



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
ESTABLISHED IN 1996 • 1341 W MOCKINGBIRD LN STE 1050E DALLAS TX 75247 • 1.800.595.7672

President's update

COVID-19 update #17

June 2, 2020

Brothers and Sisters,

As we are all being affected by unprecedented challenges in our work and personal life, I wanted to provide a brief update on the impact of COVID-19 on SWA and on our membership. The entire global airline industry has never faced as large a challenge as we face today. The devastation is far worse than the impact of 9/11 and the 2008 financial crisis, combined. While all of our jobs are currently protected under the restrictions in the CARES Act and SWA's acceptance of \$3.2 billion in grant money that supports the costs of our pay and benefits, those restrictions are temporary and are scheduled to expire on September 30th, 2020. The CARES Act gives us time to consider options to help SWA weather this crisis.

If we are unable to address overstaffing through voluntary means SWA may have to consider involuntary furloughs or other measures. The materials you recently received from SWA regarding employee leaves (ETOs and EXTOS) and early out (VSP) programs are part of their effort to voluntarily reduce our headcount and costs, and most importantly, to help avoid future potential furloughs. It is important for you to carefully evaluate these programs. We are not alone. American, Delta, and United have announced the need to cut at least 30% of their current employee headcount, including management, through similar programs.

SWA has yet to announce a target for headcount reduction and has yet to offer any indication of any management concessions, leaves, or retirement packages. It would be helpful for SWA management to provide a leadership example to all employees as to the sacrifices that are required of all of us. Your response to the recent membership survey was greatly appreciated. These are important indicators of your willingness and ability to accept leaves and early outs. Based on SWA's many statements regarding their intention to jointly develop and collaborate on the construction of these critically important programs, we were unfortunately never asked nor allowed to participate in developing these programs. As a result, the programs do not include your input and thus will likely be less effective in reducing headcount and avoiding furloughs. Your responses to the recent survey clearly highlight your preferences for financial and healthcare support when considering leaves and early outs. Your voices will help us better understand your decision and abilities to accept, or not accept, the leave and early out programs developed by SWA managers.

The path to recovery is uncertain and no one knows the exact timeline to return to full capacity. The current situation is temporary and through our efforts, we can be an integral part of assisting SWA in regaining its former size and growth potential.

In closing, I am saddened to report the passing of one of our Ramp Brothers in MCO, Dustin Duncan, who succumbed to the COVID-19 virus on May 21st. Please keep Dustin and his family in your thoughts and prayers.

Fraternally,
Charles Cerf
President
TWU Local 555