

The Official Publication of TWU Local 555

Just Cause

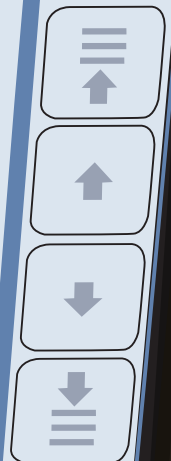


GUT Punch - Rampero, Johnny

[Daily Corroboration Click Here ->](#)

Howdy, coheart. We're thrilled to hear that you're interested in clocking out and are excited to provide this beneficial reminder for you to embrace, confirming that you definitely received all of your breaks and meal periods required by law, that all OSHA laws were strictly followed by all employees, that all members of mangement definitely said hi every time you passed in the hall, that mandatory overtime wasn't used as a staffing tool but if it was; that's what you signed up for, that you have a Bob Jordan bobblehead on your nightstand that will know if you're not sick enough to call in, and in conclusion, that if for any reason some or all of this message isn't completely accurate and you fail to immediately report these alleged inaccuracies to a member of mangement that it may result in discipline up to and including termination. Enjoy your time off!

Luv,
Management



ZEUS

Number Three



PHX TWU 555 Family Picnic

LEB

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Cover: Attest Or Else! A satirical take on the Company's application of deceptive messages on the time clocks in a desperate attempt to cover their asses from a former employee's lawsuit looming.



TRANSPORT WORKERS UNION LOCAL 555

REPRESENTING THE RAMP, OPERATIONS, PROVISIONING, AND FREIGHT AGENTS OF SOUTHWEST AIRLINES
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Presidential

BROTHERS AND SISTERS, This is already our third newsletter since taking office. The feedback has been tremendous as we focus now on educating the membership. The Education Committee has been focused on educating everyone on the contract starting with Article 23 – Attendance. That article can't be focused enough on. I will probably be talking about attendance in every newsletter we write going forward. Attendance terminations are through the roof and are a big reason that members are getting terminated.

Please watch the content that has been created, as a lot of times, we tend to forget the basics and the dos and don'ts and then rely on someone else to potentially give us bad information that could cause you to point out. If you don't call out a lot and aren't familiar with the new language in the CBA, please read the book! One of the other main reasons we are seeing that people are being terminated is how we treat each other and talk to each other. Getting into an argument or fight over a tug or cart is just simply not worth losing your job. The language that we use outside of work also needs to remain outside as anything against the protected classes will almost certainly get you terminated.

In the months to come, you will see additional content from the Education, Communications, and Safety and Health Committees. Educating everyone was a big ask during elections and we are now more than ever focused on giving you that. The Safety and Health Committee, now with two offline members full-time, are working on a series of videos. The focus on them will be creating cold and hot weather videos as well as educational videos for the Safety Reps. We give the Safety Reps Article 17 training but rarely in the past have we trained them properly on how to check equipment. Each piece of equipment will be shown in these videos on how to do this. If you feel your station needs a visit from a Safety Committee member, please reach out to your District Rep.

The Fast Facts were printed and sent to all the elected Station Representatives, so if you haven't received one, please ask. These are a great resource of information and the committee that put it together, put a lot of time and effort in giving you quick information that is mostly needed. All of this is on our website also. The Arbitration rulings since this board has taken office are also on our website. We try to get them quickly redacted and posted. The aircraft cleaning grievance is one everyone should read. That arbitrator contradicts himself in his ruling

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Overview

and ultimately stated that we filed the grievance about 50 years too late. This is something that clearly needs to get handled in the next negotiations once and for all.

We have two elections happening this year. There will be an election for Station Representatives coming soon and those that win will take office starting April 1. We have training already set up for those that do. There will be a two-day training session in Dallas those first few days in April. If you're thinking about running, please know you will get the knowledge and information to help you be successful and will be supported by this board. The training will consist of the normal rep training that has been conducted the last few years with some additional training on how to handle terminations, covered work, as well as safety.

The next election taking place will be sometime in late June or July, and that is for the TWU International Convention being held in Las Vegas. That is held every four years and has been at Caesars Palace for quite a while. There will be an announcement of how many delegates each district will be allotted. Nominations will take place and if you're nominated, you will run within your district. If you win, the Local will cover your days off and hotel stay for the

convention which will require you to travel on a Sunday and it will conclude with you leaving Thursday. You don't have to be a union representative to run for this opportunity. It really is a great week of speakers and speeches from our international officers. They also have several events planned for the attendees during the evenings that week as well. If you have never been, I encourage you all to get nominated and run.

There are more announcements to come, and we will keep you updated as promised as things roll out. You will also start to see different committees doing station visits besides the officers. Having access to information and resources are of the utmost importance. I look forward to meeting more of you as we continue with our station visits. Stay safe Brothers and Sisters!
We are 555

In Solidarity,
Abilio Villaverde
President



When Bags

HERE IT IS THE beginning of January when I'm writing this.

Already we have 20 members that have come across my email that have been terminated. The first 20 keep with the trends of last year. We have already had nine attendance terminations. We just finished pushing out our first video series from the Education Committee about attendance. We have gotten good feedback, and it seems like people have liked the information and video quality that was put out. As we start the new year, we have plans for the Education Committee to put together some more things and keep putting content out to the membership. If any of you have suggestions for things that you would like to see, reach out in the comments or the website and let us know. The Education Committee wants to continuously put out content that is relevant and informative to the membership.

With the new year comes the same bullshit from the Company. Plenty of arbitrations scheduled. Looks like they have decided to re-brand the SOE into a new UAP. They still aren't interested in allowing our membership to do our jobs. They still want to issue letters of discipline at an alarming rate and in the same breath talk about how overworked they are. I have people sending

me screenshots of emails about rallies being canceled and internships being canceled or not filled. Hiring freezes at HQ. All the while, blaming all of it on Boeing. Looks like some things never change.

We all hear how we need to save money. I've got 24 years with Southwest, and it's been the same thing since Day One. For those of you that don't know, I got hired September 4, 2001. That was the Tuesday before September 11th. I watched a bunch of people that I didn't know rally around this company for months. People coming to work for free on their days off. People donating their paychecks back to make sure we could buy fuel to keep our planes flying. Members of our Local bringing in stuff from home to help passengers that were stuck in the airport for days on end. Everyone that was employed at Southwest on that day can tell you everything that happened at their airport for several days after. Talk to some of the senior members. It's important history to hear.

I bring all of this up because not too long ago we had a meeting at HQ and the question was asked if Southwest had considered charging for bags. In essence, the answer was that they would lose money in the long run. They have an entire team that has studied this for years and it all points to losing money.

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Flew For Free

The reason being is that our customers expect it from us now and if they couldn't do that then they wouldn't fly us. The funny thing is, I believe it. I left that meeting thinking about that. Here is a multi-million-dollar company that has its identity and the flying public expects that. The problem is, I've been around long enough to realize something that the people that run Southwest have apparently forgotten. This isn't the airline that Herb built.

We've all seen the quote from Herb. "Your employees come first. And if you treat your employees right, guess what? Your customers come back, and that makes your shareholders happy. Start with employees and the rest follows from that." God damn that man was smart. Treat your people right and they will take care of you. Makes a lot of sense, doesn't it? Makes so much sense that he built an entire empire around it. He put people in place that had the same values and beliefs. He created an icon of a company that was studied for years and years on how it works because it was so successful. Books were written. TV shows were made. News organizations couldn't get enough of Herb and his little airline in Texas. The customer service was legendary. Other companies just couldn't seem to figure it out, but they've been trying for years to do it. There

is a reason why Herb was made an Honorary Member of TWU Local 555.

And what's that been reduced to? 2 bags fly for free. That's what we are known for now. It used to be low fares and customer service. Now it's 2 fucking bags. Thanks Gary. That's your legacy as you headed out the door last November. You've taken a legendary airline with legendary customer service with the best employees that worked their ass off, dedicating their life to making it happen and reduced it to 2 bags fly free. That's what we are known for now. Our membership has made this work. Our membership is carrying your legacy on their backs every day. And what do they get for it? A letter of discipline. Awesome. Thanks for that. I hope you go on to make millions someplace else. Because if Southwest and the new board of directors doesn't move on from you, there is no way in hell that our membership, and I would guess the majority of employees, will come together the way it did following the days of September 11th to make sure our airline survives. Hopefully your most valuable assets, the shareholders, will keep you afloat elsewhere.

In Solidarity,
Tony Slavings
1st Vice President

Editor's Note: This article was written prior to the Company's change in policy regarding checked bags.

