



# TRANSPORT WORKERS UNION OF AMERICA • LOCAL 555

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REPRESENTING THE RAMP, OPERATIONS, PROVISIONING, AND FREIGHT AGENTS OF SOUTHWEST AIRLINES

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August 15, 2023

Brothers and Sisters,

Nearly two and a half years ago, during a time of great uncertainty, we began contract talks. During this time, you were risking your health and your family's health by coming face to face with millions of passengers and coworkers.

Through surveys, emails, and suggestions submitted to the website, you tasked your Negotiating Committee with the goal of obtaining improvements and gaining an industry leading contract in terms of pay and job protections without concessions. You told us your top priorities were industry-leading wages, caps on insurance premiums, improvements in retirement, job protections, and better staffing. Using these points as a foundation we poured through our contract, the contracts of other Southwest Unions, and our competitors' agreements to build our strategy.

During negotiations, we reminded the Company that the prosperity of Southwest Airlines relies upon TWU 555 Members. We felt the regrowth of Southwest Airlines would necessitate a dependence upon our Members' hard work and determination.

**I am excited and honored as your President to announce that we have reached a tentative agreement on a new contract with the Company. After a special meeting, your Local Executive Board has voted to send the tentative agreement to you, our members, for a ratification vote.**

There are many improvements in this contract. We pushed for sweeping gains in wages, benefits, leaves, and work rules. What you will be receiving for review is the result of nearly two and a half years of hard-fought negotiations.

We are making every effort to give you all the information you need to make an informed decision.

[Click this link to watch a comprehensive video on the changes in the agreement.](#)

[Click this link for the redline version of the tentative agreement.](#)

Members of the Negotiating Committee, accompanied by members of the Board, will be visiting multiple cities to review the contract and answer questions.

We appreciate the many suggestions that were sent in during negotiations, and the encouragement and support that many of you expressed.

**Now, it is in your hands. Take this opportunity to let your voice be heard. You, the Members of TWU 555, have the final say.**

In Solidarity,

Randy Barnes – President & Chief Negotiator – TWU Local 555