clint Waisner	KOA	Michael Lockhart
OKC	Jesse Perez	LAX-R	Ricky Perez	MCI-R	David Affolter	LIH	Sonny Keleoma
PHX-O	Corey Cross	LAX-F	Kevin Bryant	MCI-P	TJ Boydston	OGG	Matt Mason
PHX-R	Mark Waddle	LAX-P	Alex Ventura	MSP	Alex Parkin	PDX-O	Anna Arroyo
PHX-P	John Hull	LGB-O	John Ward	OAK-O	Anthony Germano	PDX-R	Gerardo Morales
PHX-F	David Beebe	LGB-R	Adam Harvey	OAK-R	Terrell Singleton	SEA-O/P	Steve Sachava
SAN-O	Mark Dexter	ONT-R	Mario Felix	OAK-P	Tony Alexander	SEA-R	Shawn Ufer
SAN-R	Ricky Hobson	ONT-O	Ian Cunningham	OMA	Shane Martinez	SJC-O	Angelica Dumas
SAN-P	JT Aspinall	RNO	Jorge Veloz			SJC-R	Sione Vaiomounga
SLC-R	Adam Kebulis	SFO-O	Yip Yu			SJC-P	Ariana Sagapolu
SLC -O	Joseph Minck	SFO-R	Vern DeShong			SMF-O	Jose Landeros
TUL	Dwight Williams	SNA-O	Miguel Rodriguez			SMF-R	Ryan Wentz
TUS	James Malbon	SNA-R	Jessie Perez			SMF-P	Sopheak Yath

<https://www.twu555.org/station-reps>



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Civil & Human Rights Committee:

Bryan Gaulle - Liaison
Marvell Hicks (Chair)
Juron Cherry
Jerald White
Anthony Holmes
Fred Andre
Anna Arroyo
Don Randall
Michelle Garay Rivas
Jesus Gomez Garcia
Eddie Magnum
AJ Tapper
Fredrick Jones

Veteran's Committee:

Please register with the INTL:

<http://veterans.twu.org/register/> and
email veterans@twu555.org to receive your lapel
pins

JP Loregnard - Liaison
Victor Zilinskas
Jimmy Phillips
Kevin Kelly
Darryl Wallington

Committee on Political Education:

Jason Sonnabaum - Liaison
Chris Avila (Chair)
Devon Darroch
Trayvon Scales
Michelle Beloney
Mark Orwat

Education Committee:

Tony Slavings - Liaison
Mark Waddle (Chair)
Jay Fenimore
Brandon Battle
Nathan Manigault
Max Borjon
Ed Green
Kate Callen
Chris Lampe
Ryan Wentz

Election Committee:

Bryan Gaulle - Liaison
Neil Tanner (Chair)
Roy Nabors
Rich Perry
Melvin Baker

Communications Committee:

Jason Sonnabaum - Liaison
Eric Peterson (Chair)
Jordan Fenn (Website Administrator)
Brian Goins (Photographer/Videographer)
Nick Ashe (Photographer/Videographer)

Safety and Health Committee:

Tony Slavings - Liaison
Karl Mager (Chair)
Steve Riley (Co-Chair)
Rudy Del Real
Dina Enders
Dan Hilton
Randy Smith

Future Leaders Organizing Committee:

Dan Chriss - Liaison
Mike Crouch (Chair)
Daja Ruiz (Co-Chair)
Zachary Urgento
Brandon Bryant
Chalmers Tyler
Cypress McFadden
Paul Davis
Jorge Veloz
Rebecca Tuialuuluu

Working Women's Committee:

