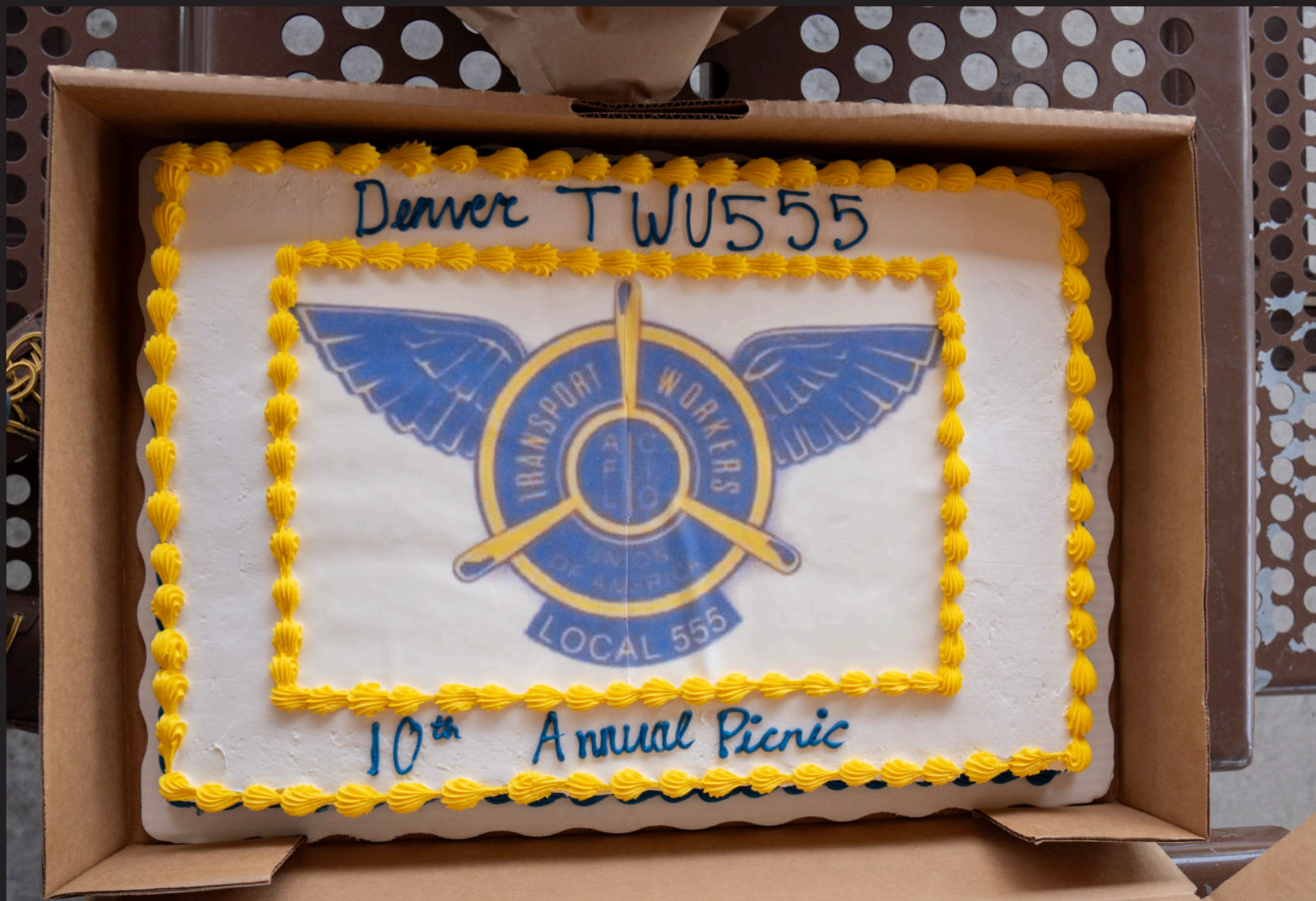


*The Official Publication of TWU Local 555*

# Just Cause



*Number. 01*



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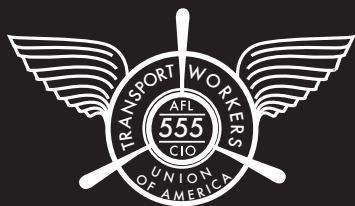
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**Cover: Holding Out Middle Management.**

While the Company continues down the unfortunate path of a wastefully bloated middle management structure, members of TWU Local 555 struggle to find working equipment and adequate staffing.



# TRANSPORT WORKERS UNION LOCAL 555

REPRESENTING THE RAMP, OPERATIONS, PROVISIONING, AND FREIGHT AGENTS OF SOUTHWEST AIRLINES  
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# Transitioning Towards The Future

**T**HIS IS MY FIRST article I'm writing to you as your President. We are excited to bring back the newsletters as they were not a priority on the last board. This was one of the items that the Groundpower slate campaigned on, and we are fulfilling that promise. The first few months has been interesting to say the least. There wasn't much transition from the previous board to the newly elected board. Having been on the board for the last eight years in a different capacity, it wasn't difficult to hit the ground running.

**"There needed to be an oversight on many things, and it simply wasn't being done."**

Everyone has been asking how it has been going. Well, I could fill this entire newsletter with these past two months alone. I had a list of items I knew that I wanted to address but found many other items that also needed attention.

There were many issues that had to be remedied immediately. We had several corrected in a few days. One of the important things that we wanted to make sure we got on top of was our

dues and where the money is being spent. We have trimmed away some unnecessary expenditures and have taken steps to make sure we are collecting dues and initiation fees. We are also working on a way for members to pay their past dues balances. Reorganizing some responsibilities amongst the officers will ensure that we are on top of it.

There needed to be an oversight on many things, and it simply wasn't being done. Several people have mentioned raising the dues in the past, but if we simply collected our current

dues there would be no need to raise them. We are actively resolving all of these known issues that we have encountered. I'm sure some of these things will be mentioned in other officer

reports but we are working to correct outstanding issues. The slate ran on righting the ship and correcting the mistakes that have been made and we are doing that.

I will say the hardest transition has been the Secretary Treasurer position. As many others on this board experienced, Jason had very little of what he needed to start off successfully. Steps must be taken in the future to prevent that from happening again as his position is critical to



the financial health of this local. Whether you win or lose, the local must come first. Ultimately the Local Executive Board has worked through these challenges together and have identified the mistakes and corrected them. We are in a much better position as a local now all the way around.

Our responsibility to the members must be number one. Once a Local Executive Board starts putting themselves first, the members absolutely need to question whose best interests are being sought. In fairness, I should have disclosed in the beginning that the number of mistakes that we are correcting had not been on our radar of things that we thought we had to focus on, but it has been a task to undertake with what we had planned to move the local forward.

We have kept our word and have kept the membership informed. We said we would put out the board meeting summary and the station visit report. We said we would keep up with regular communications with the members along with making sure visits were done. Letting the members know what's going on with the local is very important to bring our membership together. By the end of June, your officers will have visited SLC, PDX, and FLL. We tried RNO earlier in June but the weather didn't cooperate and we will make that up. I've seen some discussion about smaller stations and I had many of those in my

district over the last eight years and trust me, you will be visited. Stations that never get to see anyone they vote for besides their district rep will see one of the officers. District reps will be visiting all of their cities several times a year. I saw quite a bit of chatter during the election that some cities had not seen their district rep or that they hadn't come in years. Everyone on this board is committed to doing the visits and to identify issues that we can address.

