



# 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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December 3, 2020

## **WARN Notices**

In the Spring of 2020, Gary Kelly pledged to avoid furloughs. The CARES act prohibited layoffs until October of 2020. In October, the Company began demanding cost saving concessions from our membership. Today, Southwest Airlines gave written notification to the Union of their intent to send out WARN notices to our members. WARN notice letters are a federal requirement to provide notice to employees who may be furloughed in the future. We regret the Company's course of action considering their choice to continue using contractors to perform our work. In choosing to hire third-party contractors in lieu of seasoned employees at a time when the protestations of overstaffing are being decried by the Company is seemingly nonsensical. Throughout negotiations the Company has consistently refused to recognize the extensive cost savings this work group has contributed. Ultimately, it is the Company who has chosen to pursue this reckless path that will possibly recognize, at most, negligible monetary savings. In the long run, the knee jerk reaction to furlough following a negotiation timeframe of only two months could prove more costly to the Company in losses: of trust, morale, spirit and confidence from a work group that has historically given their support which led to the success of Southwest Airlines. The decision to send thousands of WARN notices to TWU employees as well as other labor groups in lieu of further negotiations could be perceived as a last ditch effort to leverage labor into accepting their ill-conceived and unilateral ultimatum to accept the cost cuts they have devised, or face furlough.

Fraternally,

TWU Local 555 Executive Board