Seeking



OUR NEWSLETTER is an incredibly important publication that allows each author to reach out to our membership and promote an idea. However, I often find it a struggle when deciding what to write about for our periodical. I ask myself “what can be said that hasn’t already been stated before?” Or “what should the focus be?” While I found myself asking these same questions recently, I opted to let our members decide. You may ask “How? I don’t remember telling you anything.” Well, I did not solicit for topics. I simply read the words our own members posted online.

The thing is, social media is an incredibly useful tool that allows members from all over to communicate in real time. Before you dismiss that statement, I would remind all of us that it was not that long ago that instantaneous global communication was not widely available to the masses, and more importantly, available to our membership. In such a short time, we went from hearing rumors of how a station across the nation was operating, to seeing a post showcasing how they appreciated a good stack. I sit back and read comments our members are asking “does this happen at your station?” And quite frankly, it is incredible to witness. Our members are far

from content with the answers we get from local management, who state “Dallas said so” or “this is how they do it at a mega.” Our membership has taken steps to call the company out on their fear campaign, and guess what, those rumors that shaped many generations of TWU members are rules that no longer apply.

One of the more prevalent subjects I see posted is that of a simple question. Many members have questions about our contract, the interpretations of the contract, and what to do in specific circumstances. This is inherently both good, and potentially bad at the same time. Reaching out to our Brothers and Sisters in the search for an answer to a specific question is well-intentioned. It allows for a relatable answer from someone who potentially has been in that same situation before. However, it shows the reality that we have fallen short over the years to provide the necessary education to our members. Put simply, we can do better.

What is it that we are doing to be better? Well, we are continuing to promote education and communication within our membership. We are not stopping with what you have (hopefully) seen and experienced since last April. If anything, we intend to expand on those ideas. Our Local has

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Communication

so many committees that many of our members are not even aware of, and now is their time to shine. We are dedicated to embracing the notion that ALL our committees are education and communication committees, and membership needs to see the benefit we reap from investing time and resources into developing our committees. Many of you may have seen some of the content produced already, and I truly cannot wait to see what they all can do over this new year. And for those of you who may not have seen the new content, keep your eyes open.

If you would, I would like to take a moment to write about some of what we all can do to benefit one another. First and foremost, I cannot express how versatile our current website is. Without logging in, we all have access to so many vital documents that provide many of the answers we all seek daily. After just a few quick clicks you can download a copy of the document that governs our employment, the current contract. Have you ever found yourself going to a rep and asking, "What if I do this....?" Well, my friend, after a few more clicks you can download the current copy of our Work Rule Interpretations. This document is fantastic in how it presents information in that same question/answer

format. You can find the Fast Facts (a quick go to reference document), arbitration rulings, lunch charts, and so much more. Most importantly, you can download all that information to your mobile device, which is a lot more convenient than carrying around a bag full of books.

I also want to address additional caution that should be taken regarding social media as it relates to our membership. Recently, we have witnessed a dramatic increase in terminations due to social media violations. I cannot stress this notion enough, that every single one of those terminations could have been prevented. We all need to realize that the company combs the internet for every iteration of their "brand," and anything associated with it. If your post does not comply with their standards, the company will act. It may seem unfair and unjust, but we all need to acknowledge that reality. The truth is that the company invests a lot of money and resources into tracking their "brand" online. That includes monitoring our pages, and ultimately, monitoring our members.

Back in September of last year, our Director of Communications Brother Peterson wrote about how communication is like a belt

loader. He described how our internal dialogue goes both ways, and ways that we can foster that growth within our Local. I agree with him. I'll continue to do my part by promoting our internal communication and education. I will celebrate our interactions in an online setting. I just ask that we all are mindful of what we post, and what it is that we are really saying.

"This Is Only a Foretaste of What Is to Come, and Only the Shadow of What Is Going to Be."
— Alan Turing

In Solidarity,
Bryan Gaulle
2nd Vice President



What May Be

HABITS. THERE ARE two sides to any situation with regards to habits, and a set of habits will bring you either closer to or further from your goals. I can't imagine it is anyone's goal to be terminated from a job, but the habits that many agents form lead them to that destination. If you continually call in sick, use personal days, use protected leave, use doctor's notes and become accustomed to missing work, it becomes more and more comfortable to continue those habits until a person runs out of notes. Runs out of protected leave. Runs out of points. In financial terms, if a person has good habits, has savings, and they spend below their means, excess resources can now be placed into investments and those habits over time snowball into increased wealth. Conversely, if a person's habits are spending beyond their means, and increasingly using credit to do so, that will eventually snowball into insurmountable debt that is more and more difficult to recover from.

If someone has the money for what appears to be an extravagant purchase, good for them. Like my grandmother used to say, "wear it in the best of health", provided the item was clothing of course. The issue arises about the perspective of whether the money is actually there or not. One might say

they "have the money" and mean that they are free of debt and that they have more than enough money in the bank to cover a purchase. While another might say they "have the money" and mean that they have no money in the bank, but that they have some room on their credit card. **Those aren't the same.**

Just like the concept of wealth and debt in financial terms, the same analogies can be made regarding an agent's attendance. There can be attendance wealth and attendance debt. If an agent is at -7, and they need to burn a point for whatever legitimate reason, it's not a problem. The money is in the bank. However, if an agent is at 4 points, there might be the smallest sliver left on the credit card, but that agent is in debt and nearing bankruptcy. Each point that is taken is a debt that you then have to pay off with a stretch of attendance without a chargeable occurrence, and it isn't a very short streak either. As the CBA states, *"for each non-cumulative ninety-day(90) period during which an Employee works without any chargeable occurrence, two (2) points shall be deleted from the Employee's accumulation until the total reaches a maximum of minus 7 (-7)."* Continuing that same example, the agent in attendance debt at 4 points, must then have a streak of six rollofs to achieve a total

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Habit Forming

of -7 points. That's 540 days of roll off and probably a daunting task for someone whose habits have led them in the other direction.

I'm not proposing that anyone forego their use of contractual rights when it comes to attendance. As an agent, I used many of them when necessary, but I tried to always ensure that I remained on the "negative" side of the point scale. Which in this case would be positive. The highest total I was ever assessed was positive 1. I received an LOI, management had made an error, I grieved it, the total was lowered to 0.5 and after the next roll off, I was never on the positive side again. Personally, I didn't feel comfortable taking that risk with my job, and we've recognized that attendance is our largest disciplinary issue as a local and we're putting forth significant efforts to change that long term trend, but how? While it is important to understand the contract, leave laws, and FMLA, what other habits can assist our membership toward attendance wealth?

The primary habit that agents need to adopt to ensure they remain out of point trouble is to keep track of every shift and exception. I've heard of agents using shift trackers but that sounds like it is mostly about tracking pay, and this isn't about pay, although you absolutely

should scrutinize your checks. The Company has a lot of trouble getting those right.

To track attendance, I personally used Google Calendar. This allowed me to keep a record of every shift, trade, call in, etc and it is searchable. Need the last time you took a NCO (non-chargeable occurrence)? If it's entered correctly, just search "NCO" and you'll have the answer. When I first received my bid, I would bulk post it into the calendar meaning that you can enter parameters for repeating events, set the beginning and ending times and beginning and ending dates for the 5 days in which you're scheduled. Once you have the base created, any changes are then recorded on the specific days. Since I was familiar with the company jargon, I would use it on my calendar. STO = Shift Trade Off, RPA = Reported personal absence, etc. This made it easier to compare to company records if there was a discrepancy. I would also record the point totals along with any event where a point total changed. Any time I wanted an updated point total from the company to ensure we were on the same page, I would **email SSO** for it using my personal email address so that I would have evidence of what I was told and that the emails wouldn't magically disappear as the company email is set to do. Any time there was an event where I

expected a change in my point total, I would wait a few days and then request a total from management. Honestly, there was a discrepancy most of the times, but I had the records to defend myself. Getting corrected at the time of the error is always easier than months or years later when the event isn't as fresh, especially if you aren't keeping good records. Remember, the company doesn't have to tell you about your point total until you get to discipline levels. If you are in the negatives and a point is assessed incorrectly, an agent will not know about it unless they ask.

From my own experience, and in speaking with many other reps over the years, most agents that develop poor attendance habits, never correct them. Many of the agents that we've saved over the years, still end up terminated for attendance over time. There were even numerous cases where an agent who was on termination level had a grievance go out of time frame that awarded them a total of -7 and within a year, they were back at termination. We would tell them to stay off of the AM shifts, to stop picking up shifts, to take a break on overtime, to track every shift and every occurrence but agents rarely took the advice. The common occurrence was an agent during a point review answering each question about an occurrence

with, “I don’t know” or “I don’t remember” or “that doesn’t seem right, but I don’t know.” There was one agent who when accused of taking a personal day after they were already at 4 points said, “yeah, that sounds like me.” I guess he felt that there was some room on his credit card. Unfortunately, that gentleman no longer works for the company. There was another that pointed out in one year and asked after we walked him out, “how long do I have to wait before I can reapply?” I didn’t know, and I told him that but I thought, “you already had the job, you just had to show up.”

