



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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October 16, 2018

TO: All TWU Members

FROM: Local Executive Board

SUBJECT: LEB & Staff Pay Adjustment

On October 3, 2018 during the Local Executive Board meeting it was determined that an adjustment in pay was needed to align the wages of LEB officers and Staff to offset an increase that was given and approved by the International Trustees to a single staff member during receivership. The increase given by the International Trustees amounted to a 26.7% increase in a single staff employees' annual salary. This large pay increase resulted in one office staff person being paid a higher rate of pay than the Grievance Specialists and all but one of the LEB members except the President.

The pay increase was given by the Trustees during the International's receivership period, with no consideration of the salaries of the LEB or other Staff personnel. By a majority vote, the Board voted a 4.3% increase be applied to each position. This action has elevated the pay in most cases to barely above the pay increase given by the International Trustees to the single staff member given the 26.7% raise prior without the approval of the Board, while maintaining the prior differentiation.

This is the first adjustment to the long-standing formula or scale that has been in place for over 20 years. The decision to adjust the rest of the current LEB officers and Staff in lieu of deducting from one employee was the course of action the LEB chose to take, given the actions taken by and passed down from the Trustees. This information is shared with the entire membership to show transparency concerning Union funds and how Local 555 is committed to upholding our constitutional bylaws, CBA, and informing each member moving forward.