



TRANSPORT WORKERS UNION LOCAL 555

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

The Company has announced Reductions in Force in three cities that will displace TWU Local 555 Members in BUR, LAX, and SJC. The poorly worded announcement of a workforce reduction at BWI is in reference to CSA positions. Executive Officers and District Representatives are on site in BUR, LAX, and SJC to answer questions and talk about the next steps outlined in Article 15 of our contract. An FAQ on the application of Article 15 can be found on the website [here](#).

After the initial 2024 RIFs and closures, we received multiple assurances by the Company regarding additional staffing reductions in stations and were told “nothing is on the horizon.” It has become more difficult than normal to take them at their word considering the continued dislocation of our hard-working members in FLL, IAH, ATL, and now BUR, LAX, and SJC. This nuclear option has become the new normal for the Company, but the consequences that these RIFs have on the affected members, their families, and the membership, is not and should never be normal.

Recent policy changes leave us with no option but to question the impulsivity of these decisions. The Company would have you think that recent influence and uncertain economic conditions have played a role in these decisions to affect our members. The truth of the matter is a bloated management structure that began many years ago with unqualified candidates into unnecessary roles who are out of touch with the real needs of the operation. Years of putting the focus on numbers instead of real situations being addressed with skilled leaders has placed the Company in a poor financial position that is anything but bonus worthy. As a result, our membership continues to be forced to quickly make life-changing decisions due to the lack of their operational foresight and poor decisions. While reducing headcount among our workgroup may save money in the short term, it also limits the ability for a recovery as this Company cannot make money without our members.

To our benefit, the language in Article 15 of our contract does ensure rights afforded to members affected by these moves, but it does not lessen the emotional, financial and logistical challenges that are facing them in the months ahead. We will fight to ensure that their contractual rights are honored, and as our Union Brothers and Sisters are family, we will be by their side to provide support and guidance.

The Company’s weaknesses are currently being aired out in the public arena and the cracks that we’ve all seen forming over the years are no longer hidden with speed tape, but this is a time for our Union to be strong and united as a membership. These are difficult times with much uncertainty, but expressing solidarity with our displaced members is our strength and we call upon the members of TWU Local 555 to heed that calling.

In Solidarity,

TWU Local 555 Local Executive Board