Here is the truth about good habits; the ones that will get you where you want to be...are boring. Going 90 days without a chargeable occurrence isn’t exciting, but attendance shouldn’t be treated like Draft-Kings. You might end up having to work through some aches and pains picked up outside of work. You’ll have to hold onto that personal day and miss an event or two. Once you reach the goal though, it will have been worth it. Just like investing in something safe can be like watching paint dry if you look at it every day. If you focus on the habits instead of the immediate result, looking back years later will provide the context necessary to know it was all worth it.

In Solidarity,
Jason Sonnabaum
Financial Secretary - Treasurer

Today < > September 2019		
SUN Sep 1	MON 2	TUE 3 ● 15:00 Work
8	9	10 ● 15:00 Work
15	16	17 ● 15:00 Work
22	23	24 ● 15:00 Work
29	30	Oct 1 ● 15:00 Work

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The Spirit

I HOPE YOU ALL HAD A SAFE and joyful holiday season, and I wish you all a Happy New Year. For me, the start of a new year means looking back on 2024 and seeing where I could have improved or handled a situation differently, to grow or to make change.

Being elected to this position has been incredibly meaningful to me. While I knew exactly what I wanted to focus on in my role, there were other areas where I felt we could make improvements. One thing I've always valued is the act of gift-giving, the special feeling that comes with showing someone you're thinking of them, especially during times when others may not. For many years, the Local has sent out (when the office is notified) bibles to members when they have experienced a loss of life. It's a thoughtful gesture, but it became clear that many members weren't aware that we did this. A bigger concern to me was the question of what religion the member follows. Religion is a personal subject, and asking someone about their faith during a difficult time can feel unwelcome. As the Local Rep, I would keep a spreadsheet when I discovered their affiliation, but if I'm being honest, it was difficult. Religion rarely came up in conversation and while I only had a little over 100 members I represented, I couldn't imagine someone in a larger station trying to keep up

with that. The bible would come in a box, with some religious focused cards, which on occasion was either shipped to the office or to the member, damaged. Then there's also the problem of a member who may receive multiple bibles in a year. At a certain point, it feels less meaningful and more like an item collecting dust. I met with a local carpenter and began designing a more versatile box made from red oak. This box could be used to store personal items, anything meaningful to the recipient, or a thoughtful alternative to the traditional bible gift. The process is ongoing but, I'm hoping to have something by the end of the first quarter. Currently, we still have bibles available in the office for members who prefer to receive them and will continue to. If you would like to send a bible to someone, please contact the office and one of the ladies on staff will have it mailed out.

Shifting topics, I have also worked with a local plaque and trophy vendor to redesign our Rep of the Quarter plaques to replace the composite wood we were using. The added benefit, there's cost savings! We will begin working with our new vendor this year and the recipient of the 4th quarter and moving forward will be presented with this.

The new hire classes took a short break over the holiday season and have officially started

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Of Giving

back up. The company has also implemented a “PM” training class until, what I’m being told, will be a pause in mass hiring for 2025. I continue to stress Article 23 and ensuring that our members on probation are fully aware of the reporting requirements. I’ve also started to address inappropriate behavior more frequently, as that seems to be another reason why our members are being terminated.

There has continued to be station visits from myself, and the board and I have also completed my day in the field in Operations and Cargo as promised at the beginning of my term. I plan on completing and Ramp and Provo within the month, providing my schedule works out with the Local Reps.

Stay safe and please take care of one another.

In Solidarity,
Nicole Sanchez
Recording Secretary





Finishing Strong

GREETINGS DISTRICT 1
I hope this message finds each of you doing well. Please take a few moments to read this newsletter completely. As of this year 2025, the amount of agents who have been terminated is very high. At this point, we might outpace last year's numbers. The easiest way not to be terminated is to FOLLOW THE RULES. If you follow the rules and there is still a problem, at least you can say you followed the rules. For example, if there is not enough equipment like a cart, or a tug, use your radio and tell a "leader" that you need assistance. Always make sure someone acknowledges and then go to your gate. If you are asked "why you are at your gate without equipment?", simply say you requested assistance, and you wanted to be on time for your flight. Let's work together to reduce agent terminations.

As many of you have heard, SWA has decided to reorganize the company. All companies go through this at one point or another. However, what I would like to see, is the reorganization of the BWI Training Department Leadership. Hear me clearly, I am not talking about the TWU members who give of their time, and expertise to train others. I think you all are doing a great job. However, the leadership in that department is concerning to me and it needs to be changed.

Finally, if you don't know, I am a Preacher, so this is my close and you know Preachers like to finish strong. A lot of people saw the news about the company layoffs. I was shocked and hurt about the many people who were in jeopardy of being laid off. With this news, many people started saying the heart is broken. Well, from what I observed down through the years, the heart has been broken for a while. For example, if you are suffering from a long-term illness, have cancer, or had a heart attack, the response should not be, "that all attendance rules must apply." Where is the compassion? No one wants to hear that only the attendance rules apply when they are scared and suffering. It seems as though the leaders who have a heart, who are compassionate, empathetic, and know how to lead all types of people are the ones that get terminated or walked out of the door the other day. There are too many leaders who don't have a heart, who are dishonest, disrespectful, who lie, cheat, and steal, make agents stand outside in the cold for no reason, try to intimidate and even fight agents (help me testify BWI), and send agents on dummy missions. Those are the ones that SWA keeps and likes to promote. The world now knows the truth about our airline.

In Solidarity
Rev. George K. Davis
District 1 Representative

DISTRICT 1

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

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Grieve it!

I HOPE EVERYONE ENJOYED the holidays with their loved ones! I won't take up a lot of your time but will just speak on a few topics.

First off, the importance of filing grievances. TWU family, it is in your best interest to file a grievance on any disciplinary letter that you receive. Don't wait or hesitate. Tell the supervisor or manager that you want a copy of the letter and proceed to your Local Representatives to file your grievance. While it may seem tedious and not worth your time, it may in fact save your job. There are numerous arbitrations and MED/ARB rulings that have come about and set the standard on the appropriate discipline to be rendered, but not all stations nor managers abide by them. When you file that grievance, you give both Local and Station Reps the opportunity to fight a mitigating circumstance or just what the standard discipline should be based on an arbitrator's decision.

While attending an arbitration conference, panelists that were active arbitrators also spoke of the importance of filing a grievance and protecting your rights. Unfortunately, not grieving that discipline letter will make the arbitrator believe that you agreed with the discipline you were issued rather it being right or wrong. We all pay dues, and those dues are to help fight

for rights and protections under the CBA which includes filing that grievance, SO WHY NOT DO IT? Ultimately, everybody give yourself a chance, an opportunity to protect yourself, your CBA, and your rights.

As we enter the start of 2025, the discipline nor terminations have stopped. We must be smarter in the decisions we are making. Not giving the company the opportunity to discipline us and/or terminate us. How do we do that you may ask? By learning our CBA and utilizing your Local Station Reps and District Reps. Listening to the breakroom lawyers is very entertaining until you're in the hot seat. So, when in doubt, seek a rep, they will have the best answer to your situation and/or questions.

Stay Strong Stay United!

United We Stand,
Dan "DC" Chriss
District III Representative



DISTRICT 3

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Don't Gamble

AS I SAT DOWN TO write this article, I couldn't help but reflect on something that's been affecting a lot of us lately: job loss, especially when that job comes with union benefits. Losing a job is tough enough, but losing those union protections is a whole different kind of loss. It's a reality no one wants to face, but it's becoming more common.

I've seen first-hand how hard it can be for members who lose their job, especially when they're not just losing a paycheck but also the benefits and protections that took years to build. This article isn't just about my thoughts on the matter, but also about hearing from our Local Union Reps who have seen this issue grow. Together, we can understand what's at stake when you lose more than just your income.

Losing your job is one of the most stressful things anyone can experience. The initial shock is quick and heavy: What now? How am I going to pay the bills? Will I find another job soon? These are the questions that hit you hard in those first hours. But what many don't realize is that losing your job isn't just about the paycheck.