As promised, during the visits we did while campaigning, I said the union wouldn't pay for any of my hotel stays in Dallas past thirty days and they haven't. As I write this article, I now reside in the Dallas area which will save the local over \$100,000 in hotel stays over this term. I'll also be saving the local money when I stay in hotels on the road as I'll be staying in same type of rooms that everyone else on the board is staying in. Keeping our promises is something we will do. Changing how we do business and how we run this Union is something we said we would change, and we have kept our promise and will continue to uphold it. Brothers and Sisters, you have seen the difference in this leadership already, you have seen this leadership fixing the issues left to us and leading all of us to a positive outcome.

The Interps committee will have the Work Rule Interpretations done by the time this newsletter reaches you. The Aircraft Cleaning Grievance should also

have a date for Arbitration. The company is calling timeframes but not because it was not filed in time of the ratification date. They are stating that the union has withdrawn multiple grievances over the merits.

You've also seen a posting for grievance specialist positions. The company has been terminating our members at a record pace. The Vice Presidents and I have kept several terminations to help them stay afloat. We will also have some committee positions open to the members as well. Please put your name in the hat as we need to revive these committees and give people a fair chance to join one.

We will change our Union for the better. We will take our Union in a different direction. We will make a difference. We will stand strong. We are 555!

In Solidarity,  
**Abilio Villaverde**  
**President**



# Worthy Of Recognition

I WOULD LIKE TO START OFF my first newsletter article by thanking every member in our Local that voted in the last election. Every one of you that voted exercised your right to have your voice heard and that's exactly what this Local needs to move ahead. For all of you that voted for the Groundpower Slate, we thank you and hope to see you at your stations in the near future. For those of you that didn't vote for us, we hope to gain your trust in the next three years as we also represent you and will certainly defend your rights with the same level of commitment as those that did.

been members with less than three years of seniority and terminated due to attendance. The days of counting on management screwing up your letters and finding a gap in the system on a regular basis are coming to an end. When I took office on April 1<sup>st</sup>, I immediately had my attention drawn to one certain station. This station's sso office was in such disarray that the company resorted to hiring one of our old reps to fix it. Opinions aside of someone who jumps ship after seeing firsthand how our membership is treated on a daily basis, I think we all know that the company will soon have their house in order.

**“...there have been 347 members terminated which is on pace to be the largest number in the history of our Local.”**

Hell, they brought in an entire new management team. We all need to stay on top of our attendance. In the majority of these cases, we are verifying that the company has their paperwork in order.

Let's talk about defending our members' rights. At the time of this writing, for the year, there have been 347 members terminated which is on pace to be the largest number in the history of our Local. July 2024 is set to break the record for most terminations in any month in 555 history as well. The vast majority of those have

Speaking of people that have had their lives upended; by the time this is published, I will have made two trips to FLL because of the company's "rightsizing". 2<sup>nd</sup> Vice President Bryan Gaulle and myself have been to these stations throughout the process and will continue to support our brothers and sisters moving forward. Abilio, Bryan, and

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myself met with the company multiple times throughout this process and fought to secure places within the same city for our members. While that didn't happen for everyone, we did secure a significant amount of money above and beyond our contractual language for moving purposes. Instead of the contractual amount of \$2,500, the company is giving these members \$14,500 to help move their lives to a new place. For all of you that chose that option, I know that doesn't fix everything, but I hope it helps. For any of you that volunteered, I thank you for helping.

Lastly, and possibly the most important, I want to take a minute to publicly mention a member of our Local. This feller isn't just any member of our Local. He has spent over thirty-five years helping and defending the membership of our Local in many different positions. He has been one of, if not the **ONLY** one of the outgoing executive officers that actually bothered to take his personal time to help our new board transition into their positions. Every time I have reached out, he has answered his phone or called me back in a timely manner. The man came to the office with the intent to sit down with me, go through important matters, transfer over

emails, and generally explain as much as we could possibly think of to try and make sure that our membership did not suffer from others' lack of assistance. While I'm not surprised, even a little, that others chose to sit on the sidelines and hope that we failed the Local, I'm also not surprised by the fact that Jerry showed up and I cannot thank Jerry McCrummen enough. Jerry and I have certainly had our differences over the years, and it would have been easy for Jerry to do the same as the others. That would have been the easy and chicken-shit thing to do. Jerry chose to make sure that the membership came first over his opinions, as a true union advocate should. Whether an active member or an elected representative, I believe that the idea of membership coming first is the most important thing to remember. It's not about yourself. An injustice to one is an injustice to all. Jerry, I've always known you were doing what you believed to be right, even if we didn't agree. I appreciate every single time you've answered the phone to make sure the membership was taken care of whether it was in the last couple months or in the last thirty-five plus years and I know there are many within the membership that feel the same way.

Fraternally,  
**Tony Slavings**  
**1<sup>st</sup> Vice President**



# Solidarity When It Matters

**W**HILE IT HAS definitely been quite some time since I've written for this publication, I want to welcome you all to the return of our newsletter. I am truly excited to be a part of bringing this, along with many other communication outlets to our local. While this is the first of many articles to come, I want to focus on the concept of solidarity, and how it affects us all.

In the beginning of this year, I spent a few weeks on the road doing station visits for the

a common goal was shared. The desire to increase our unity and solidarity was loud and clear. Which leads us all to question "How do we increase the Solidarity we have with one another?"

Along with the other elected officers, I began to search for an answer to that very question the moment we took office on April 1st. While the initial transition gave us all a lot to focus on and implement, we never lost the goal of improving the solidarity within our Local. One of the immediate examples of this was the contract training session that

our elected representatives took part in. The goal of this seminar was to provide all of the elected station representatives with the

**"The fact that I witnessed this on more than one occasion, without prompting, provided further proof that our local is determined to accomplish our shared goals. "**

upcoming officer election. One of the most common concerns that our membership voiced, is that we need to be more unified with one another, both within our stations and system wide. Initially, I was a bit concerned that so many of us feel that we lack unity and strength. However, though there was a resounding notion that our local was lacking in this area, it is truly incredible to realize that

tools necessary to combat the company; yet I found myself surrounded by reps who started to converse and share their stories. It was exciting to see that when someone would ask a question, often times there was an answer provided by another rep who had dealt with a similar circumstance. This back and forth provided the framework for our members to learn about the trials that our

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Sisters and Brothers face system wide, and to overcome them. In those moments, during that first week of May, our elected representatives were finding that solidarity within one another. It was not planned. It was not placed on the schedule. It just happened. The fact that I witnessed this on more than one occasion, without prompting, provided further proof that our local is determined to accomplish our shared goals.

A few weeks later, I found myself facing one of the most difficult moments I never thought I would experience. It was May 22<sup>nd</sup> and I, along with District Five Representative Mark Koudelka and Grievance Specialist Oscar Camara, were at IAH. The company had made the decision to uproot the lives of our members by closing the station, again. We were there to answer the questions that our members had, and ensure that our contract was enforced and protected during this life-altering event. After meeting up with our escort for the day (huge shout out and thanks to Ezequiel Rivera), we went to the break room to begin meeting with our Sisters and Brothers. After listening to their concerns, we all made the decision that it was time to go to the predetermined meeting room that the company had reserved to go over the details of the transition.

