



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

February 18, 2025

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Brothers and Sisters,

In **Article 30 - Retirement** of our Collective Bargaining Agreement, the implementation date and increase in 401(k) match was mutually agreed upon as follows:

Effective January 1, 2025, for all Employees covered hereunder, the Company agrees to contribute one dollar (\$1.00) for each one dollar (\$1.00) of the Employee's pre-tax or Roth after-tax contribution, not to exceed ten percent (10%) of the Employee's eligible compensation, as defined in the 401(k) plan.

It was immediately recognized that the brokerage that manages our investment, Empower Financial Services failed to list the correct 10% company match option when viewing contributions either at www.freedomtoretire.com or their mobile app.

TWU Local 555 met with the Company to resolve this issue and it was acknowledged that Empower's website and mobile apps didn't change the amount to reflect our correct contribution. The Union has been assured by the Company that our membership is eligible for the 10% match.

Empower has also confirmed that our members should be receiving the 10% match, and additionally, they plan to update their website's verbiage to reflect the correct match percentage.

If any member has not received the appropriate match percentage, please reach out to the Benefits Department for further assistance. Benefits can be reached at 1-877-792-4792 or by logging on to workperks.swalife.com and beginning a chat or email with a Benefits Expert.

In Solidarity,

Your Local Executive Board