Over time, unionized jobs are just becoming rarer. We've seen some unions try to organize in new industries, but management

fights back hard, making it even more difficult for workers to get the kind of security we've fought for. If you're lucky enough to be in a union, hold on to it. Those who work in non-union jobs can tell you how much better it feels to go to work knowing your rights are protected. It's something we can't take for granted. You're losing the benefits that took years of hard work and negotiating to get. These benefits didn't come easily – they were earned through struggle, sacrifice, and hard-fought battles by the union members who came before us. Things like attendance rules, vacation time, and job protections didn't just show up, they were fought for.

Last year, I can't even count how many difficult calls I made to members who were waiting to see if they'd get their job back after arbitration. A lot of people think that if they get their case in front of an arbitrator, they'll automatically win. The truth is that's not always the case. I've sat in these hearings, and I can tell you – hoping an arbitrator will overturn a decision is a gamble. Even with a strong team of Union Reps fighting for you, the outcome is never guaranteed. I've heard Grievance Specialists and Board Members walk out of hearings feeling positive, only to find out later that they lost. The grievance process is tough. Sometimes, it's not enough to get you back on the job, and the whole process can be long, stressful, and emotional.

Your Job Away

So, here's my advice: Cover Yourself! If you're ever in a situation where you're unsure about what to do, reach out to me or another rep. We're here to help you make the best decision, and if possible, to avoid getting caught up in a grievance in the first place. We're not just here to support you when things go wrong. We want to help you avoid those situations altogether. It's always better to prevent a problem than to deal with the fallout afterward.

At the end of the day, we must remember what's at stake. Losing a job is tough, but losing union protection can make it even harder. The more we stick together, support each other, and stay aware of what we stand to lose, the stronger we'll be as a union. Whether it's through making smarter decisions or standing up for what's right, we've got to protect the benefits we've earned. We're here to guide you, support you, and fight alongside you. We all have a lot to lose, but we also have a lot to gain by sticking together. I've always said I'm grateful to have a job, but I'm even more grateful to have a union.

Please enjoy a read from our Reps in District 2 – those who see firsthand what it's like when a member loses their job, and who understand just how important it is to have that union protection.

Faternally,

Edgar Jimenez **District II Representative**

"There's no reason for the establishment to fear me. But it has every right to fear the people collectively - I am one with the people."
- Huey Newton

I've been with Southwest (MCO) for over 13 years now, and in that time, I've seen a lot of stuff and had my fair share of arguments with the company over some of their less-than-brilliant decisions. As a Union Rep, you're always fighting for your coworkers, always looking for new ways to push back, and while it can feel rewarding, it's also frustrating and sometimes downright heartbreaking.

The toughest part? Watching good friends and coworkers get fired, and not being able to step in and save them. What I mean by that is, sometimes you've got someone who's doing everything right, and they're getting punished unfairly. Then there's another situation that's way harder to deal with and that is falsifying documents. I honestly can't wrap my head around why anyone would risk trying to fake a doctor's note or any other paperwork when there are so many options to deal with things the right way. I've seen good people lose their jobs over this, and not even because they were in point trouble. When

it comes to disciplinary actions like this, the company's already done their homework, and there's no wiggle room. It pretty much takes away our ability to fight for you because the company has all the proof they need.

So, if you ever find yourself in a position where you're even thinking about doing something like this, I urge you to talk to a rep first. There's usually another option that's better in the long run. Trust me, we've seen enough to know that there's always a way to handle things without getting caught in a mess like this.

Take care of yourselves, stay safe, and remember – you've got options!

Brian Albury **MCO Alternate District Rep**

DEAR SISTERS AND Brothers, Serving as a Local Union Representative is a unique and challenging role that isn't suited for everyone. It requires a deep understanding of the time commitment involved and the dedication you owe to the members once elected. You will receive calls, texts, and attend meetings at all hours, day and night. The challenge lies in witnessing repeated behaviors among the membership.

Many members are aware of

the significant risks that could jeopardize their employment, yet they often think such issues won't happen to them. They take chances with their attendance and make poor decisions in critical situations. When these mistakes occur, it weighs heavily on the Local Union Representative, as we see the larger consequences of terminations. A member's family may struggle financially, unable to cover rent or bills, and the member loses out on vital benefits such as 401(k) plans, insurance, and flight privileges for their family. We strive to see the broader picture and hope that through the grievance process, there might be a chance to reinstate their position.

However, we remember our losses more vividly than our victories. As Local Representatives, we embrace a new set of families upon being elected, and we know we must advocate for you and your families. Please take the time to understand your attendance points and make wise decisions regarding damages, disciplinary letters, and your behavior in the workplace.

In Solidarity,
Michael Crouch
TPA Elected Ramp Rep
Future Leaders Organizing
Committee Co-chair

Don't Gamble with Safety: The Stakes Are Too High.

SAFETY ISN'T JUST A guideline- it's a lifeline. To the company, we may just be numbers, but to each other, we are family. Every

agent here is a brother or sister to us. Their lives, as well as our own, matter far more than a write up in your file or a few seconds shaved off a task. Their families, like our own, are counting on each of us to work safely and smartly every day. I frequently speak to my brothers and sisters about taking time to make safe decisions, no matter the pressure. These choices might seem minor in the moment, but if poorly executed, can have catastrophic consequences. We have all heard the close call stories, and tragically, have suffered some losses of our own due to unsafe practices. None of us want to be the reason a heartbreaking phone call is made to a loved one. At the end of the day, your safety and the safety of your coworkers matter more than the company's bottom line. Take your time to make smart and safe choices, follow the safety rules, and make decisions that ensure everyone goes home to their families each day. We have the power to change the culture of cutting corners and to show that no task is worth risking a life over.

Let's put safety first, every flight, every bag, every shift! Remember, nothing is more important than a life.

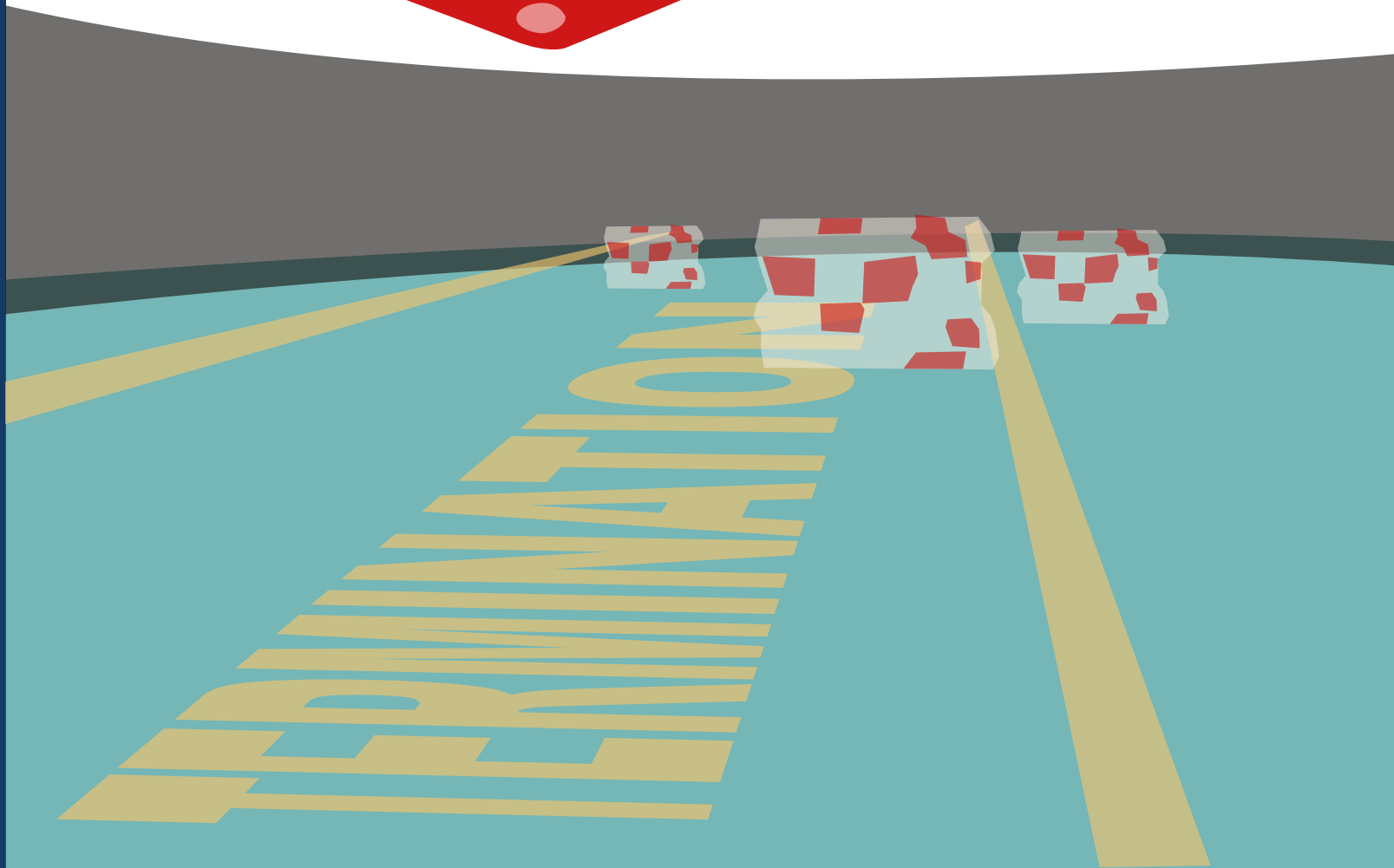
Brady Barrilleaux
MCO Safety Representative

DURING MY FIRST TERM as the Operations and Cargo Rep, I have experienced a few cases where the Company will excessively discipline and even consider a possible termination of employment.

