



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
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To: the TWU 555 Membership

From: the TWU 555 Local Executive Board

The Company has announced that they will offer 25% pay for employees that take a 30 day Personal Leave of Absence (PLOA) in the month of April. The Union would like to give some information on this offer the Company is extending.

- 1) The Union did not negotiate this with the Company, and this is a unilateral offer of the Company to employees.
- 2) The Union has learned that the Company is intending to offer the LOA pay in April for our work group, however, starting in May the Company will be offering the Crews (Flight Attendants and Pilots) 50% of their pay for the same LOA.
- 3) The Union informed the Company that in light of the offer to the Pilots and Flight Attendants, this was a slap in the face to our hard working front line employees who are the life blood of this airline.
- 4) This will not be a retroactive benefit, so if there are employees already on a PLOA, this 25% pay will not apply.

The Local Executive Board understands that each individual's situation is different, and you need to make a decision that is best for your situation. We don't want anyone to feel guilty or feel like they are going against the collective good of the Union if they accept a PLOA under these pay conditions of the Company. The Local Executive Board simply wanted to advocate on all our member's behalf to obtain a similar benefit that is being offered to other work groups, without jeopardizing this offer that may benefit some members.

To all our members, we know there is a lot of uncertainty at this time, and your Local Executive Board is working hard to protect your jobs and safety. The Board is committed to looking out for your best interest, protecting your jobs, and working through this pandemic crisis in a manner that keeps us strong and united. As always, please be safe out there in your work assignments. Follow the CDC guidelines to the best of your ability in practicing good hygiene and social distancing. Any future updates or developments, we will do our best to notify you as quickly as possible.