



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

April 25, 2025

LOCAL EXECUTIVE BOARD

Abilio Villaverde
President

Tony Slavings
1st Vice President

Bryan Gaulle
2nd Vice President

Jason Sonnabaum
Financial Secretary-Treasurer

Nicole Salinas
Recording Secretary

George Davis
District 1 Representative

Edgar Jimenez
District 2 Representative

Dan Chriss
District 3 Representative

JP Loregnard
District 4 Representative

Mark Koudelka
District 5 Representative

Tyler Cluff
District 6 Representative

James Barrett
District 7 Representative

Sam Conte
District 8 Representative

De Mon Murphy
District 9 Representative

GRIEVANCE STAFF

Curtis Clevenger

Brian Smith

Ryan Wittmuss

Oscar Camara

Troy LaMont

Mike Martinez

Cort Heywood

Robbie Gadd

Brothers and Sisters,

To provide clarity regarding the Company's changes to the Drug and Alcohol Policy, please note the following modifications:

- Employees are required to comply with any **law enforcement request** to submit to drug and/or alcohol concentration testing while on duty, or management's request in the following specific scenarios:
- Members of all TWU Local 555 workgroups may be drug and alcohol tested after an NTSB reportable damage event as soon as practicable if the member's performance either contributed to the damage event or cannot be completely discounted as a contributing factor.
- A damage event is one in which a fatal or serious injury occurs, or significant property damage occurs to Company equipment or aircraft as outlined in Section II of the Drug and Alcohol Policy.

A **serious injury** per the NTSB is defined as an injury which:

1. Requires hospitalization for more than 48 hours, commencing within 7 days from the date the injury was received.
2. Results in a fracture of any bone (except simple fractures of fingers, toes, or nose).
3. Causes severe hemorrhages, nerve, muscle, or tendon damage.
4. Involves any internal organ.
5. Involves second- or third-degree burns affecting more than 5 percent of the body surface.

Significant property damage to Southwest equipment shall mean damage or failure that adversely affects the structural strength, performance, or operating characteristics of the vehicle, machinery, or equipment, which would normally require major repair or replacement to the affected component. Engine failure or minor damage to sheet metal covering or tires shall not be considered significant property damage to Southwest equipment. Significant property damage to Southwest aircraft shall mean what is defined below in the "Substantial Damage" definition.

Substantial damage to an aircraft is defined as damage or failure that adversely affects the structural strength, performance, or flight characteristics of the aircraft and that would normally require a major repair or replacement of the affected component. Excluded from this definition is engine failure or damage limited to an engine if only one engine fails or is damaged, bent fairings or cowlings, dented skin, small puncture holes in the skin or fabric, ground damage to rotor or propeller blades, and damage to landing gear, wheels, tires, flaps, engine accessories, brakes, or wingtips.

The above additions to the Company policy do not change the current policy for random drug and/or alcohol concentration testing performed by the Company or its vendors.

If you have any questions, please reach out to your Local Representative.

In Solidarity,
TWU Local 555 Executive Board