In Cargo, agents should be mindful every single time a shipment requires screening. Failing to screen even one piece in a lot will call for a member to attend a fact-finding meeting. The result of the meeting if found that the member failed to screen cargo will result in a LOW and even an unpaid suspension. If the member fails to screen cargo a second time in a 12-month period, the company will terminate your employment. Also in Cargo, always double check the weight you put in for every shipment. A simple mistake of typing in a number on the keypad twice will result in the company issuing excessive discipline for a weight and balance error.

As for Operations, the most common cases where I notice excessive discipline being issued is for mis-boarding and mis-scans. The Company is starting to crack down on Customer Service Agents and a small number of Operations Agents for fare manipulation. For reservation changes/ fare change, please go through the reservation department.

Greg Gamboni
TPA Operations & Cargo Rep





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Stop Your “Whining”;

GREETINGS BROTHERS AND Sisters, I hope everyone is doing well and this newsletter reaches you in good spirit and health. I want to speak with you today on a brief but very important topic that I believe each member of our Local should know and practice daily. What I would like to share with you today is something called Weingarten Rights. I feel that we as the Union Advocates hear about these rights not being practiced on a daily basis and it puts our membership at risk not knowing.

What are Weingarten Rights?

The rights of unionized employees to have present a union representative during investigatory interviews were announced by the U.S. Supreme Court in a 1975 case (NLRB vs. Weingarten, Inc., 420 U.S. 251.88 LRRM 2689). These rights have become known as the Weingarten rights.

Employees have Weingarten rights only during investigatory interviews. An investigatory interview occurs when a supervisor asks an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the

employee of his/her Weingarten rights; it is the employees' responsibility to know and request.

When the employee makes the request for a union representative to be present, management has three options:

1. It can stop questioning until the representative arrives.
2. It can call off the interview or;
3. It can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative.

Employers will often assert that the only role of a union representative in an investigatory interview is to observe the discussion. The Supreme Court, however, clearly acknowledges a representative's right to assist and counsel workers during the interview.

The Supreme Court has also ruled that during an investigatory interview management must inform the union representative of the subject of the interrogation. The representative must also be allowed to speak privately with the employee before the interview. During the questioning, the representative can interrupt to clarify a question or to object to confusing or intimidating factors.

While the interview is in progress the representative cannot tell the employee what to say but he may advise him/her on how

You Have Weingarten Rights

to answer a question. At the end of the interview the union representative can add information to support the employees' case.

As I leave you today, understand, educate, and empower yourself with the Weingarten Rights. Always have this in your back pocket and know you can use this anytime management approaches you about any situation. Until next time, stay safe, hold the line, and keep up the good fight.

Onward and upward,
JP Loregnard
District IV Representative



DISTRICT 5

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GREETINGS BROTHERS and Sisters. As I write this article, we have made it through the holiday rush. I hope during that time all of you were able to enjoy some time with friends, family, and other loved ones. We now look forward to the rest of the winter season and before we know it, the warmth of Spring days will soon be here.

What I would like to focus on in this article is Information. What do I mean by that? It's information that we need to gather when filing a grievance. When

agents that received the awarded overtime that should have been given to you. When we get these things together, a lot of the time the violation can be fixed in the station before even having to file a grievance. If local management still feels that they did no wrong, we move forward with the grievance process outlined in Article 20. However, having all that stuff readily available during the process can sometimes speed things up. If a simple bypass gets to our level and we don't have all the necessary documents, we must request those from the proper

labor manager and that can take some time. So, take the time with your rep at the station and get as

much information as you can.

“It's information that we need to gather when filing a grievance...we need to have all the pertinent information that we can use to defend our argument.”

we file a grievance, we need to have all the pertinent information that we can use to defend our argument.

Let's talk about a couple examples of what I see a lot of. First would be Overtime bypass. When an agent believes they have been bypassed, they have the right to file a grievance to be made whole. Items that would really help with that grievance would be copies of the Appendix A (overtime call out log), exception logs for the date of the bypass, and if you would like, the name or names of the

Second is when it comes to receiving discipline. We are all human and making mistakes is part of our nature. However, not all mistakes are created equal and at times excessive discipline may be handed out. When you receive a letter and you feel it's excessive, you do have the right to grieve that. When you get with your Local Rep to discuss the situation, come prepared with evidence to prove your argument. If there were any witnesses, get a statement from them. Gather

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pictures of anything that could have contributed to the incident. Collect as much information that you think would help your case. Having everything together and ready will help us in being ready to defend you. For District 5, station visits started up again beginning in February. I look forward to seeing you all very soon and please remember to work safe and look out for your fellow brothers and sisters.

Fraternally,

Mark Koudelka

District V Representative



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AT THE EXPENSE OF sounding like a broken record, I feel it imperative that I talk about the one thing that is harming our members more than anything... Attendance. Without question, attendance has been and continues to be the #1 reason for our members being terminated. The next reason for termination is a distant second place. For these members that are terminated for attendance reasons, they have some of the lowest chances of getting their job back through the grievance process. So why are there so many issues with attendance?

That is a very complicated answer. There are many reasons, and within each reason is another host of variables that can be added to that one reason. I want to focus this article on one reason that should never be the reason. Not knowing your collective rights.

It is so important to know what the contract says, and what the contract requires when it comes to attendance. Assuming what the contract says, or going off what someone in the breakroom said, is a recipe for disaster. Your best and ONLY resources should be the actual contract book itself, and if you have any further questions on what the contract means, ask your Local Union Rep. What are the reporting requirements? How many doctor notes

can I use? Do I have to call out sick every day? How many points will I be charged if I call out sick? How do I roll off points on my attendance record? How many points can I get before I am terminated? All of these questions are answered in our contract. In addition to finding the answers in the contract, our Education Committee has recently put out several videos explaining the Attendance Control Policy (ACP) in our contract. There is some good information in those videos. However, I would strongly encourage anyone who does not fully understand the ins and outs of the Attendance Control Policy in our CBA, to watch those videos (on the TWU Local 555 YouTube channel), and follow along with your contract book out. Mark anything that you don't understand and follow up with your Local Union Rep and ask your questions. There is nothing that will make our Union stronger, than members who know and understand what is in our contract.

In addition to knowing our ACP, there are many different laws that intersect with the ACP contained in our contract. Many states have laws that give our members additional rights. In addition to state laws, there is also the federal law known as FMLA (Family Medical Leave Act). Understanding how these laws work in relation to our contract's ACP is vital to ensure you do not incur points unnecessarily. Too many of our members

The Game

have made assumptions on how FMLA, or their state laws work, only to find out they were wrong and were charged points. In some cases, that misunderstanding put the employee at termination level. Don't let this happen to you. Always KNOW how the laws and the contract work, don't ever assume, and don't ever go off what someone said in the breakroom.

The first thing I would encourage all of our members to do is NEVER play the "point game." Life in the negative points is so much easier than always being on a Letter of Warning or a Final Letter of Warning for attendance. A very wise Grievance Specialist once said, "when you get hit by a train, it is not the caboose that kills you." Your attendance is a train. Each time you call out, another car is added to the train. If you don't keep your attendance in good order, sooner or later, you will find yourself stuck on the tracks with YOUR attendance train coming down the track unable to stop. You might have every excuse in the world as to why that caboose doesn't belong on your attendance train, but like the saying says, it is not the one that killed you.

If you are now currently in the positive points, then get to work on your attendance now to get into the negative points, and don't ever leave the negative point territory. If you do not know where you are currently in points, then find out, and keep track of your own attendance.

Don't assume the Company is doing your attendance correctly. As soon as you think something is wrong with your attendance, then talk to your Local Union Rep and if necessary, file a grievance.