As I found myself walking through the IAH terminal in line with my Sisters and Brothers, I began to notice something. Every passenger walking by, was

taken aback by our presence. We were just quietly walking, a double file line of hi-vis orange, proudly prepared to question the company that promotes “LUV”. We were going to get answers. While the company was late to this meeting (I’m still trying to find a way to issue them 1 point for an Unreported Tardy), we began to show our strength. We took pictures with one another, we welcomed those who came in on their scheduled time off, and we prepared ourselves. While I may be alone in this opinion, I felt our solidarity on that day. Other airline employees would poke their heads out of their offices to see us walking, thinking that they knew our fate. However, they were surprised at our numbers and our demeanor. We were together, and together we were going to face this company at our worst time. I wasn’t necessarily looking for solidarity on that day, however I didn’t get to choose. That moment of solidarity shared with my Sisters and Brothers in IAH, will never be forgotten.

That is one of the many things that I’ve learned over the last two months serving our membership in this role. Our solidarity isn’t defined by a dictionary, nor is it just a sign off on memos and emails. The solidarity that we share with one another cannot be planned or scheduled. It is entirely dependent upon one another, no matter the situation. I’ll end this article with a charge to us all to find the Solidarity that we all feel is lacking. Find it by

enforcing our newly ratified contract, even if it doesn’t immediately benefit you. Find it when you see a supervisor singling out one of our Sisters or Brothers, by speaking up. Find it by going to the new hire, and letting them know that they are not alone out here. We are a Union. We are TWU Local 555. And we find our strength, even in the most unusual of places.

Fraternally,  
**Bryan Gaulle**  
**2<sup>nd</sup> Vice President**



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# Welcome To The Fight

**A**FTER HAVING BEEN THE editor of this newsletter since 2016, it feels strange now to be writing as a board member for the first time. Many of you had never seen the old newsletters but I did everything I could to improve the quality of what we produce and made a significant difference in that regard. While I really enjoy the process, due to obligations as the Financial Secretary-Treasurer, I plan on this being the last issue serving as editor. I appreciate all of the feedback over the years and will continue to be involved in some manner. However, having been familiar with what has been written by past board members in this space, I can tell you much of what was written is not accurate.

As others have mentioned, the transition from the outgoing board to this board was mostly non-existent. While I knew that our slate needed to run for many reasons, what we found was far worse than imagined. I want to thank every voting member that put their faith in our slate for these positions and every member that voted in the officer election. There isn't a single day that goes by that I'm not cognizant of why I'm here and that positive change is expected. Cleaning up more than

what was expected slowed the process a bit and it's frustrating not to be able to make all of the changes immediately, but it's a process and as long as we stay focused on our goals I'm confident they will come to fruition.

With that said, the poor transition served as an excellent opportunity to make a number of immediate changes. Specifically, the payment process has been digitized and we are now able to load, approve, and process payments from anywhere. Our representatives and others being paid by our local now have the option to receive electronic payment. All of which will speed up the process and reduce costs for the local.

While many equate the office of the treasurer to be only associated with the finances, I've always felt that was only part of it. Each board member, regardless of specific duties, is a union leader that participates in all of the same important decisions as others.

With that said, let's discuss Bob Jordan and his convenient plea for unity. I've written similar articles in the past when management asked for help when it suited them. The truth is that our members and union representatives have tried to work

with the company over the years in many ways. Tried to supply guidance from our vast experience on the front lines. Tried to find compromises that benefited both sides. Tried to find reasonable ways to ensure our members had a good quality of life and so that the operation ran smoothly. In the large majority of instances, management has refused to listen to us. We've been treated like a lesser part of the organization when we are an integral part.

Management has chosen to hire too many and to overpay toothless middle management. Management has chosen to create overcomplicated bids, shifts, and schedules that make shift trading difficult, that increase absenteeism, and provide no benefit to the operation. Management has chosen to create placeholder positions like "bullpen" and "float" in an attempt to circumvent our relief agent language and to irritate the membership. Management has chosen to staff poorly in some locations causing constant mandatory overtime. Management has even chosen at times to fight with the membership over whether water should be provided in the summer. With all of that said, **now** Bob wants our help in the company's fight with Elliott Investment Management. Is anyone buying his contrived "Southwest Warriors" message? Bob writes that **"We listen to all of our investors, Elliott included. We are always open to new ideas and feedback."** No. No, they aren't. I know from personal experience as a station

representative that management has no intention to listen to anything that we say. Management will certainly sit there nodding their heads while you talk, and tell you that you have good ideas but their actions over the years have shown us exactly how they feel about us. They do not see us as partners, have not treated us as partners, and do not deserve us as partners. To be clear, I am always willing to work with someone who is willing to work with me but the one sided relationship that management has in mind is of no benefit to us. Of course, the other side of this isn't necessarily better. Elliott's intentions are to make money for themselves in the short term without any interest in the long term future of the company but our current management hasn't shown anything different.

If Bob actually wanted to unite the unions with management, he would divide his undeserved bonus amongst the union members in a show of true solidarity. It wouldn't be much but it isn't about the amount, but the statement. The sacrifice that goes beyond empty words on swalife. A connection beyond the Bob Jordan bobble-head that they sent around to stations in lieu of face to face meetings. It was during COVID but that is the difference. He didn't incur any risk while our members worked daily in those conditions. Bob received millions in bonuses even though the company's performance was poor. We are treated like the important decisions are above our pay grade, so I look forward to finally seeing if management

can earn theirs for once.

Bob writes, **"We have a great plan to do just that, and it's a plan our Board of Directors, our Leadership Team, and I agree on. Above all, I have confidence in you to help us deliver."** This is a perfect example of how the company is run. A vision only they agree on that they need us to deliver. The only plans that we've seen from them have been turning their backs on everything that has made the company successful.

I wish that management did want to listen to us, did want to work with us, and did want to abide by the mutually agreed upon collective bargaining agreement. Since management has decided it won't be that way though, I hope if Bob does come out of this situation, that he learns the lesson that he can't do this alone and that his army of overpaid green vest yes people won't get it done either. I'm focused on our members and what we can do for them but not as concerned whether or not he can personally manage his way out of the situation that they created by ignoring the union for years. Bob titled his article, **"We are fighting for the heart of this company"**, but we've been fighting for the heart of this company for years and management never even bothered to notice.

In Solidarity,  
**Jason Sonnabaum**  
**Financial Secretary - Treasurer**  
**Just Cause Editor**





# Progress Not Perfection

**I** WANT TO START BY PAYING tribute to the remarkable woman we lost recently, Colleen Barrett. I know a lot of members have amazing stories and photos as they have been shared all over different social media platforms and many news channels. Though I never had the opportunity to meet her, I know from everything I hear, that she was an incredible woman.

I want to express my gratitude to every member that participated in the recent election, I'm honored to stand alongside four equally driven and supportive men. We didn't have the opportunity to get to every station, but I look forward to the upcoming station visits. By the time this is published I am hoping to have visited a few but if you know anything about the weather in DAL lately it hasn't been in our favor.

