



TRANSPORT WORKERS UNION LOCAL 555

REPRESENTING THE RAMP, OPERATIONS, PROVISIONING, AND FREIGHT AGENTS OF SOUTHWEST AIRLINES
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April 20, 2025

Brothers and Sisters,

On Friday, April 18, 2025, the Company decided to implement another “Unanticipated Absenteeism Procedure” to TWU Local 555 Ramp Agents in DEN. Following this UAP, the Company has yet again relied on these threats, focusing on our Members in PHX Provisioning on Sunday, April 20, 2025. Understand that this is yet another decision by the Company to intentionally violate and disregard contractual rights agreed upon by both parties.

In his memorandum sent to DEN Ramp Agents, Vice President of Ground Operations Chris Johnson stated: “...under the UAP, the Company is now denying requests for reported personal absence (RPA). Instead, Agents are directed to work their regular shift as scheduled.”

Upon seeing this, I immediately reached out to Chris Johnson and informed him that this practice is a blatant violation of our contract and that it would be met with further grievances, which would reference Arbitrator Adelman’s ruling on Group Grievance 1413, which can be read [here on our website](#).

Following that discussion, Chris Johnson agreed that our Members would be allowed to exercise their contractual rights to an RPA without being met by excessive discipline.

I would like to take a moment and remind all of us, that while not stated directly in the UAP memos issued by the Company, our contractual rights guarantee that a TeleDoc note must be accepted **IF** the four contractual requirements of a note are met. If TeleDoc statements are denied, these violations need to be grieved. Furthermore, our position is that these statements required by the Company during the UAP is a violation of contractual provisions and therefore do not count towards your allotment of doctor’s statements for the year.

These procedures issued by the Company are excessive, deliberate, and in direct conflict with the terms of our agreement. Our Local is prepared to defend the rights that we have fought for and will not stand for threats aimed at our Members.

In Solidarity,

Abilio Villaverde
President
TWU Local 555