When you don't keep track of your own attendance, and the Company makes mistakes, it makes it harder to fix the mistake the longer it is before you say anything. In many cases, some mistakes cannot be changed if you wait too long due to the time frames for filing a grievance in our contract.

Bottom line: IF you think there is an issue, DON'T WAIT!

If you are having issues outside of work that are causing you to miss work, then talk with your Local Union Rep right away. The longer you wait, the more difficult it becomes to do something to help you. You might find resources and answers that you didn't even know you had if you take a moment to go and talk to your Union Rep.

I know a vast majority of our membership is working hard, and coming to work, and keeping their attendance in good order. If you are one of these people, then see if there is someone you know that might need some help. Show them the contract and point to the things that can help them understand. Not only can you be very helpful to one of our members, you might even save their job.

I know our jobs at Southwest Airlines are far from perfect. But

I know many people, including myself, that have made a career at Southwest Airlines, and been able to provide for themselves and their families, and all because they kept their attendance in order. There is nothing I hate to see more than one of our new members losing out on the opportunity to have a long career at Southwest, or one of our longtime members ending their career sooner than they wanted because they didn't understand the ACP in our contract. Please take the time to learn and review if you have any questions about the ACP.

In Solidarity,

Tyler Cluff

District VI Representative



DISTRICT 8

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The Halves

TIMES ARE CHANGING and everyone is starting to notice. 2024 has come to an end and the numbers don't lie. We, TWU 555, have had over 600 union members lose their jobs last year. This is a record number of union members for TWU 555 that have lost their jobs for a single year. I have spoken to several of you about this issue and it is something that needs to be talked about and discussed.

One of the largest issues that has caused the most terminations is attendance. Our members have a lot of control over if they will get fired for this or not. As I have dealt with more attendance grievances this past year than I have ever, one of the more serious reasons that the number has gone up is that the members haven't taken the discipline letters they received for the weight they carry.

When the supervisor walks up to an agent and hands the member the attendance discipline letter, there is no conversation with the member of the discipline letter. The member just signs it and dates it with no other exchange of words, and then the supervisor just walks away. The agent sighs and says, "Eee...I'm glad that is over!" And goes right back to work. I hope that this is not the first time you

hear this, but let me reiterate: **all discipline letters carry a lot of weight toward your safety of your employment.** This is not just a piece of paper that a supervisor needs your signature on. It's important that you take the time to understand what discipline letter you have been given, and if the letter is warranted. If there are any questions or corrections that need to be made, that is the time to request a Local Union Rep to be present. **This is your right – and knowing your rights is half the battle!** Even if you don't believe there has been an error made, it may be beneficial to find a Local Union Rep and speak to the rep about your options and rights before signing and accepting the discipline letter.

The first step to understanding your rights and the attendance policy is to open your CBA and turn to Page 1. Then after you have read our GOLD book and have spent some time reading Article Twenty-Three, the next step is to reach out to a Local Union Rep or fellow members. **Strength that will come to you and all members that do this is unparalleled to members that just rely on breakroom talks and misinformation.** Let's take back the power that has been lost when we don't empower ourselves with knowledge. I

Of Battle

am not saying this is easy or can be successful overnight, but I am saying that it can be accomplished by each and every member. We've all heard that knowledge is power, but it's **applying** that knowledge where that power really thrives.

I have been in your shoes before. I know that this might feel daunting, the hardest step is the first step – which is to crack OPEN the GOLD book and start reading.

Fraternally,
Sam Conte
District VIII Representative

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SISTERS AND BROTHERS:

We made it through another busy holiday season with the hard work by each and every one of you TWU 555 members. 2024 brought us a new ratified CBA and an election of all positions on the TWU 555 LEB. Now it is time for every member to exercise their right to vote again. The election of Station Representatives

"I cannot emphasize enough; follow the GOM and safety guidelines that are in place by the company. They are there for your safety."

across the system at every station in every department is a very important process. The election will determine who will represent you for the next three years. TWU Station Reps are your first line of defense for all situations that involve your contractual rights.

I would also like to remind all members to go with your Local Rep and review your file for discipline letters that have been in your file for a year or longer and have them removed. I would also encourage every member to check their attendance point total. All members employed at California stations need to check their total of California protected hours. The number one reason our members are getting terminated is by far

attendance.

As we now move into the busy spring break season, always remember to make safety the number one priority and watch out for one another. I know we all want to take shortcuts every day at work. I cannot emphasize enough that you need to follow the GOM and safety guidelines that are in place by the company. They are there for

your safety. I want every TWU member to be safe at work and go home to

your families with no injuries to you or anyone else.

Fraternally,
James Barrett
District VII representative

Thanks for the Thankless

I'D LIKE TO TAKE A MOMENT to thank every Local Rep of our Union. The countless hours that you Ladies and Gentlemen put in as support to 555 does not get overlooked, at least not by me. Since becoming District

“Your front-line connection, sacrifice, and dedication to our workforce is instrumental in preserving our contractual language...”

Representative, I've had the pleasure of meeting an abundance of reps in both my district as well as others. Your front-line connection, sacrifice, and dedication to our workforce is instrumental in preserving our contractual language and educating agents.

The long hours at work and home spent answering calls, questions, and researching information for a grievant goes beyond what words can express. As selfless as it seems, it goes a long way in ensuring another employee isn't unjustly terminated in these times, as well as making sure pay discrepancies are addressed, and the list goes on and on.

In short, **THANK YOU** for all that you do!!

Fraternally,
De Mon Murphy
District IX Representative



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Civil & Human Rights Committee

DEAR MEMBERS,
In this edition of our newsletter, we want to shine a spotlight on the Civil and Human Rights Committee (CHRC) and the invaluable contributions it brings to our membership and communities at large.

What is the Civil and Human Rights Committee?

The Civil and Human Rights Committee is a dedicated group within our Local that focuses on advocating for the protection and promotion of human rights and civil liberties. Our mission is rooted in the belief that every member deserves to work free from discrimination, violence, and oppression. We work tirelessly to raise awareness, create educational programs, and advocate for policies that uphold and expand human rights for all.

Key Objectives of the CHRC

1. Advocacy

The CHRC actively engages with local, state, and national policymakers to advocate for laws and regulations that protect civil rights. By mobilizing our membership and leveraging our collective voice, we aim to

influence legislation that promotes equality and justice.

2. Education

and Awareness

We believe that knowledge is power. The CHRC develops educational resources, workshops, and training sessions to inform our members and the broader community about human rights issues. Our goal is to empower individuals to recognize and stand against injustices.

3. Community Engagement

The CHRC fosters partnerships with other organizations, community groups, and individuals who share our commitment to civil rights. By collaborating on initiatives and events, we work to create a more inclusive society and amplify our impact.

4. Support for Victims of Rights Violations

Our committee provides resources and support for individuals who have experienced violations of their human rights. We work to connect victims with legal resources, counseling, and advocacy to help them navigate their experiences.

How the CHRC Enhances Our Local

Being a member of our organization means more than just access to resources; it means being part of a community that values and promotes human rights such as:

Networking Opportunities:

Engage with a diverse group of activists, scholars, and community leaders who are passionate about human rights. The CHRC

hosts events that provide a platform for networking and collaboration.

Skill Development: Participate in workshops and training sessions designed to enhance your advocacy skills, public speaking, and community organizing abilities. These skills are essential for effective engagement in civil rights work.

Impactful Initiatives: Contribute to meaningful projects that address pressing human rights issues. Whether through volunteering, fundraising, or advocacy, your involvement can lead to significant change.

Stay Informed: As a member, we receive updates on important human rights issues, upcoming events, and opportunities that we bring back to the Local.

For more information or to participate, please reach out to us at CivilHumanRights@twu555.org

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Grievance Process

HELLO, EVERYONE!

I wanted to provide all of you with a Cliff's Notes version of your grievance process once it reaches the Union office, for those of you who are curious or unaware. This process is explained more fully in Article 20 of the Collective Bargaining Agreement, but here is the quick version:

Your grievance Page One is received in the Union office via fax or email and is entered into our database by one of your three lovely and fabulous Grievance Admins (Sandra Turner, Glena Flippin, and me!!) It is then assigned a case number to begin the process.

- The Page One and any additional backup documents are forwarded to the assigned Rep, which may be your elected District Rep (most contractual cases,) one of the eight Grievance Specialists (most terminations, all covered work cases, and special cases dealing with LOA/FMLA/OJI situations,) or occasionally one of the Executive Board if the number of termination cases are exceptionally high.