George Davis - Liaison
Kenya Rawlings (Chair)
Charis Dorsey (Co-Chair)
Melissa Forester
Keneshia Louis
Katie Lisenbee
Cordelia Diggins
Linda Sanchez
Andrea Tyus

twu555.org/meal-calculator

1st	2nd	3rd	4th	5th	6th	7th	8th	8 and 1/2th
0400-0459	0500-559	0600-659	0700-759	0800-859	0900-959	1000-1059	1100-1159	1200-1230
0415-0514	0515-0614	0615-0714	0715-0814	0815-0914	0915-1014	1015-1114	1115-1214	1215-1245
0430-0529	0530-0629	0630-0729	0730-0829	0830-0929	0930-1029	1030-1129	1130-1229	1230-1300
0445-0544	0545-0644	0645-0744	0745-0844	0845-0944	0945-1044	1045-1144	1145-1244	1245-1315
0500-0559	0600-0659	0700-0759	0800-0859	0900-0959	1000-1059	1100-1159	1200-1259	1300-1330
0515-0614	0615-0714	0715-0814	0815-0914	0915-1014	1015-1114	1115-1214	1215-1314	1315-1345
0530-0629	0630-0729	0730-0829	0830-0929	0930-1029	1030-1129	1130-1229	1230-1329	1330-1400
0545-0644	0645-0744	0745-0844	0845-0944	0945-1044	1045-1144	1145-1244	1245-1344	1345-1415
0600-0659	0700-0759	0800-0859	0900-0959	1000-1059	1100-1159	1200-1259	1300-1359	1400-1430
0615-0714	0715-0814	0815-0914	0915-1014	1015-1114	1115-1214	1215-1314	1315-1414	1415-1445
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0645-0744	0745-0844	0845-0944	0945-1044	1045-1144	1145-1244	1245-1344	1345-1444	1445-1515
0700-0759	0800-0859	0900-0959	1000-1059	1100-1159	1200-1259	1300-1359	1400-1459	1500-1530
0715-0814	0815-0914	0915-1014	1015-1114	1115-1214	1215-1314	1315-1414	1415-1514	1515-1545
0730-0829	0830-0929	0930-1029	1030-1129	1130-1229	1230-1329	1330-1429	1430-1539	1530-1600
0745-0844	0845-0944	0945-1044	1045-1144	1145-1244	1245-1344	1345-1444	1445-1544	1545-1615
0800-0859	0900-0959	1000-1059	1100-1159	1200-1259	1300-1359	1400-1459	1500-1559	1600-1630
0815-0914	0915-1014	1015-1114	1115-1214	1215-1314	1315-1414	1415-1514	1515-1614	1615-1645
0830-0929	0930-1029	1030-1129	1130-1229	1230-1329	1330-1429	1430-1529	1530-1629	1630-1700
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1130-1229	1230-1329	1330-1429	1430-1529	1530-1629	1630-1729	1730-1829	1830-1929	1930-2000
1145-1244	1245-1344	1345-1444	1445-1544	1545-1644	1645-1744	1745-1844	1845-1944	1945-2015
1200-1259	1300-1359	1400-1459	1500-1559	1600-1659	1700-1759	1800-1859	1900-1959	2000-2030
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1245-1344	1345-1444	1445-1544	1545-1644	1645-1744	1745-1844	1845-1944	1945-2044	2045-2115
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1445-1544	1545-1644	1645-1744	1745-1844	1845-1944	1945-2044	2045-2144	2145-2244	2245-2315
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1600-1659	1700-1759	1800-1859	1900-1959	2000-2059	2100-2159	2200-2259	2300-2359	0000-0030