I took office on April 1<sup>st</sup> and that very day I started organizing minutes from previous board meetings. Manila folders filled printer paper boxes containing minutes from meetings all the way back to 2003. The boxes were unorganized and some unlabeled. I am happy to say that they have all been transferred to binders and broken down by years and months. In the coming months, the goal is to have

them all digitized. Two days into my term, I had my first new hire class at TOPS. It was a little scary, I'll be honest. Although not a large class, I was assisted by a staff member. However, when all I had was one sheet created by the previous recording secretary to go over the 10- hour rest rule, I felt unprepared and feared failing these new members, knowing how crucial this one hour with them is. I then remembered a saying that was shared with me recently, "Progress, not perfection". While my goal is to improve the local, I know it can't be done in two days or even over a month, as that's the time frame since I wrote this article. New hires are now provided a packet which includes some history of the TWU, our local, a breakdown of every district rep and their respective cites and the elected local rep's name (which is updated weekly), all of our committees and their members, a meal period chart, the QR codes from our different social media platforms, a pay scale, safety information containing various weather conditions and dangers in the workplace, and lastly, an attendance chart. I save the attendance for last because it takes up the bulk of our time. With over 19,000 members we must educate them on the primary reason for terminations. I've had discussions

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with the company to extend our time with new hires and with the revamping of the training schedule in June, I'm hopeful in the coming months that more time will be granted to us, as the class sizes will be increasing.

Several boxes were found mislabeled, whether that was in our storage unit in the basement or my office. Important documents regarding our new hires and general information about the members had not been inputted into our database. In 2020 when the company stopped sending members to DAL we, (TWU 555) were not being sent to TOPS to speak with them. I don't know what that process was, I wasn't in office. I don't know what was arranged between the company and the union, but the results were incomplete. I ensure you that I am taking the necessary steps and ensuring our local is never in this situation again.

On a much more positive note, I want to touch on our scholarship and the new title. "The Kevin Carney TWU local 555 scholarship." Kevin was a dedicated member of our local as a union rep and board member. Our previous board agreed to change the name to honor him. Moving forward, the selection process will go back to how it was done previously, and not just drawn from a hat. The 1st VP and I will review all submissions individually and begin the selection of one from each district.

The President has passed on the duty of Rep of the Quarter to me. With the negotiations going on last year, the previous board agreed to pause the recognition of our local reps. We closed out our first quarter nomination in our last board meeting and I encourage all of you to nominate your local reps for doing a great job. They work their asses off to represent their members and sometimes even be their voice against the company when needed. If you're selected, you receive a plaque honoring your hard work and your name is added to our perpetual plaque in our union office. You can either come to DAL and meet the board members or your district rep can present it to you in your station. I met a few of you in our contract training in April and I'm excited to expand on that during my term.

I hope you, the very members that run this airline are happy to see that the newsletters are back as well as the board meeting summaries and station visit reports. I'm privileged to be elected to this position, to serve you all, and to write my first article as an officer. I look forward to the next steps in the right direction.

In Solidarity,  
**Nicole Salinas**  
**Recording Secretary**



## DISTRICT 1

ALB  
BDL  
BOS  
BWI  
BUF  
DCA  
IAD  
ISP  
LGA  
MHT  
PHL  
PVD

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# Introductions And Advice

**G**REETINGS DISTRICT ONE. In case you don't know, my name is George Davis, and I'm your District Representative.

First, let me thank everyone who voted for me and for exercising their right to vote and making their voices heard as members of the TWU.

I have done my best to make it to several stations in the district over my first two months in office. I plan to make it to several more stations and perhaps more than once before the end of the year. I appreciate your patience as we work through past grievances from 2023 and present grievances. I have set up a time twice a week to talk to Southwest Labor Managers to discuss grievances. We are currently working on setting up a time for face-to-face meetings twice a month in Dallas. Remember to work safely, and don't rush.

Also, take some time to read your new contract. Understand your rights, know your rights, and when your rights are violated, grieve them.

Covered work performed by supervisors is on the uptick. If you see covered work performed, grieve it. If you don't know how to fill out a grievance, ask your union rep or call me, and I will

help you. If you receive a discipline letter for anything, grieve it. Remember, don't just sign it, get upset, and forget about it. File a grievance because the letter you received could be wrong or unjust.

Do not meet or talk to a supervisor without a witness or union rep present. Remember, we are all TWU 555. Help your brothers and your sisters. If you see them doing something wrong or about to make a mistake, help them. Remember to stay hydrated and to go inside if you're feeling overheated now that the weather is getting hotter. Remember, safety first at all times. Again, I am grateful that I can serve you as your District 1 Representative and I am looking forward to seeing you on my station visits.

In Solidarity,  
**George Davis**  
**District 1 Representative**



# The Union

## And An Educated Member

**T**ODAY I WOULD LIKE to tell you about being a member of the union and what it means to be a member of such a union. When you hear the word “union”, what does that mean to you? For me it means unity, togetherness, and representation. The most important thing to know about your union is that YOU are the union. A union is only as strong, effective, and powerful as the members who participate in its operation and activities. You can best exercise that power by being informed, involved, and active in your union. Companies and employers constantly try to use the divide and conquer methods to try and tear down unions. They understand all too well what it means to have unified and well-educated members standing side by side and ready to fight along with their union leadership.

A union member is someone who belongs to a labor union or trade union, which is a group of workers who join to negotiate for better working conditions. Unions are democratic organizations, with members electing leaders who make decisions on their behalf. Union members can have a voice in their workplace and work together to improve conditions without the fear of retaliation, also such

things as: wages and benefits, workplace health and safety, job training, scheduling, and other workplace policies. Since the aftermath of COVID, our membership has grown tremendously and we have a lot of new members that have never been a part of a job with a union, and I believe this information is vital to all of our new members and a refresher for all of our tenured members. Every member can take a few simple steps to make our union a more powerful and effective vehicle for advancing your interests and the interests of your colleagues.

Here are a few:

- Read the contract and keep it handy.
- Submit ideas for contract proposals.
- Attend meetings.
- Go to your union leadership if you have any questions.
- Participate in the activities of the bargaining unit.
- Be politically informed and involved.
- Participate in and vote in elections for leaders of our local.

As I close, I would like to leave you with a quote, *“Intelligence plus character-that is the goal of true education.”* -Martin Luther King Jr. I have always believed that an educated member is the most powerful member of them all. Knowledge is power, but applied knowledge is even more powerful.

Onward and upward,  
**JP Loregnard**  
**District IV Representative**



## DISTRICT 4

ATL  
CHS  
GSP  
IND  
JAN  
MEM  
MYR  
ORF  
RDU  
SDF  
STL



## DISTRICT 2

ECP  
FLL  
JAX  
MCO  
MIA  
MSY  
PBI  
RSW  
SRQ  
TPA  
VPS

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# United We Stand, Divided we Fail.

**U**PON LEARNING THAT I was the newly elected District 2 Representative, I spoke with Brian Albury, the Alternate District Representative, to review the plans organized during the months leading up to the election. Eager to commence the implementation of our discussed ideas and those suggested by our members during campaign engagements, we began to work.

In the initial month, our focus centered on organizing the district and establishing a platform that facilitates intercity communication among representatives. After careful consideration, we determined that utilizing WhatsApp presented the most effective means to unite us. The seamless integration of this platform has yielded success, evidenced by the collaborative exchange of information, mutual education, and innovative problem-solving among members. The introduction of this system not only enhances our collective knowledge but also simplifies the process of seeking assistance. Gratitude is extended to all representatives who not only serve their respective stations as reps but also extend support to stations in need.

