



## TRANSPORT WORKERS UNION LOCAL 555

REPRESENTING THE RAMP, OPERATIONS, PROVISIONING, AND FREIGHT AGENTS OF SOUTHWEST AIRLINES  
TRANSPORT WORKERS UNION OF AMERICA • AFL-CIO • AIR TRANSPORT DIVISION • TWU555.ORG  
ESTABLISHED IN 1996 • 1341 W MOCKINGBIRD LN STE 1050E DALLAS TX 75247 • 1.800.595.7672

**October 4, 2021**

Brothers and Sisters of TWU Local 555,

We, as the Local, are disheartened to discover the latest message from the Company regarding their plans for implementation of the Federally mandated COVID vaccinations and/or weekly testing of employees. While we acknowledge the Company has the legal authority to follow the guidelines instituted through the governmental mandate, we do not agree with the severity of their decision to terminate those employees who fail to obtain the vaccination. There exist personal, religious, and medical reasons that validate an employee's freedom of choice in the submission to becoming vaccinated.

We continue to have an unwavering staunch belief to advocate for all aspects of the CBA, including that it provides that no employee shall be terminated without just cause. The exercising of one's personal choice in this matter, without fear of recrimination through termination. We further recognize that an individual's right to choose does not absolve them of any possible repercussions. However, those repercussions if any are warranted, should be measured and appropriate to the situation.

The Union stands ready to discuss any form of exemption or alternatives in order to avoid the potentiality of a drastic outcome. While the Company has the legal right to enforce a Federal Mandate, the proposed mandate does not indicate that termination must be the only result. Any number of compassionate alternatives could be utilized. There currently exists an already recognized systemwide staffing shortage, to terminate those that have remained in steadfast service throughout the pandemic for exercising their personal choice to remain unvaccinated is both unjust and self-defeating. There is potential for undermining the welfare of both the employees as well as the airline. The grievous retaliatory act of termination for employees failing to comply with a mandate coupled with an already recognized systemwide staffing shortage could create dire consequences from which the Company may never recover.

The Union demands for the Company to consider all there is at stake in the enforcement of termination of valued employees and to consider less severe measures. Like past instances, we are willing to work towards a mutually beneficial outcome, to achieve an alternative remedy.

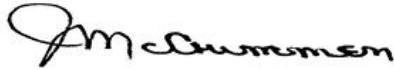
We will continue to enforce the Collective Bargaining Agreement to the best of our ability and will do so, with vigor and determination, in all situations where contractual rights are hindered.

A mandate should not equate to terminate. **STRONGER TOGETHER – UNITED INVINCIBLE!**

Fraternally,



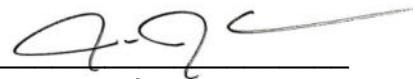
Randy Barnes – President



Jerry McCrummen – 1<sup>st</sup> VP



Albert Barbosa - 2<sup>nd</sup> VP



Juan Cordova – Rec. Sec.



Jessica Hayes – Treasurer



Marwyn Hughes – D1



Karl Mager - D2



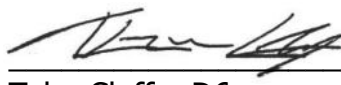
Dan Chriss - D3



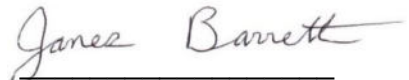
J.P. Loregnard – D4



Yolanda Long – D5



Tyler Cluff – D6



James Barrett – D7



Abilio Villaverde – D8