1615-1714	1715-1814	1815-1914	1915-2014	2015-2114	2115-2214	2215-2314	2315-0014	0015-0045
1630-1729	1730-1829	1830-1929	1930-2029	2030-2129	2130-2229	2230-2329	2330-0029	0030-0100
1645-1744	1745-1844	1845-1944	1945-2044	2045-2144	2145-2244	2245-2344	2345-0044	0045-0115
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1715-1814	1815-1914	1915-2014	2015-2114	2115-2214	2215-2314	2315-0014	0015-0114	0115-0145
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1800-1859	1900-1959	2000-2059	2100-2159	2200-2259	2300-2359	0000-0059	0100-0159	0200-0230
1815-1914	1915-2014	2015-2114	2115-2214	2215-2314	2315-0014	0015-0114	0115-0214	0215-0245
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1845-1944	1945-2044	2045-2144	2145-2244	2245-2344	2345-0044	0045-0144	0145-0244	0245-0315
1900-1959	2000-2059	2100-2159	2200-2259	2300-2359	0000-0059	0100-0159	0200-0259	0300-0330
1915-2014	2015-2114	2115-2214	2215-2314	2315-0014	0015-0114	0115-0214	0215-0314	0315-0345
1930-2029	2030-2129	2130-2229	2230-2329	2330-0029	0030-0129	0130-0229	0230-0329	0330-0400
1945-2044	2045-2144	2145-2244	2245-2344	2345-0044	0045-0144	0145-0244	0245-0344	0345-0415
2000-2059	2100-2159	2200-2259	2300-2359	0000-0059	0100-0159	0200-0259	0300-0359	0400-0430
2015-2114	2115-2214	2215-2314	2315-0014	0015-0114	0115-0214	0215-0314	0315-0414	0415-0445
2030-2129	2130-2229	2230-2329	2330-0029	0030-0129	0130-0229	0230-0329	0330-0429	0430-0500
2045-2144	2145-2244	2245-2344	2345-0044	0045-0144	0145-0244	0245-0344	0345-0444	0445-0515
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2130-2229	2230-2329	2330-0029	0030-0129	0130-0229	0230-0329	0330-0429	0430-0529	0530-0600
2145-2244	2245-2344	2345-0044	0045-0144	0145-0244	0245-0344	0345-0444	0445-0544	0545-0615
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2330-0029	0030-0129	0130-0229	0230-0329	0330-0429	0430-0529	0530-0629	0630-0729	0730-0800
2345-0044	0045-0144	0145-0244	0245-0344	0345-0444	0445-0544	0545-0644	0645-0744	0745-0815
0000-0059	0100-0159	0200-0259	0300-0359	0400-0459	0500-0559	0600-0659	0700-0759	0800-0830
0015-0114	0115-0214	0215-0314	0315-0414	0415-0514	0515-0614	0615-0714	0715-0814	0815-0845
0030-0129	0130-0229	0230-0329	0330-0429	0430-0529	0530-0629	0630-0729	0730-0829	0830-0900
0045-0144	0145-0244	0245-0344	0345-0444	0445-0544	0545-0644	0645-0744	0745-0844	0845-0915
0100-0159	0200-0259	0300-0359	0400-0459	0500-0559	0600-0659	0700-0759	0800-0859	0900-0930
0115-0214	0215-0314	0315-0414	0415-0514	0515-0614	0615-0714	0715-0814	0815-0914	0915-0945
0130-0229	0230-0329	0330-0429	0430-0529	0530-0629	0630-0729	0730-0829	0830-0929	0930-1000
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0200-0259	0300-0359	0400-0459	0500-0559	0600-0659	0700-0759	0800-0859	0900-0959	1000-1030
0215-0314	0315-0414	0415-0514	0515-0614	0615-0714	0715-0814	0815-0914	0915-1014	1015-1045
0230-0329	0330-0429	0430-0529	0530-0629	0630-0729	0730-0829	0830-0929	0930-1029	1030-1100
0245-0344	0345-0444	0445-0544	0545-0644	0645-0744	0745-0844	0845-0944	0945-1044	1045-1115
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0315-0414	0415-0514	0515-0614	0615-0714	0715-0814	0815-0914	0915-1014	1015-1114	1115-1145
0330-0429	0430-0529	0530-0629	0630-0729	0730-0829	0830-0929	0930-1029	1030-1129	1130-1200
0345-0444	0445-0544	0545-0644	0645-0744	0745-0844	0845-0944	0945-1044	1045-1144	1145-1215

These examples are for 6 and 6½ hour shifts.

