



TRANSPORT WORKERS UNION LOCAL 555

REPRESENTING THE RAMP, OPERATIONS, PROVISIONING, AND FREIGHT AGENTS OF SOUTHWEST AIRLINES
TWU555.ORG • 1341 W MOCKINGBIRD LANE STE 1050E DALLAS, TX 75247 • 1.800.595.7672

September 9, 2025

Brothers and Sisters,

The Company has informed the Union that the “**Double-Time For VOT Worked Over 32 Hours**” memorialized in the CBA as Side Letter of Agreement Number Seven (SL-7), will not be extended past the eighteen-month trial period.

This trial program provided double-time pay for all voluntary overtime hours worked over thirty-two hours in a calendar month. The agreement was an eighteen-month trial period with the option for the Company to choose one of the following:

- Extend the agreement for an additional twelve-month period.
- Permanently incorporate the terms into Article 7 of the CBA, or to
- End the program at the end of the initial eighteen months

While the Company had two different options that provided an opportunity to extend a program that benefitted both the Company and the membership, they failed to embrace either one. For a year and a half, we met with the Company, encouraged them to keep this agreement, and showed them clear evidence of its success. It is our contention, after analyzing the data since SL-7 has been in effect, that it was beneficial to both our members and the Company. Our members were volunteering at a rate of twice the amount for the duration of the side letter, when compared to mandatory assignments. This reduced mandatory overtime and provided the Company with a more reliable staffing option and our members with additional opportunities for hours at increased rates that worked for them. When appropriate incentives are provided, our members step up to fill the numerous gaps created by perpetual short staffing in many locations and notoriously poor workforce utilization and scheduling overall. Contractually, the decision was managements to make, and unfortunately, they chose poorly.

As a result of the Company’s decision, the double-time pay for VOT hours above the 32-hour threshold will end on October 15, 2025.

The language of Article 7.I.6 states, “**The Company and the Union agree that mandatory overtime assignments are not in the best interests of either party.**” Extending or incorporating SL-7 would have gone a long way to showing the membership that the Company actually believes this statement. When given an option to ease the burden on both parties, one stepped up and the other stepped away.

In Solidarity,

TWU Local 555 Executive Board



[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

MEMORANDUM

TO: Tony Slavings
FROM: [REDACTED]
DATE: September 2, 2025
SUBJ: Side Letter of Agreement Number Seven – End of Program

Tony,

This is to inform the Union the Company has not elected to extend or incorporate the Temporary Agreement outlined in Side Letter of Agreement Number Seven. The last day of the program will be October 15, 2025. Should you have any questions or concerns, as always, feel free to reach out to me.

Regards,

[REDACTED]