Station visits are fundamental to fostering a strong union. These

visits offer valuable insights, enable me to directly engage with members, understand their daily challenges, and gather suggestions for potential solutions. During these visits, I document notes and attentively listen to the needs expressed by local union representatives. A recurring theme across various cities is the resounding call for a dedicated union office. Despite representatives identifying suitable office spaces, they often encounter resistance from management. I remain steadfast in advocating for the establishment of union offices in all cities. For stations already equipped with a union office, I emphasize the importance of continued investment in these spaces from our upper union. I firmly believe that a well-organized union office is instrumental in delivering exceptional service to our members. Should there be any requirements for supplies, I encourage you to reach out to me so we can explore solutions.

The Gold Book is in play, signalling the need for us to adjust to the new rules and regulations. Throughout the year, it is imperative to gather feedback from our members regarding the effectiveness of our current contract and any challenges they may be facing within this contract. Identifying and ad-

addressing these issues will better prepare us for future negotiations. Together, we can initiate discussions on desired future modifications and determine essential language that should be retained for its substantial advantages.

This transitions to my next point: the importance of education within our district. It is noteworthy that nearly every elected representative from our district attended the Gold Book training in Dallas. My current objective is to extend this training opportunity to our alternate representatives. I intend to bring this essential training directly to you. A well-informed local union enhances the quality of representation our members rightfully deserve. It is imperative that all members feel confident and well-supported during any representation, particularly in fact-finding scenarios. Furthermore, I aim to introduce our union local representatives to the perspective from the “Other Side” of the table, such as understanding the grievance process post-departure from their station. This insight equips you with the ability to articulate the grievance stages more effectively to your agent. I am dedicated to passing on the

knowledge I have gained to all representatives across each station. My stance for term limits remains the same. This commitment aims to empower and ensure that any future District 2 Representatives are well-informed and prepared for the responsibilities ahead.

Traveling to FLL for the first time to meet with affected agents was one of the most challenging experiences I have encountered during my tenure with this company. The company presented a list of impacted individuals and informed them that they needed to wait for further details on available cities. Upon their return, the lack of comprehensive answers was disheartening. The proposed solution of seeking volunteers to assist those affected seemed promising initially. However, a major concern arose when volunteers bidding for only one station faced the risk of potential furlough if their

selection wasn't granted due to their seniority. After multiple discussions, it was eventually clarified that volunteers would face no repercussions if their preferred station was

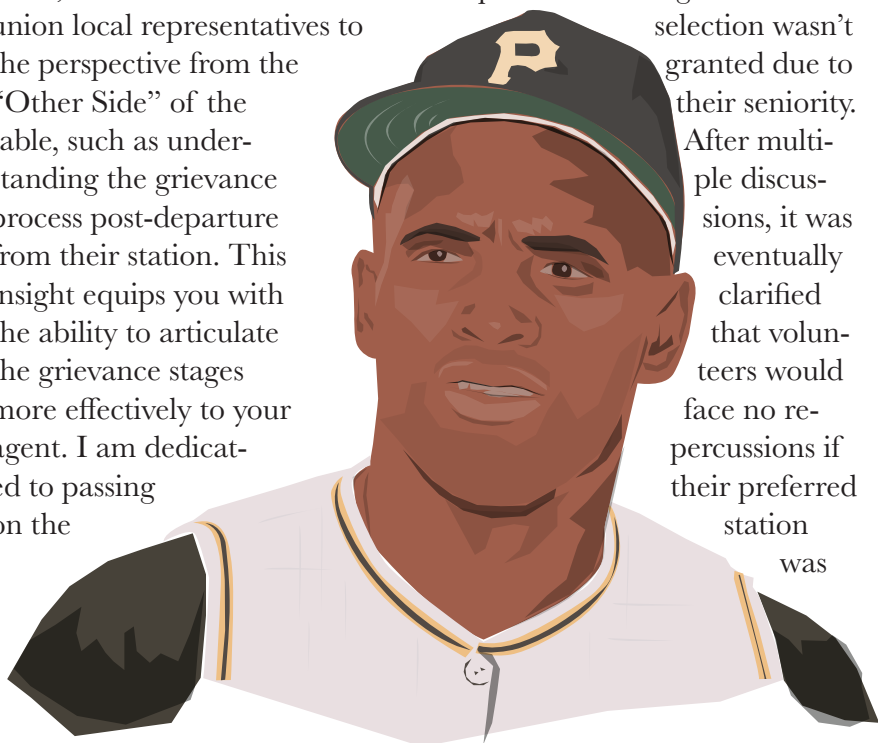
unavailable. Meanwhile, supervisors in FLL continued to do covered work. It is imperative to address covered work grievances and uphold the existing protocols effectively. I strongly urge all members to report covered work issues promptly, as we possess great language concerning this matter that need to be enforced. Furthermore, I encourage every station receiving an agent affected by the RIF to welcome them warmly. Having witnessed firsthand the challenges faced by our brothers and sisters in recent months, it is vital to support one another during these trying times.

Finally, as we approach the summer season, it is essential to acknowledge the limitations of our bodies. It is imperative that the company respects the rights we have fought for!

Fraternally,  
**Edgar Jimenez**  
**District II Representative**

*“Any time you have an opportunity to make a difference in this world and you don't then you are wasting your time on earth.”*

*“Si tienes la oportunidad de hacer el bien y no lo haces estas perdiendo tu tiempo aqui en la tierra.”*  
- Roberto Clemente







## DISTRICT 3

BNA  
CLE  
CMH  
CVG  
DTW  
MDW  
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ORD  
PIT

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# 17

# Acknowledging Rights and Individuals

**G**REETINGS TO ALL OF my TWU family. I would like to start off by saying thank you

for having confidence in me and allowing me to continue to serve as your District Three Representative. I also would like to thank the previous board for their continued dedication to the membership and for the mentoring and help along the way in this role. It was an honor to serve the membership with all of you and I wish you all the best in the future. Here in district three, we lost a few cities but also gained one, so to Bryant Woodroof (GSP), Ryan Wagener (CHS), Travis Andrews (MYR), Rich Perry (BUF) and last but not least Simone Motley (ORF) and all of their teams, it was a privilege to work with all of you and I will miss you all and the work we did together greatly. You all helped me just as much as I helped you and we made each other's job easier and made each other better reps and for that I will always be thankful. I would also like to welcome BNA to district three, Evan Sowards (ramp), Allie Ricketts (ops), and Alan Gunter (provo). I look forward to working with each of you and your teams to continue to do great work for our district.

Summer is right around the corner, so let's make sure that we care for ourselves and each other. As the temps rise lean

on your union and safety reps to ensure that the company is following the hydration plan.

There's new language in the CBA that will ensure that you get your lunch. If you have any confusion or issues reach out to your reps immediately. **YOUR LUNCH BREAK ISN'T AN OPTION, IT'S YOUR RIGHT.** Make sure you take care of yourselves and each other!

On another note, make sure you're monitoring your overtime hours if you're fortunate enough to get it at your station. The new Side Letter Number Seven in the CBA states:

**"1. The Company will pay an Employee an hourly rate of double-time pay for all VOT hours they worked above thirty-two (32) hours in a calendar month. The VOT hours counted towards the 32-hour threshold and that qualify for double-time pay are limited to those VOT hours which are volunteered for through the overtime call book and actually worked. Where practicable, an Employee should advise the Company at time of assignment when they have met the 32-hour threshold, but in all circumstances an Employee will be paid when the thirty-two hour threshold has been met."**

So pay close attention, it's not in a pay period but in a calendar month, and if you are not being paid correctly get with your local reps immediately to rectify the situation.