1st	Meal Period Falls Between	6th	6½th
0000-0059	0200-0359	0500-0559	
0015-0114	0215-0414	0515-0614	
0030-0129	0230-0429	0530-0629	
0045-0144	0245-0444	0545-0644	
0100-0159	0300-0459	0600-0659	
0115-0214	0315-0514	0615-0714	
0130-0229	0330-0529	0630-0729	
0145-0244	0345-0544	0645-0744	
0200-0259	0400-0559	0700-0759	
0215-0314	0415-0614	0715-0814	
0230-0329	0430-0629	0730-0829	
0245-0344	0445-0644	0745-0844	
0300-0359	0500-0659	0800-0859	
0315-0414	0515-0714	0815-0914	
0330-0429	0530-0729	0830-0929	
0345-0444	0545-0744	0845-0944	
0400-0459	0600-0759	0900-0959	
0415-0514	0630-0829	0915-1014	1015-1045
0430-0529	0645-0844	0930-1029	1030-1100
0445-0544	0700-0859	0945-1044	1045-1115
0500-0559	0715-0914	1000-1059	1100-1130
0515-0614	0730-0929	1015-1114	1115-1145
0530-0629	0745-0944	1030-1129	1130-1200
0545-0644	0800-0959	1045-1144	1145-1215
0600-0659	0815-1014	1100-1159	1200-1230
0615-0714	0830-1029	1115-1214	1215-1245
0630-0729	0845-1044	1130-1229	1230-1300
0645-0744	0900-1059	1145-1244	1245-1315
0700-0759	0915-1114	1200-1259	1300-1330
0715-0814	0930-1129	1215-1314	1315-1345
0730-0829	0945-1144	1230-1329	1330-1400
0745-0844	1000-1159	1245-1344	1345-1415
0800-0859	1015-1214	1300-1359	1400-1430
0815-0914	1030-1229	1315-1414	1415-1445
0830-0929	1045-1244	1330-1429	1430-1500
0845-0944	1100-1259	1345-1444	1445-1515
0900-0959	1115-1314	1400-1459	1500-1530
0915-1014	1130-1329	1415-1514	1515-1545
0930-1029	1145-1344	1430-1529	1530-1600
0945-1044	1200-1359	1445-1544	1545-1615
1000-1059	1215-1414	1500-1559	1600-1630
1015-1114	1230-1429	1515-1614	1615-1645
1030-1129	1245-1444	1530-1629	1630-1700
1045-1144	1300-1459	1545-1644	1645-1715
1100-1159	1315-1514	1600-1659	1700-1730
1115-1214	1330-1529	1615-1714	1715-1745
1130-1229	1345-1544	1630-1729	1730-1800
1145-1244	1400-1559	1645-1744	1745-1815
1200-1259	1415-1614	1700-1759	1800-1830
1215-1314	1430-1629	1715-1814	1815-1845
1230-1329	1445-1644	1730-1829	1830-1900
1245-1344	1500-1659	1745-1844	1845-1915
1300-1359	1515-1714	1800-1859	1900-1930
1315-1414	1530-1729	1815-1914	1915-1945
1330-1429	1545-1744	1830-1929	1930-2000
1345-1444	1600-1759	1845-1944	1945-2015
1400-1459	1615-1814	1900-1959	2000-2030
1415-1514	1630-1829	1915-2014	2015-2045
1430-1529	1645-1844	1930-2029	2030-2100
1445-1544	1700-1859	1945-2044	2045-2115
1500-1559	1715-1914	2000-2059	2100-2130
1515-1614	1730-1929	2015-2114	2115-2145
1530-1629	1745-1944	2030-2129	2130-2200
1545-1644	1800-1959	2045-2144	2145-2215
1600-1659	1815-2014	2100-2159	2200-2230
1615-1714	1830-2029	2115-2214	2215-2245
1630-1729	1845-2044	2130-2229	2230-2300
1645-1744	1900-2059	2145-2244	2245-2315
1700-1759	1915-2114	2200-2259	2300-2330
1715-1814	1930-2129	2215-2314	2315-2345
1730-1829	1945-2144	2230-2329	2330-0000
1745-1844	2000-2159	2245-2344	2345-0015
1800-1859	2000-2159	2300-2359	
1815-1914	2015-2214	2315-0014	
1830-1929	2030-2229	2330-0029	
1845-1944	2045-2244	2345-0044	
1900-1959	2100-2259	0000-0059	
1915-2014	2115-2314	0015-0114	
1930-2029	2130-2329	0030-0129	
1945-2044	2145-2344	0045-0144	
2000-2059	2200-2359	0100-0159	
2015-2114	2215-0014	0115-0214	
2030-2129	2230-0029	0130-0229	
2045-2144	2245-0044	0145-0244	

