



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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To: the TWU 555 Membership

March 27, 2020

From: the TWU 555 Local Executive Board (LEB)

Re: the Company's Emergency Time Off Program (ETOP)

As the details of this program have come to light, the LEB has reviewed the provisions of this program. Like we have previously mentioned, the Union was not involved in negotiating this program, and this was a unilateral offer of the Company to the employees. The LEB does not recommend taking this program as there are contractual rights that will be waived, however, if you feel this is the right thing for you to do, that is your personal decision, and we don't want any employee to feel like the Union is against them accepting the terms of this program.

The Union does want to point out some concerns that we want every employee to be aware of as they consider this program.

1) The ETOP is a Company program that is voluntary. If you agree to take this time off, you are agreeing to the terms of the program, and you are waiving your contractual rights if you do so. For example, our contract gives credit for LWOP hours toward your Freeday and FTO "time worked," but the ETOP program says you will not get credit. You will not be able to file a grievance over these issues at a later date as you have agreed to these terms and waived your contractual rights. The Union will file grievances if employees rights are violated who are not on the ETOP.

2) The United States Senate has passed a huge, two trillion dollar economic stimulus package that is expected to pass the House and be signed by the President in the coming days. If SWA accepts money under this package, they may be obligated to pay employees their full salary. If you elect this ETOP, you may be forfeiting money that SWA would be obligated to pay you under the terms of the stimulus package. We just simply do not know the full details of this bill and what benefits could be yours, and we will not know the full details prior to the deadline to apply for the ETOP. This may also include forfeiting any possible unemployment benefits.

The LEB understands that each individual's situation is different, and you need to make a decision that is best for your situation. We just want everyone to understand the possible benefits they may and will be waiving if accepting to take the ETOP.

Again, to all our hard working members, we know there is a lot of uncertainty at this time, and your Local Executive Board is committed to looking out for your best interest, protecting your jobs and safety. As always, please be safe out there in your work assignments. Follow the CDC guidelines to the best of your ability in practicing good hygiene and social distancing. Any future updates or developments, we will do our best to notify you as quickly as possible.