



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

Union Benefits

February 18, 2021

President Cerf received notice from Southwest Airlines that the Company intends to stop providing benefits to TWU 555 members who are on full-time Union release. The benefits that will be forfeited include insurance, 401 K match and profit sharing, among others.

Southwest Airlines has provided these benefits to SWA employees who work with the Union for over thirty years, at least. Southwest intends for the benefits to end on April 1, 2021 for members on Union leave. This means the Company is turning their back on Union members on leave who provide for the direct needs of the membership. Those choosing to dedicate themselves to serving Southwest employees through the Union will forfeit benefits. Additionally, TWU Representatives and other Southwest employees providing part-time contributions to the Union (or "ad hoc" releases on a daily basis) will apparently be denied Company benefits for the time period they dedicate their time to the Union.

This is a new low from Southwest Airlines. Employees on Union release are responsible for protecting, administering, and enforcing our CBA. The Company's unconscionable withdrawal of benefits for these employees affects all TWU members. The timing of the declaration by the Company could have many corrosive effects on the Union.

The Company's abrupt decision to withdraw benefits is inconsistent with the existing leave provisions of the CBA and past practice. We will not stand for this Union-busting and blatant violation of our contract. In response to this disruptive and divisive decree, TWU has retained a legal team who is diligently working to challenge the Company's actions and to gain a resolution.

If the corrective efforts with Southwest Airlines do not reach resolution, TWU 555 is actively considering all available options. You will be kept informed of developments as they occur.