SOUTHWEST AIRLINES/TWU LOCAL 555 GRIEVANCE FORM

PLEASE TYPE OR PRINT CLEARLY

Obtain From TWU 555 Office 1-800-595-7672

Complete at Station Level - Please Print

Case Number: _____

<u>Grievant Name</u> _____		<u>Location</u> _____	<u>Employee Number</u> _____ Yes ☐ No ☐
<u>Company Seniority Date</u> _____	<u>Classification Seniority Date</u> _____	<u>Phone Number</u> _____	<u>Texting? (circle one)</u> _____
<u>Position</u> _____		<u>From:</u> _____	<u>To:</u> _____
<u>Date Of Incident</u> _____		<u>Preferred time of contact</u> _____	
<u>Date Grievance Filed</u> _____		NO WNCO EMAIL ADDRESSES	
		<u>Email Address</u> _____	
		<u>Specific Article(s) Involved</u> _____	

Employee Statement of Grievance:

IF THE GRIEVANCE IS FOR A TERMINATION, ONLY THE HIGHLIGHTED SECTIONS NEED TO BE FILLED OUT, AND SENT DIRECTLY TO THE UNION OFFICE. TERMINATION GRIEVANCES ARE NOT FILED WITH MANAGEMENT

Remedy or Settlement Sought:

I hereby authorize TWU to act on my behalf in the disposition and settlement of this grievance.

Grievant Signature _____ Date _____

TWU Representative/Designee Signature _____

Date Grievance Forwarded to Department or Assistant Manager or Designee: **MANAGEMENT INITIALS HERE TO ACCEPT**

Decision:

MANAGEMENT WRITES THEIR STEP 1 DECISION HERE

Department or Assistant Manager or Designee Signature: _____ Date _____

TWU Representative Signature: _____ Date _____

Settlement Accepted: YES ☐ NO ☐

Date Grievance Forwarded to Station or Provisioning Manager or Designee: **MANAGEMENT INITIALS HERE TO ACCEPT**

Decision:

MANAGEMENT WRITES THEIR STEP 2 DECISION HERE IF THE STEP 1 DECISION IS NOT ACCEPTED

Station Manager Signature: _____ Date _____

TWU Local 555 Representative Signature: _____ Date _____

Settlement Accepted: YES ☐ NO ☐

Forwarded to Local 555 Office: Yes ☐ No ☐ Date _____

Referred to District Representative: Yes ☐ No ☐ Date _____

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TWU 555
BYLAWS



TWU
CONSTITUTION



TWU 555
INTERPS



TWU 555
FAST FACTS





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NEW HIRE ORIENTATION DOCUMENTATION 2025 •

SAFETY

HEAT If you need a break from the heat, you have a right to take one. Take some time to get water, rest and time in the shade. Always communicate these needs to your immediate supervisor. If you feel these needs are being denied by management, consult your union representative. Once you have recovered, return to your assigned task.

Dehydrated? Urine trouble.

Well hydrated: No trouble from dehydration.
Dehydrated: Drink a liter or more water to stay out of trouble!
Dehydrated: Trouble! Drink water until you are well hydrated.
Severely dehydrated: Big trouble! Drink water immediately!

Don't wait to hydrate! Prevent heat illness.

Heat Illness Prevention | [osha.gov/heat](https://www.osha.gov/heat) | OSHA

COLD When the weather is chilly, you should wear; 1-2 layers and warm/waterproof shoes. When the weather is cold, you should wear; 2-3 layers, gloves and waterproof boots. When the weather is extremely cold, you should wear; 3+ layers, gloves, warm hat and waterproof boots.

