



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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November 13, 2018

TO: All TWU Local 555 California Members

FROM: Local Executive Board

SUBJECT: CPSL Rules and FAQ's

In order to ensure the protection and compliance of our valued California members, we wanted to remind all California members of the Company's position in regards to the CPSL (California Protected Sick Leave) usage and accrual of eligible hours. SWA is now utilizing CPSL for your own personal illnesses also. This was grieved and due to the arbitrators ruling it has been determined that SWA is not in violation of the contract regarding the changes implemented mid-2017. Key components of the changes were:

CPSL (BUR,LAX,ONT,SJC,SFO,SNA,SMF)– You will not receive your full accrual of 48 hours as of January 1st instead you will receive 24 hours immediately and will accrue 4 hours per month until July 1st for your allowable amount. You may use Protected Sick Leave only if you have a corresponding number of Company-provided sick leave hours accrued and available. SWA will only apply Protected Sick Leave if you have a sufficient amount to cover all hours worked in a day. If you only have enough Protected Sick Leave to cover part of a day's work, normal attendance rules will apply and, absent a note, you will be charged the appropriate attendance point, and the protected sick leave bucket will not be reduced.

CPSL (SAN) – CPSL hours will be front loaded on January 1st or each year in the following amounts. 48 hours for Full-Time agents and 40 hours for Part-Time agents and additional hours based on 1 hour for every 30 worked.

CPSL (OAK) - In Oakland, 8 additional hours (instead of 4) will be allotted at the beginning of each month until the maximum accrual of 72 hours is reached on July 1st.

The most important thing is to make sure you check and know your available and accumulated totals to ensure protection. Each CA member should receive a Company email detailing the number of available CPSL hours. If you do not have enough to cover the entire shift(s) you will be assessed point(s). A full double will eat up 16 hours of CPSL. Due to the arbitration ruling the State has jurisdiction over the application of these laws. Many CA agents have filed claims with the State regarding the Company's position and are currently awaiting a ruling.

If you feel there has been a violation of the law, check with the State of California or with your local municipality. The Company's position and FAQ's have been attached to this memo with the sole purpose of education and to be used as a resource by our California members and should not be viewed as a representation of the Union's position.