In closing, I want to acknowledge our Negotiating Committee on a job well done on an industry leading contract. I was at a conference

**“...I want to acknowledge our Negotiating Committee on a job well done on an industry leading contract.”**

with the FLOC Committee and our Local was the talk of the conference with the language and pay that we received. Delta, which historically has gone without a union, was in the process of collecting cards to form one and said because of the work that their group saw from our group that their participation grew at least by thirty percent. So, to Andre Sutton, Randy Barnes, Melvin Baker, Charles Cerf, Robbie Gadd, Jesus Gomez Garcia, and Ed Green, job well done gentlemen. Your sacrifices and time were greatly appreciated, and I thank you! Stay strong, stay proud, stay united!

United we stand,  
**Dan “DC” Chriss**  
**District III Representative**



## DISTRICT 5

AMA  
BHM  
CRP  
DAL  
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HRL  
IAH  
LBB  
MAF  
SAT

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# Visitation And Reduction In Force

**G**REETINGS BROTHERS and sisters. As I write this article it's been nine weeks since taking office and working in this new role. These first couple months have been filled with a lot of training and expectations of what my duties and responsibilities will be while serving in this position. There have been many long days and nights spent making sure that all the grievances that have gotten to this level are being filed in a timely manner to keep them within the timeframes that are outlined in the contract. While previous board members can tell you all about the position and what it entails, it's not until you get in here and experience it for yourself do you get a complete understanding of the workload. I'm very thankful for all the previous and current board members that have taken time to help with this transition. I would also like to thank all the grievance specialists that have been available to answer questions and offer advice.

One of my main campaign promises was to get out and visit our stations as often as possible. I'm happy to say as of the writing of this article I've been able to visit five of ten cities and will be scheduling visits with the remaining stations in the upcoming weeks. I'm very humbled by the support I received

not only during the campaign but since as I've been out talking with members. Together we will make District 5 a place that all of us are very proud to be a member of.

In the third week of the current LEB's term, we were hit with the devastating news of the closing of some stations and the reduction in force at another. This is not a situation that as a newly elected district rep I thought I would have to deal with, but it came, and we had to face it head on. The union jumped into action and sent us to those affected stations immediately to be there and support our members who were about to deal with this challenging situation. We wanted to make sure those affected members knew that their union would be by their sides to make sure their contractual rights were not violated and that they understood what options they have under Article 15.

In the Gold Book there are several changes that benefit members that must go through this. Some of those changes are the company must now give sixty days' notice versus two weeks. Preference bids will be open for a period of fifteen days over the old language of five days. If an affected member chooses to accept a furlough, their recall rights are now seven



years instead of five. Lastly members who are affected by RIF will maintain pass privileges for twenty-four months instead of one hundred and twenty days. While having to experience a Reduction In Force is not something we want any member to go through, these changes to the current contract will hopefully take away a small portion of the stress that our membership is going to feel. The company did make it clear that there would be jobs for all the members, however those jobs do come at a cost. It will require members to make the very difficult decision to move to another city, accept a furlough, or take a severance package. None of those options are easy to make and we want our members to know that we will be right alongside of them during this time.

**“...we were hit with the devastating news of the closing of some stations and the reduction in force at another. ”**

In closing of this article, I once again would like to thank everyone for the support and the advice that I have received during these first few weeks. I want all the members of District 5 to know that we are going to work hard for you every single day. During the next three years of this term there will be some very challenging times but there will also be times of joy and we will share those moments as a unified group. Together we can become a more educated and united workgroup and I'm very excited to be a part of our district's future.

Fraternally,

**Mark Koudelka**

**District V Representative**



## DISTRICT 6

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# What Creates Great Moments

**M**ANY OF US CAN LOOK at the moments in our lives, and hopefully the first ones that come to our mind are the best and greatest moments. Sure, life can be hard at times, and we all face difficult and trying moments in our life, but what makes, or causes, the best and greatest moments in our lives?

Without getting too philosophical, let's look at this from a sports perspective. Many of you have probably seen the great movie, "Miracle," about the 1980 US Olympic Hockey team that beat one of the greatest hockey teams ever assembled, the Russian National team. One of the great lines of that movie comes from Coach Herb Brooks in the locker room before the start of the game against the Russians. He said, "Great moments come from great opportunity."

Brothers and sisters, we are standing in front of a great opportunity. Why do I say we have a great opportunity in front of us? Because despite having just ratified an industry leading contract, we can't just sit back and think all is well while we wait around for five years for the next negotiations to begin. There is always work to be done in building UNITY and STRENGTH. There is always work

to be done in getting ready for the next negotiations (five years will be here before you know it). There is always work to be done in educating ourselves with contract knowledge and our job duties.

Let's focus on educating ourselves. Hopefully, by the time this issue of the Newsletter makes it to the stations, the hard copies of our contract are in your hands. Even with a hard copy, it is always a good idea to have a digital copy on your phone as well. You can go to [TWU555.ORG](http://TWU555.ORG) and download a copy of our current contract. If you prefer a hard copy, or a digital copy, it makes no difference if you don't take the time to read it. Know what is actually written in the contract. Don't take anyone else's words for it. Too many times I have heard a member say to me, "the supervisor said this is how it works," and I tell them, "that is not how it works, read the contract," and then we reference the actual contract language that is applicable. When it comes to what the contract means, or how it is applied, NEVER trust what a supervisor says. ALWAYS talk to your Local Union Rep.

Know the Attendance Control Policy in the contract. You can find it in Article 23. Don't trust what people in the break room are telling you when it comes

to your attendance. Know it for yourself. Again, too many times I have talked with members that are at or near termination with attendance. Part of the problem is advice they took from someone about the attendance control policy without knowing what the contract said. I know there are a lot of good intentions on the part of our members, but for my entire time as District Representative (and probably way beyond my time), the number one reason for termination is attendance. Attendance terminations are number one by a very wide margin. Please educate yourself on the Attendance Control Policy, and everything else in the contract. In addition to attendance, don't let supervisors get one over on you because of "irregular ops." That is one of my favorite lies of a supervisor. Just because a flight is late, or someone had to get a MOT extension, doesn't mean it is "irregular," and the supervisor can do whatever they want. The contract still has to be followed.

To get further clarification, download a copy of the Work Rule Interpretations. There you will find questions and answers on how the Union and the Company agree the contract should be executed. Many of the Work Rule Interpretations from the "black book" will carry over to the "gold book," but there are going to be some things added, updated, and changed, and they will be coming out soon. The Union and the Company are working on getting those out as soon

as possible. The next thing we can do is study our job duties. Some of you have been around for a long time, and some of you are fairly new at this job. In any case, I urge all of you to become experts in your job responsibilities. Know what the GOM says specifically about how to do your job, and follow those directions exactly.