		Temperature (°F)																		
		calm	40	35	30	25	20	15	10	5	0	-5	-10	-15	-20	-25	-30	-35	-40	-45
Wind (mph)	5	36	31	25	19	13	7	1	-5	-11	-16	-22	-28	-34	-40	-46	-52	-57	-63	-69
	10	34	27	21	15	9	3	-4	-10	-16	-22	-28	-35	-41	-47	-53	-59	-66	-72	-78
	15	32	25	19	13	6	0	-7	-13	-19	-26	-32	-39	-45	-51	-58	-64	-71	-77	-83
	20	30	24	17	11	4	-2	-9	-15	-22	-29	-35	-42	-48	-55	-61	-68	-74	-81	-87
	25	29	23	16	9	3	-4	-11	-17	-24	-31	-37	-44	-51	-58	-64	-71	-78	-84	-90
	30	28	22	15	8	1	-5	-12	-19	-26	-33	-39	-46	-53	-60	-67	-73	-80	-87	-93
	35	28	21	14	7	0	-7	-14	-21	-27	-34	-41	-48	-55	-62	-69	-76	-82	-89	-95
	40	27	20	13	6	-1	-8	-15	-22	-29	-36	-43	-50	-57	-64	-71	-78	-84	-91	-97
	45	26	19	12	5	-2	-9	-16	-23	-30	-37	-44	-51	-58	-65	-72	-79	-86	-92	-98
	50	26	19	12	4	-3	-10	-17	-24	-31	-38	-45	-52	-60	-67	-74	-81	-88	-95	-101
Wind Chill (°F)	55	25	18	11	4	-3	-11	-18	-25	-32	-39	-46	-54	-61	-68	-75	-82	-89	-97	-103
	60	25	17	10	3	-4	-11	-19	-26	-33	-40	-48	-55	-62	-69	-76	-84	-91	-98	-104
	65	25	17	10	3	-4	-11	-19	-26	-33	-40	-48	-55	-62	-69	-76	-84	-91	-98	-104

Prohibit Times

30 minutes

10 minutes

5 minutes

Wind Chill (°F) = 35.74 + 0.6215T - 35.75(V^{0.16}) + 0.4275T(V^{0.16})

Where, T= Air Temperature (°F) V= Wind Speed (mph)

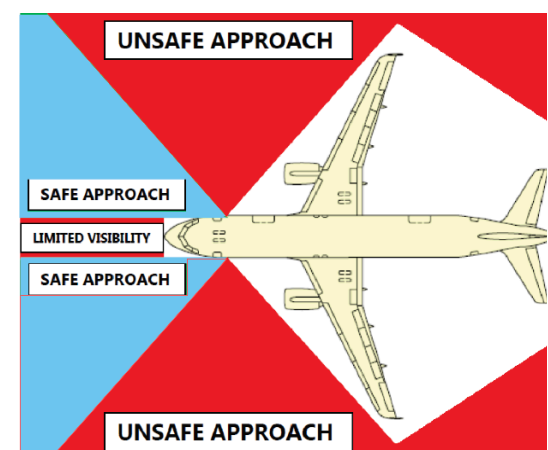
Effective 11/01/01

DRIVING Driving and working on the ramp can be very dangerous, however we can all take steps to make the ramp a safer place. Inspect all equipment prior to operating per GOM. Perform brake checks. Take bad weather or wet/snow conditions into consideration when you're driving. Wear your seat belt. All passengers must also wear seat belts at all times.



