



The Union of
Southwest Airlines Flight Attendants
TWU LOCAL 556

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December 15, 2016

Dear TWU Local 556 Members,

The amount of Union dues paid by Members of The Transport Workers Union of America (TWU) is prescribed in Article XVII (1) (a) of the TWU Constitution, which sets dues at "two times the hourly rate." However, based on an agreement with TWU under Article XVII (1) (c), which allows for the substitution of this standard rate, Members of TWU Local 556 pay a "weighted average" of the hourly rate of the Members of our Local. Southwest Airlines Flight Attendants currently pay \$46 per month in Union dues, based on our weighted average, which was last adjusted in 2014.

Wage increases to the pay scale of our current Contract, which became effective November 1, necessitated a recalculation of the weighted average of our hourly rate. TWU Local 556 submitted the information necessary for airline economist Dan Akins to determine the current weighted average for our Members. Mr. Akins' calculations found a new weighted hourly average of \$48 per hour based on our Contract and Member demographics. In order to be in compliance with the provisions of the TWU Constitution, an adjustment to our dues must be made accordingly.

Although no one likes dues increases, it is important that our Local Union remains in compliance with our Constitution, and that we pay our fair share of Union dues. TWU International has been notified of the new weighted average and that our dues will be adjusted accordingly. The new dues amount for TWU Local 556 Members will be \$48 per month, which will be reflected on the January 20, 2017 paycheck.

Also, in accordance with a motion approved by the TWU Local 556 Membership during the 2nd Membership Meeting of 2010 and amended during the 2nd Membership Meeting of 2013, the \$5 Contract Negotiations Assessment Fee ceased thirty days following the ratification of our Contract on October 31, 2016. The final deduction of the Assessment Fee occurred during the November pay period. According to the motion, monies not used were placed in an interest-bearing account to be used only for future Contract Negotiations.

Our Executive Board has continued to operate within our budget and save responsibly while providing the best possible representation and services for our Members. Your Union will continue to honor its fiduciary responsibility as well as provide cost-effective Membership services to you, the Members of TWU Local 556.

In Unity,
TWU Local 556 Executive Board