



TRANSPORT WORKERS UNION LOCAL 555

REPRESENTING THE RAMP, OPERATIONS, PROVISIONING, AND FREIGHT AGENTS OF SOUTHWEST AIRLINES
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Brothers and Sisters,

We have received a decision from Arbitrator Perkovich regarding timelines of the Aircraft Cleaning Grievance. As you may recall, after the Union was successful on a timelines grievance in 2016 to get this issue to a hearing on the merits, the Company fought the decision up to the 5th Circuit Court of Appeal and argued that it was 10 days from ratification of our contract (not signing) that should have applied. After fighting for years in court, the Company prevailed on that argument in 2019.

When we ratified our Gold Book earlier this year, we followed the Company's arguments and immediately filed a new grievance within 10 days of ratification of our CBA. The Company again fought the grievance on timelines. Unfortunately, the Arbitrator agreed with the Company that this was an untimely grievance because it was not filed within 10 days from when the Company began outsourcing our aircraft cleaning work decades ago.

This has been a long, hard fight for years over work that we have always believed is rightfully yours. As this Arbitrator noted, the Union did not forfeit this issue, and the "record clearly establish[ed] that the Union has filed multiple grievances over the years and a cease-and-desist demand as well," and "consistently contested" Southwest assigning this work outside the bargaining unit. We have fought for this for so long because we believe the Company is wrong, and this decision does not change that belief.

We disagree with the Arbitrator's decision and are disappointed (but not surprised) that Southwest chose to fight their own employees on technicalities, rather than resolve this issue once and for all. We are exploring all options for the most effective way to move forward and will keep you updated.

In Solidarity,

Your Local Executive Board