AIRCRAFT One of the biggest dangers when working around an aircraft is its engines. Industry experts reviewed practices and found several concerns;

- 1) Poor communication
- 2) Lack of industry standardization
- 3) Familiarity with procedures
- 4) Inadequate supervision/oversight





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Occurrence	Timeframe		Points
	Call Ins	Report to Work	
Reported Tardy	Prior to start of shift	Within 2 hours of start of shift; otherwise sent home and charged with no show.	0.5
Sick Call	At least 30 Minutes prior to start of shift.	N/A	1 for 1-2 days .5 for day 3 .5 for day 4 for a maximum of 2.
Reported Personal Absence (RPA)	At least 30 Minutes prior to start of shift.	N/A	1
Unreported Tardy	Within 30 Minutes after the start of the shift.	Within 1.5 hours of start of shift	1
No Show (Unreported Absence)	N/A	If reporting to work more than 30 or more minutes late without calling in.	2
Non Chargeable Occurrence (NCO)	Must work at least 4 hours of a scheduled shift.	N/A	No charge if agent has not used an NCO in the previous six months.

Current Pay Step	Current Rates	New Pay Step	Ramp/Provo Rates of Pay				
			4/1/2024	4/1/2025	4/1/2026	4/1/2027	4/1/2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$ 17.00	New Hire	\$19.45	\$20.03	\$20.63	\$21.25	\$21.89
6 Month	\$ 17.00						
Step 1	\$ 17.00	Step 1	\$20.11	\$20.72	\$21.34	\$21.98	\$22.64
Step 2	\$ 17.80	Step 2	\$21.07	\$21.71	\$22.36	\$23.03	\$23.72
Step 3	\$ 18.60	Step 3	\$21.94	\$22.60	\$23.28	\$23.98	\$24.70
Step 4	\$ 19.39	Step 4	\$23.11	\$23.81	\$24.52	\$25.26	\$26.02
Step 5	\$ 20.19	Step 5	\$24.85	\$25.59	\$26.36	\$27.15	\$27.96
Step 6	\$ 21.73	Step 6	\$26.03	\$26.81	\$27.61	\$28.44	\$29.29
Step 7	\$ 22.81	Step 7	\$27.21	\$28.03	\$28.87	\$29.74	\$30.63
Step 8	\$ 23.87	Step 8	\$28.74	\$29.61	\$30.50	\$31.42	\$32.36
Step 9	\$ 24.95	Step 9	\$30.77	\$31.70	\$32.65	\$33.63	\$34.64
Step 10	\$ 26.02	Step 10	\$38.00	\$39.14	\$40.31	\$41.52	\$42.77
Step 11*	\$ 32.06						

* As a result of step compression, New Hire Step & 6 month will combine to become New Hire Step.
Step 10 & Step 11 will combine to become the new top of scale hourly rate.

Current Pay Step	Current Rates	New Pay Step	Ops/Cargo Rates of Pay				
			4/1/2024	4/1/2025	4/1/2026	4/1/2027	4/1/2028
				3.0%	3.0%	3.0%	3.0%
New Hire	\$ 17.41	New Hire	\$19.80	\$20.40	\$21.01	\$21.64	\$22.29
6 Month	\$ 17.41						
Step 1	\$ 17.41	Step 1	\$20.46	\$21.08	\$21.71	\$22.36	\$23.03
Step 2	\$ 18.21	Step 2	\$21.42	\$22.07	\$22.73	\$23.41	\$24.11
Step 3	\$ 19.01	Step 3	\$22.29	\$22.96	\$23.65	\$24.36	\$25.09
Step 4	\$ 19.76	Step 4	\$23.46	\$24.17	\$24.90	\$25.65	\$26.42
Step 5	\$ 20.54	Step 5	\$25.20	\$25.95	\$26.73	\$27.53	\$28.36
Step 6	\$ 22.08	Step 6	\$26.38	\$27.17	\$27.99	\$28.83	\$29.69
Step 7	\$ 23.16	Step 7	\$27.56	\$28.39	\$29.24	\$30.12	\$31.02
Step 8	\$ 24.22	Step 8	\$29.09	\$29.97	\$30.87	\$31.80	\$32.75
Step 9	\$ 25.30	Step 9	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03
Step 10	\$ 26.37	Step 10	\$38.35	\$39.50	\$40.69	\$41.91	\$43.17
Step 11*	\$ 32.41						

* As a result of step compression, New Hire Step & 6 month will combine to become New Hire Step. Step 10 & Step 11 will combine to become the new top of scale hourly rate.