- The assigned Rep has 10 business days from the grievance denial date to submit a Page Two, and both the P1 and P2 are sent to SWA.

- SWA then has 10 business days to submit a response back to TWU.

- TWU has 10 business days to either request a System Board hearing or a Mediation/Arbitration (Med/Arb) hearing, depending on the type of issue being grieved. (Med/Arb cases are strictly non-attendance, non-termination, disciplinary cases. All others go to System Board.)

- Once a System Board hearing is requested, TWU and SWA have 15 business days to convene a hearing or request a time extension should they be unable to convene in the initial 15-day period. (MED/ARB cases are scheduled once every two months and are heard in multiples over a 3-day period.)

- After the System Board is held (and assuming it deadlocks – is undecided – TWU has five business days to request an Arbitration hearing, and the appointed Arbitrator provides various dates within a 60-day period (for Termination cases) or a 90-day period (all other cases.) SWA and TWU will choose a date together.

- Once the Arbitration is held, the Company and the Union both usually have six weeks to submit a brief to the Arbitrator, which is a summary of why each side thinks the other is wrong. Then the Arbitrator usually has 60 days to submit his or her decision.

At any point during the above process, SWA can settle or award the grievance, or TWU can withdraw it, based on information

provided by the grievant, Station Reps, Management, time frames violations, or past-precedent cases.

Michelle Hornback
Grievance Administrator

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Airfield Driving

Near misses on VSRs (vehicle service road) are on the rise. These close calls between ground equipment and aircraft can be the direct result of us working in an increasingly crowded environment where we are being asked to perform additional steps on shorter turns. The amount of ground equipment on the airfield seems to be at an all-time high, and each of these vehicles belong to a company that has their own policies and procedures that they must follow, SWA included. While each of these companies have policies that may differ slightly from one another, all badge holders operating on the airfield are expected and required to adhere to the policies and procedures outlined by the airport.

When driving on the VSR, it is the responsibility of each driver to maintain situational awareness and to be aware of anything that might be moving near or in their projected path of travel, keeping in mind that prior to pushback, aircraft activate their upper and lower beacon lights. With few exceptions, all job duties interact with the safety envelope one way or another.

All this equipment will be moving around the aircraft and

for equipment and or people entering the VSR. Bearing in mind no one should be entering the VSR on foot, unless they are a wing walker, and the aircraft has already crossed over into the VSR. Our wing walkers' main function is to protect the wing from obstructions and communicate with the push back driver. Similar to when you are driving to and from work, be aware of your surroundings and drive defensively. Just as we tell our kids, "It's not you I am worried about it's the other drivers on the road that may not follow the rules." This saying applies to our work environment every day and could easily be followed up by another saying from our childhood, "if all of your friends jumped off a bridge would you follow them?" If you are like most of us, you would of course say no, and the same thing should apply when you are driving on the ramp. Just because you see other drivers breaking the rules does not mean you should.

Driving on airfields and safe driving is a top priority for us as well as the Company. We have been coordinating and working side by side with Ground Ops at HQ to tackle this issue which is not isolated to one location rather it is becoming an alarming trend across the system. We have taken note of the ever-increasing driving challenges on the ramp and are working diligently to communicate the dos and don'ts when driving on the airfield.

Switching flight levels, the LEB has decided to invest more into the safety and health of the membership by allocating additional resources for the Safety & Health Committee. With this, we will be able to have Safety & Health Committee members available to visit cities, meet with members, meet with the Company to bring your concerns to them, as well as meet with industry peers at safety conferences. All in the name of the safety and health of our members. If you believe there is an unsafe situation or process in your station, please feel free to email safety@twu555.org so that a member of your Safety and Health Committee may investigate.

Safety and Health Committee

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while we are driving on the VSR we must remain aware of that and be vigilant when we scan

Working Women's Committee

THE TWU WORKING Women's Committee is a committee that encourages more women to become active in the union of organizations.

The Locals in the group have attended arbitration training in DTW as well participated in a virtual breast cancer walk. The Committee is looking forward to doing community service work in different stations and districts.

The first tentative event will be in March, celebrating Women's History Month. Please help us provide personal hygiene items for a local women's shelter. Details and a contact person will be provided soon.

The TWU 555 Working Women's Committee is currently working on creating a QR code to distribute for any questions and suggestions.

The Committee will work in solidarity to provide assistance, information and advice.

**In Solidarity,
Working Women's Committee**



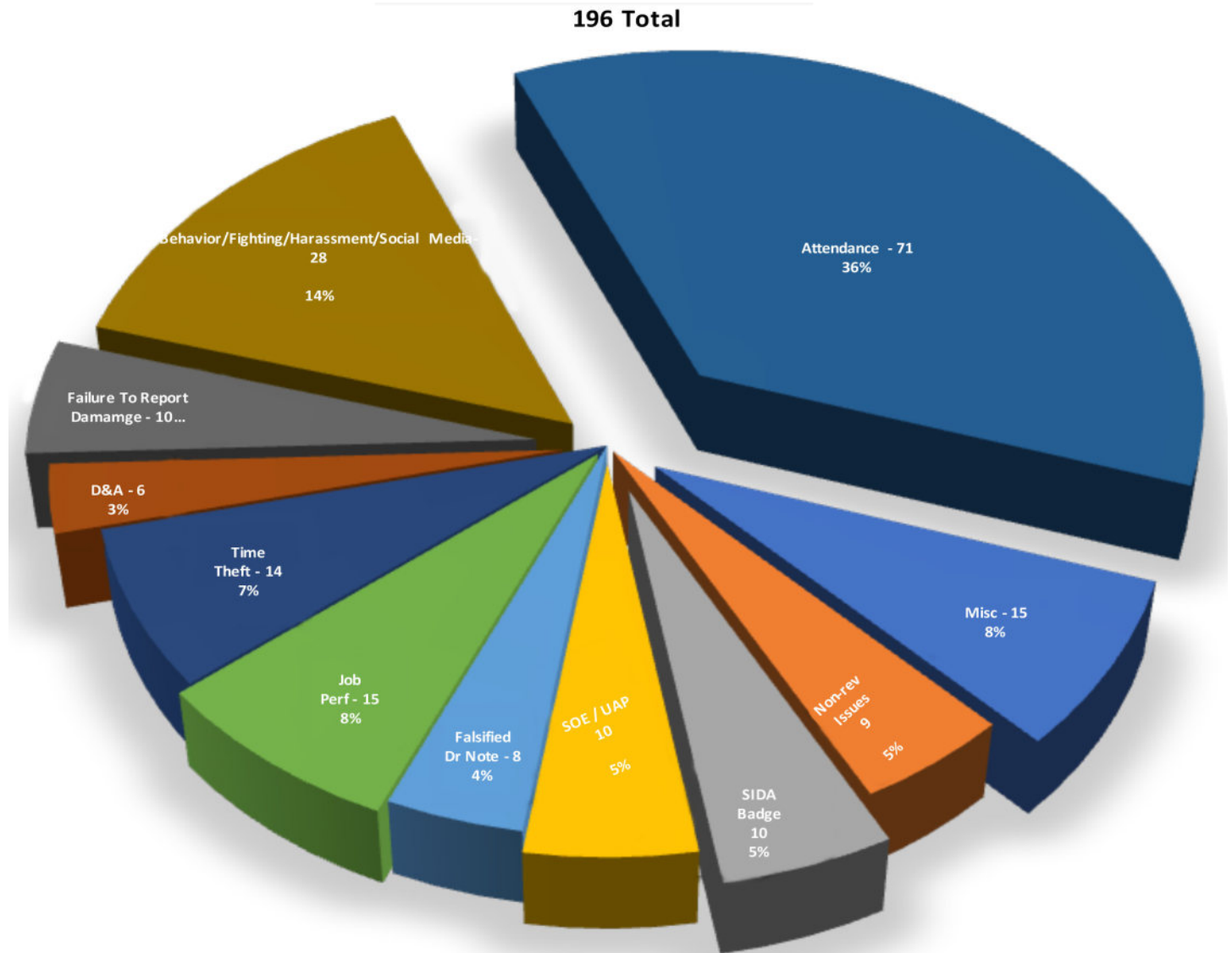
WWC Email Inquiry QR Code

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2025 TERMINATIONS

As of 04-09-25.