Some of you may think, "why do I need to do my job the way some 'office' person is saying who has never done the work I do?" That is a fair question, but what many don't know is the GOM has been updated and revised because of the union's Safety Committee, and other members who have filed reports and sent feedback to the company and the union. If you feel the GOM has something in it that is not safe, tell your Union Rep, and file a Safety Report. Otherwise, we can all do each other a favor by following the GOM exactly. By doing this, we will help create a safe work environment that will allow us all to go home safe at the end of our shift. Following the GOM exactly is also the only way to properly defend any discipline that the company may try to issue. Every discipline grievance that I have handled where the employee was properly following the GOM have been awarded and discipline was removed.

How will doing these two simple things make great moments? By knowing the contract, we will be educated, and being educated is something supervisors don't usually like because you can stand

up for your collective rights. By knowing our job duties and performing them exactly how the company asks, we will keep discipline out of our files, we will all be on the same page with the work that we do, and we will all keep each other safe so that we can all go home at the end of our shift. Most importantly, these two simple things will build solidarity. These two simple things will build strength within our ranks. Encourage each other to read up on the contract. Encourage each other to perform your job safely and exactly.

When we are all together on any one thing, we take a step closer to becoming a force that can overcome and achieve anything.

In Solidarity,  
**Tyler Cluff**  
**District VI Representative**





## DISTRICT 7

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# Equipping The Entire Membership

**S**ISTERS AND BROTHERS: I am writing this article during the first week of June and the heat is turned up at many of the stations we serve. This is the beginning of the summer travel season, and we all need to make sure that we take the necessary precautions to deal with the extreme conditions. I would like to remind all members to pay attention to the high temperature days at your station and to stay hydrated. Also, there is an OSHA website that you can refer to for a temperature, rest and hydration chart.

There has been a record number of members being terminated in recent months and a high percentage of them have been for attendance. Make sure you know your point totals and your roll off dates. In our California stations, members need to keep accurate records of how many protected hours and how many sick hours they have. Keeping track of your point totals is very important. The company is also terminating many union members for behavior and attitude. If you have issues that need to be resolved with other union members, please get with your local reps and work through these issues.

There seems to be one common theme when I visit my stations in District 7 and that is the

condition of the equipment. I constantly hear that stations are short of equipment and what they do have needs repairs. Headsets are the main equipment issue that I hear about. The company needs to provide the necessary equipment to our members so that they can do their job safely. Report any broken or damaged equipment to the local management and the local TWU safety committee members. We do not want agents arguing over belt loaders, headsets, pushbacks, etc. If you do not have the equipment that you need to do your job, contact a supervisor or a manager and let them know immediately. Now that we have the new gold book contract in place I would encourage all TWU members to read and study the new contract and focus on all the changes. Members should be informed and aware of contractual language so that they can ensure that their contractual rights are not violated. If you have any questions about the contract, ask your local reps for clarification. The interpretations committee is currently meeting with the company to address any language that needs to be clarified for the membership. As always, stay safe and watch out for one another.

In Solidarity,  
**James Barrett**  
District VII representative

# Covered Work Language Changes

**G**REETINGS MY UNION brothers and sisters. I hope all is well and that this article finds you all in good spirits. Recently, with the ratification of our Collective Bargaining Agreement, you have noticed expanded language in Article 2; most importantly Paragraph B. The importance of the additional language it is to further protect our labor. Here's a short summary of what Supervisors in each department may do to assist:

## **Ramp Supervisors:**

- *Supervisors may assist with the upload/download with (an agent present) no more than 25 items, no more than 5 items if alone*
  - *Supervisors may be only 1 of the 2 wing walkers, but not the pushback driver*
  - *A supervisor may also hookup either power or air but not both*
- Provisioning Supervisors:**
- *Supervisors may assist in the warehouse if there is an agent present*
  - *Supervisors may not scan/pack kits alone; however, they are allowed to keep inventory for their records*
  - *Supervisors may also clean up biohazard if requested*

## **Operations Supervisors:**

- *Supervisors may assist alongside of the OPS Agent while tagging jetway items*
- *Supervisors may push wheelchairs*
- *Supervisors may monitor top or bottom of the jetway ONLY*

*while the OPS Agent is working the same flight*

- *Supervisors may retrieve fuel slips*

## **Freight Supervisors:**

- *Supervisors may assist at the Cargo Counter and inside of the Freight Warehouse ONLY if there is a Cargo Agent present*
- *Supervisors, in facilities where one (1) agent is scheduled; may work the counter while the agent is in the warehouse or vice versa*
- *Supervisors may cover breaks and lunches*

In closing, it is very important that we stay vigilant to maintain the integrity of our contract. The more we stand together the stronger **WE** are. Many times, there are moments where Supervisors are there to help and try to go above and beyond to maintain the operation. Whether or not there is sincerity in their actions, there can be lasting effects when it comes to job security. The aircraft cleaning grievance is an example of this; it is yet another avenue to expand our workforce as well as recover labor that was once ours. The more we do, the more value we add when it comes to job security as we move forward in these times of uncertainty. It is time we stand unified.

In Solidarity,  
**De Mon Murphy**  
District IX Representative



## DISTRICT 9

**BOI  
GEG  
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KOA  
LIH  
OGG  
PDX  
SEA  
SJC  
SMF**



## DISTRICT 8

COS  
DEN  
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MCI  
MSP  
OAK  
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# Be The Change That You Want To See

**G**OOD AFTERNOON, brothers and sisters of TWU 555! I am so appreciative and humbled by all the support I have received since becoming your District 8 Representative. I had the great opportunity to work with our, now, President Abilio Villaverde, for the past seven years as his District Alternate, and prior to this we served alongside each other as local union representatives in DEN. I will serve all of our members with the same selfless dedication as we step into the next chapter of our brotherhood-and-sisterhood together.

Let me take a moment to introduce myself to any member that I have not yet had the pleasure to meet in person; I have worked for twenty-three years on the ramp and provo at SWA in LAS and DEN. In addition to these last seven years as District 8's Alternate, I have also served the union as an elected and Alternate Ramp Representative, elected Operations Representative, and Provo Alternate. In this time, I have met so many great members and have experienced alongside you, the ups and downs we know all too well.

Now that we have a new contract, let's come together and move forward in unity. Over

the years I have seen many of our members faced with hard times, and we always come out stronger than before. In these times as some stations continue to grow while other stations are closing, let's embrace each other and remember that every member matters. We are always stronger together and we need to stand strong in support of one another as we endure these times. One common theme I am proud to say I have seen during my station visits, since stepping into this new role, is that we all are concerned for every member being displaced by the loss of flights and I hope to see that support continue.

The last two months have been an exciting ride for me. I have had the honor of meeting so many of you in District 8 during my station visits and am dedicated to continuing quarterly station visits to each city throughout my term. To the District 8 members I have not met, I hope to see you on the next round of visits! I am dedicated to continue protecting you, our members, and the rights that we all enjoy. I believe that with every future station visit, I will continue to listen to and learn the needs of each and every station, as well as the individual members, to better understand and best way to represent you and your needs.



The Contract Training Seminar, at the end of April, that brought together all of the elected

**“...is that we all are concerned for every member being displaced by the loss of flights and I hope to see that support continue.”**

representatives throughout the system was such an amazing event! The networking and conversations were absolutely priceless! Every station and union representative brought their unique perspective to each new change of the contract, and exchanging experiences and ideas, at the seminar, only made our local stronger!

The one thing I want to challenge both members in District 8 and every TWU 555 member is to be the change you want to see. Whether that means becoming an advocate for yourself and other members, or joining a committee. Remember that the change and unity starts with you!