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FTO	FHL
Must work 40 hours (Including LWOP)	Must work 40 hours (Including LWOP)
Accrued the previous year	One per month
Paid out on 01/05/2026 if not used	Paid out at the end of month if not used
Banked and/or carried over to next month	Not able to carry over
Able to use multiple in one month or none	One per month.
Hire date determines the amount of days awarded (See below)	Up to 10 awarded (one per month) throughout the year regardless of hire date
Bid after FHL closes	Bid after Shift bid

If you were hired by the 11th of the month: (These calculations are **ONLY** if you elect FTO's)

January 2024: **10 FTO**

February 2024: **9 FTO**

March 2024: **8 FTO**

April 2024: **7 FTO**

May 2024: **6 FTO**

June 2024: **5 FTO**

July 2024: **4 FTO**

August 2024: **3 FTO**

September 2024: **2 FTO**

October 2024: **1 FTO**

DAT Days/Block Weeks

1 month: **1 day**

2 months: **2 days**

3 months: **3 days**

4 months: **4 days**

5 months: **4 days***

6 months: **5 days**

7 months: **6 days**

8 month: **7 days**

9 months: **8 days**

10 months: **9 days**

11 months: **9 days***

12 months: **10 days**

*Not a typo!

If you were hired after June, you must elect all DAT days. Before June, you are eligible for one block week and the remaining days as DAT's.

If you have... (all eligible for block week)

ONE YEAR- 2 weeks vacation

TEN YEARS- 4 weeks vacation

FIVE YEARS- 3 weeks vacation

EIGHTEEN YEARS- 5 weeks vacation

401K match is dollar for dollar up to 10.0%.



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10-hour Rest Rule

“L. 10 Hour Rest Rule. Employees shall not be scheduled regular shift assignments which shall cause Employees to have less than a ten (10) hour rest period between shifts, except as a result of a shift bid change, shift trade, or voluntary overtime assignment. If, due to a mandatory overtime assignment of four (4) hours or more, an Employee receives less than ten (10) hours of rest before his next regular scheduled shift, that Employee will elect one of the following two options:

1. Receive ten (10) hours rest, and be paid at his regular straight time rate for time lost from his regular work shift because of that rest; or

2. Waive the ten (10) hour rest requirement and be paid at the double time rate for all hours worked that were considered part of the ten (10) hour rest period.”

- Regular Scheduled Shift = Bidded Shift
- The 10 hour Rest Rule only applies when less than 10 hours of rest are available **after** working a mandatory overtime shift (4 hours or greater) and **before** the next regular scheduled shift (not a voluntary overtime shift or shift trades).
- A mandatory extension (less than 4 hours) does not count for this purpose.

To be assigned mandatory overtime, an agent must be notified in person or over the phone by a member of management. An assignment posted on a schedule or a phone message is not an appropriate method of notification.

If an agent chooses to work their regular shift after the waiving the 10-hour rest rule, the agent will be paid double time up until the 10 hours of time lapses. If an agent chooses to accept the 10-hours of rest, the agent will be paid straight time until the 10 hours of time lapses and will be required to clock in to work at that new start time.

AM Example:

05B-14 Bidded shift. 14-22B: MOT assigned.

TUES 05B-14 (Regular Shift) 14-22B (MOT) + 10 hours is the new start time for Wednesday if 10 rest is taken.

WED 08B-14 (10-hour rest taken) Agent must report to work at 08B. 05B-08B will be paid straight time.

WED 05B-14 (10-hour rest waived) Agent works through rest period. 05B-08B will be paid double time. 08B-14 will be paid Straight time

PM Example:

14-22B Schedule shift bid. 05B-14: MOT assigned

TUES 05B-14 (MOT) (10-hour rest taken) Agent clocks out at 1400. 14-22B will be paid straight time.

TUES 05B-14 (MOT) (10-hour rest waived) Agent works through the rest period. 14-22B will be paid Double time.