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BY CATEGORY

Prepared by Grievance Specialist Curtis Clevenger

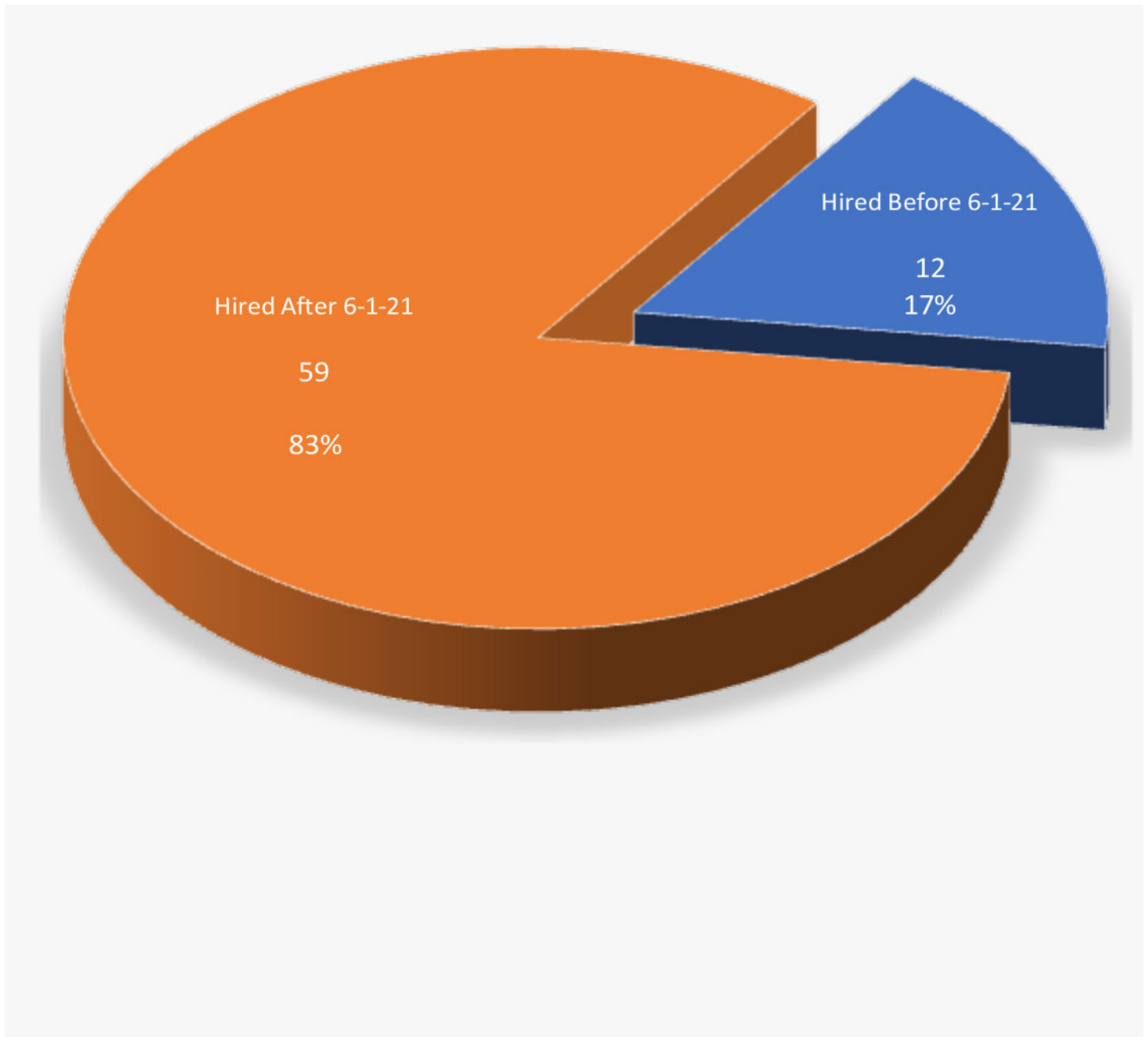
2024

2025

1	No Punch	0
1	MLOA Issue	0
0	SOE/UAP	10
6	Comply 365	0
33	Admin Discharge	5
4	Equip Damage	0
1	A/C Damage	1
3	Falsified Flight Papers	1
3	Insubordination	0
1	Weapon Issues	0
3	Safety	2
6	Sleeping on Job	1
25	NonRev Issues	9
2	Sick Abuse	3
30	SIDA Badge Issues	10
7	Theft	2
24	Falsified Dr Note	8
36	Job Performance	15
28	Time Theft	14
34	D&A	6
31	Fail To Report Damage	10
101	Fight/Harras/Social Media	28
251	Attendance	71
631	<-- Totals -->	196

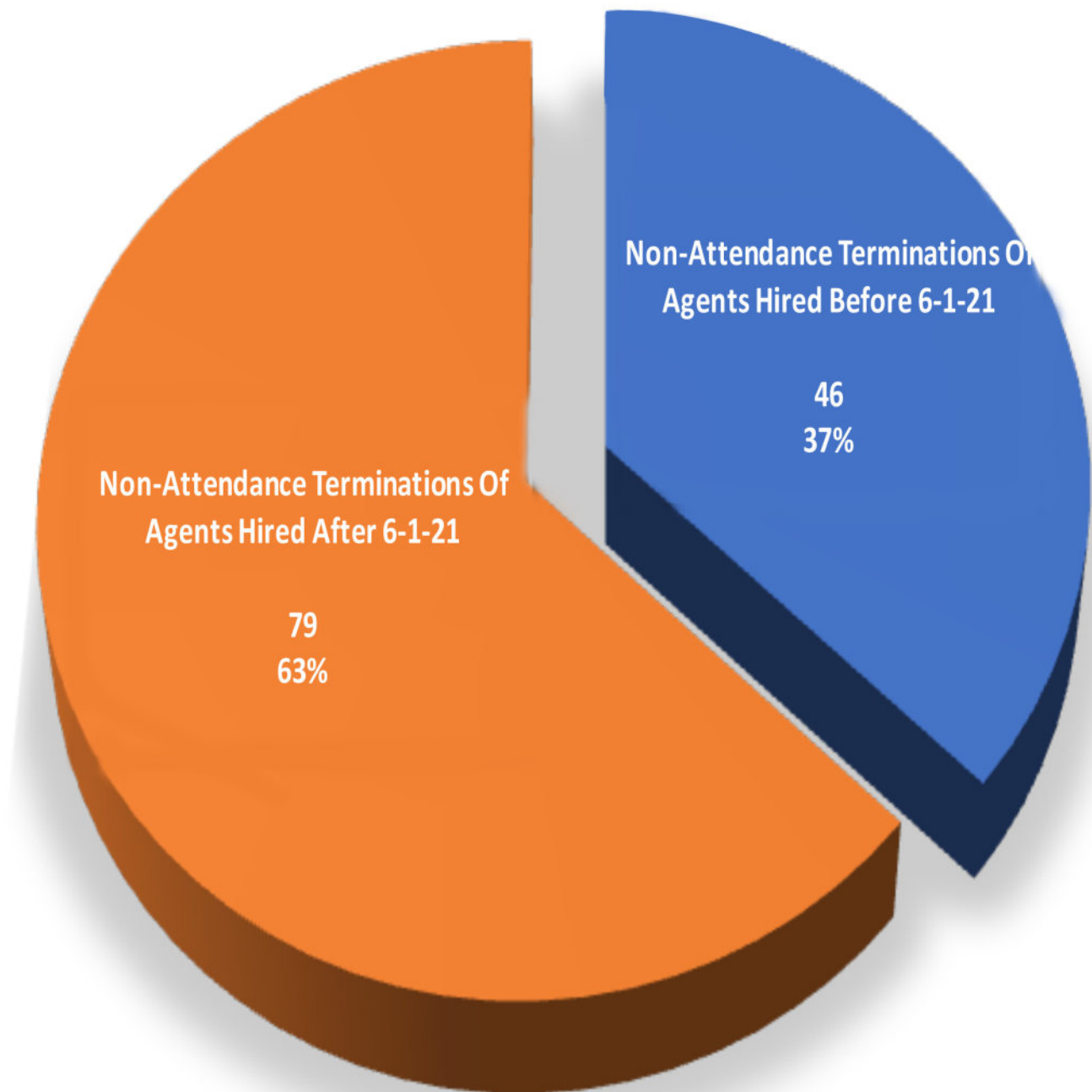
2025 ATTENDANCE TERMINATION

GRIEVANCES GROUPED BY AGENTS HIRED BEFORE AND AFTER 06/01/2021



2025 NON - ATTENDANCE TERMINATION

GRIEVANCES GROUPED BY AGENTS HIRED BEFORE AND AFTER 06/01/2021





GUT Punch - Rampero, Johnny

We're sorry, but it appears that your punch was not accepted. However, a letter is being automatically generated in order to make you aware of your heinous transgressions that may include *discipline* up to and including termination. Keep up that warrior spirit and remember that you are the heart of the company!

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ZEUS