I'll close with excitement to announce Chris Lampe (MCI), elected Ramp Representative, as my District Alternate. He has been with the Company for 11 years and has been a dedicated local representative for nine of those years! “Lampe” saw

a need that our local could improve upon and helped initiate FLOC (Future Leaders

Organizing Committee) in September of 2017 – a committee that kicked off in March of 2018 and has

been going strong ever since. (Seek out Lampe for more information.) Here's to a new contract, new leadership, and a new drive to unite each one of us as we roll into the second half of this 2024 year!

Fraternally,  
**Sam Conte**  
**District VIII Representative**

# What Is A Grievance Specialist?

Current Grievance Specialists:

Curtis Clevenger (TUL)

Brian Smith (MSY)

Ryan Wittmuss (MCO) - Covered Work

Troy LaMont (MDW)

Mike Martinez (LGA) - Covered Work and Leave Specialist

Oscar Camara (HOU)

**A** GRIEVANCE SPECIALIST'S primary role is to handle termination grievances from the time after termination all the way up to, and including, arbitration. While all the specialists work terminations, there are currently two specialists that handle all the covered work grievances, and one specialist that focuses on the various sick leaves/laws and On the Job Injuries the Membership may need assistance with. The Specialists are also at times tasked to assist the District Representatives with grievances they may need support with.

Grievance Specialist is a full-time position and one that is not elected by the Membership. Rather, it is a Non-Officer Staff position that is appointed by the Local Executive Board (LEB). Currently there are six Grievance Specialists that hail from various Stations, Districts, and different job classifications within the Local. The Specialists are assigned their cases by the 1st Vice President and work hand in hand with the District Representative from the station where the grievance originated from throughout the grievance process, including presenting System Boards of Adjustments and Arbitrations.

The Grievance Specialist position is not an entry level appointment. To be considered, one must not only be a member in good standing but have vast experience in the various steps of the grievance procedures and have proficient knowledge of the Local's Collective Bargaining Agreement (CBA). Being that a termination, if not resolved during the grievance process, may result in arbitration, a Specialist must have the ability to present the case at arbitration and follow that by writing a post-hearing brief, a conceivably arduous task. The majority of the time, the Specialist will argue the case at arbitration opposite an attorney appointed by the Company.

To arrive at arbitration, a termination grievance could possibly take up to four or five months from the date of termination to the date of the hearing. Once the grievance is assigned, the Specialist has discussions with the Labor Relations Manager designated to the station from where the grievance originated from. If the dialogue does not result in a resolution of reinstatement and the Specialist discerns that the Employee was terminated without just cause, the case will proceed to a System Board of Adjustment (SBA).

A System Board is a hearing that is normally held in Dallas at

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either the TWU Union Office or Southwest Headquarters. The Company and the Union will each present their arguments as to why, by the Company, the Employee was justly terminated and by the Union, why the Employee was terminated for lack of just cause and should be reinstated. There are four Board Players, aka, the jury. After hearing the arguments, the Board Players vote as to whether the Employee's grievance should be denied, awarded, partially awarded (discipline reduced), or returned with no decision.

To prepare for the System Board, the Grievance Specialist, working with the District Representative, will evaluate all available evidence, research similar cases for comparisons, interview any witnesses, and do a prep with the Grievant and all potential witnesses prior to the hearing. After presenting the case, the ruling of the Board Players will determine if the Employee is reinstated. If the Board Players deadlock (vote 2 to 2), the Specialist and District Representative will present the case to the LEB. If the LEB votes the case forward to arbitration, the next Arbitrator in line on the panel of eight will be selected and the case will proceed to arbitration.

The Grievance Specialist and District Representative will again prepare for the arbitration as was done for the System Board. However, at arbitration there may be more witnesses testifying, such as other Grievance Specialists or LEB Members. The arbitration will be held within 60 calendar days from the date the case was voted forward to arbitration.

At the close of the arbitration, the parties have the option to do closing statements or write post-hearing briefs. Both parties tend to choose to write briefs. The brief is fundamentally a written closing statement and is the last opportunity to make an argument for the case with the Arbitrator. Writing a brief tends to be a laborious task. The brief needs to highlight testimony from the hearing which supports the Union argument and counters the Company's reasoning. Furthermore, both parties may add comparables to support their respective arguments. Comparables may be previous arbitration rulings, which are precedent setting, or references from books that examine and analyze Labor Laws. The Specialist must call attention as to why the comparables entered demonstrate why the Company's decision to terminate the Employee was without just cause, and therefore, was

arbitrary and unreasonable. Although there is not a specified timeline for the Arbitrator to make his or her ruling, the average timeframe is 30 to 60 days.

The role of Grievance Specialist is challenging due to the nature of the grievances. However, it is also a fulfilling role when one proceeds to get an Employee who was wrongfully terminated reinstated to their former position.

In Solidarity,  
**Oscar Camara**  
**TWU Local 555 Grievance**  
**Specialist**



# Communication Is A ~~Two Way~~ Street Belt Loader

**O**KAY, WHERE AM I going with this? Honestly, I needed a metaphor that will pay off in the end.

If the two contract votes and the recent LEB election taught us anything, it's that the Union's communication strategy had to change. Voter turnout was too low and we all have to work on that moving forward. Having open lines of communication between the members and union leaders is the key to all of us being as informed and educated as possible to best serve each other. For communication to be useful and efficient, it must go both ways....  
.... like a belt loader.

To increase your access to the information released by the Local and the desire to increase our access to your feedback, we made some major changes this year:

- On April 1, 2024, steps were made in that direction by opening our official social media platforms to allow for public comments and questions on all posts. Private direct messages to the official accounts are now and will continue to be answered immediately or referred to the appropriate person(s) to guarantee that no member has a query that goes unanswered.

- In addition, restrictions to the official TWU555.org website were lifted, no longer requiring a user login and password to access the valuable information on the site. Members can print and download important documents such as the gold book contract, grievance forms, reporting tools from your Safety and Health Committee and much more.

The union leadership has committed to amplifying the flow of information in every way possible. Increased frequency of updates on union business, summaries of the LEB monthly meetings, videos recapping the work being done on behalf of the membership systemwide, a new "In the Breakroom" podcast series highlighting our diverse workgroup are just a few. We will be utilizing all of our platforms to announce breaking news in real-time with more social media, more engagement, more education and more transparency.

But it goes both ways, right?

We need you, the members to provide feedback, ask the tough questions, ask the easy questions and most importantly, engage with and promote your union. There are easy ways to do that. First, ensure that all communications from the TWU office are posted on your Union bulletin boards and that outdated information is removed.

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Second, be invested in your Brothers' and Sisters' access to knowledge. Take advantage of opportunities to share TWU 555 content on our website, social media, and video and podcast platforms so we can cast the widest net possible. We need to make sure no member goes without the knowledge to make us the most informed and engaged union in the company.

Finally, it must be said again. Ask the questions. Demand answers.

We may be "Yeses" or "Noes," "this candidate" or "that candidate," But collectively we are one. WE ARE 555!

The union leadership is just as dedicated to feeding you information up that belt loader as they are

to receiving it coming back down. The one thing we all know is that if there isn't someone on both ends, you just wind up with a big pile of unorganized baggage.

And the last thing TWU Local 555 needs is unorganized baggage.

In Solidarity,  
**Eric Peterson**  
**Communications Director**



