

WAYPOINT

SWAPAFamily Newsletter

Vol 4 | No. 1

WHEN LIFE
HANDS YOU
LEMONS

SWAPA
family

JULY 2020





ABOUT

SWAPA family

SWAPAFamily was created to bring Pilots and their families together to meet one another and share information about SWAPA programs and services as well as our current situation in contract negotiations.

Your SWAPA leadership is committed to our members and building lasting relationships and unity will ultimately help us achieve the best quality of life for our families.

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[@SWAPAFamily](https://instagram.com/SWAPAFamily)

In This Issue

- 4 Let's Make Lemonade**
Jean Peck – Outreach Chair
- 6 Breathing Room**
Jon Weeks – President
- 8 Lessons Learned**
Casey Murray – Negotiating Chair
- 10 Showing True Heart and Soul**
- 18 Have You Heard? SWAPA Has A Podcast**
- 19 Schedule Impacts of COVID-19**
- 20 Meet SWAPA's New 2nd VP, Tom Nekouei**
- 22 The SWAPA Pilot Relief Fund**
- 24 Support SWAPAfamilies**
- 26 A Summer of FUN!**



Let's Make Lemonade

Jean Peck, SWAPAFamily Outreach Chair

After months of delays due to COVID-19, we are finally here with our first *Waypoint* of 2020. We tried and tried to create a lineup for this edition over the past several months, but the pandemic has wreaked so much havoc in our lives with daily changes that what is new and true today will most likely change or be different tomorrow. It's been a struggle to find the good and positive in our situation. My heart breaks for those who have faced tragedy during these past few months of lockdown. Denied access to healthcare facilities, hospitals, and nursing homes, some of us lost the last precious minutes of time on Earth with our loved ones. Time is supposed to heal all wounds of the heart, but not being allowed to hold the hand of a family member or friend as they take their last breath is not easy to get over. But the truth is that we are survivors! And the one thing that has been brought to the forefront through all of this is our love, support, and care for one another. In this issue, we bring you several stories that will warm your heart. From BWI FO Paul Grenon who changed into his nurse's scrubs during our reduced schedule to help his local community hospital to Sherry Phipps, DEN CA Joseph Phipps' wife, jumping in to make masks to Corie Eckstrom, wife of MDW FO Dan Eckstrom, who is the founder of the Facebook group Pilot Wives with Chronic Illnesses, the list of heroes associated with SWAPA is long and distinguished. When life hands us lemons, we make lemonade!

Speaking of positives, I'm sending a shout out to recognize the SWAPA executives, Board of Directors, committees, and staff who have worked so hard these past few months to hold us all together. In particular, the Schedule Research Committee (SRC), Negotiating Committee (NC), Contract Admin (CA), and the Benefits Committee have worked tirelessly

to protect us and our Collective Bargaining Agreement (CBA) and offer solutions to keep our lives as “normal” as possible on the line. Further commendation goes to our SWAPA Communications team for keeping us informed on the most up-to-date news and happenings. Hopefully most of you are connected with our [SWAPAFamily Facebook group](#) where you will find members of these committees as well as our execs chiming in to answer the tough questions about what is going on.

In the blink of an eye, the travel industry has been devastated. We are all rattled by that and the changes that occur daily. The need to #keepdean is on all of our minds! (For those of you who don't know about Dean, he is the last Pilot on our seniority list. The campaign to #keepdean is alive and well in all our hearts in hopes that no one gets furloughed.) July 15, the last date for those who wanted an extended leave of absence or an early retirement, has come and gone, but as of this printing it's still too early to tell if there were enough takers, or if we are still overmanned. These questions will be answered over the next few months.

At the end of 2020, my prediction is that we will be juggling more lemons. Our NC will most likely resume contract negotiations sometime later this year as the new normal settles in. I have my fingers crossed that we will once again be planning our SWAPAFamily Celebration Events around the country. Over the past five years, these events have been the glue that helped us stick together. So many friendships have been created and nourished by our SWAPAFamily events. Our unity, along with being able to connect and engage, will be more important than ever as we navigate this next year. Spouses and family members — please know that SWAPA is here for you as well as your Pilot. We have resources to not only help with situations on the line, but also situations that affect our families. Don't hesitate to call on one of us. We want you to know SWAPA is here for you and for you to think of us first. **W**

If the SWAPA Hotline is not in your phone under your
“favorites,” take a moment to type it in.

800.969.7972



Breathing Room

Jon Weaks, SWAPA President

2020 has already been a year no one will soon forget. Many of us are wondering what else this year could throw at us. Over the past several months, we went from the most prosperous time in the history of our industry to the greatest financial catastrophe in that same history.

The fact that Southwest offered robust early retirement and voluntary time off programs is a testament to their seriousness in surviving and thriving beyond today's crisis. Thanks to the number of employees who chose either the Voluntary Separation Program (VSP) or the Extended Emergency Time Off (EXTO), we have some breathing room for the next few months. Southwest has announced that there will be no furloughs or pay cuts through the end of the year. However, you can anticipate a continued scaling back of our operation as demand continues to be soft. I am not confident in Southwest's plans to ramp up flights through the end of the year. This leads me to believe that we will have more challenges and decisions ahead with possibly more early retirements and emergency leaves. Depending on the macro environment, next year may bring up furlough and concession discussions again; we are in no way out of the woods yet.

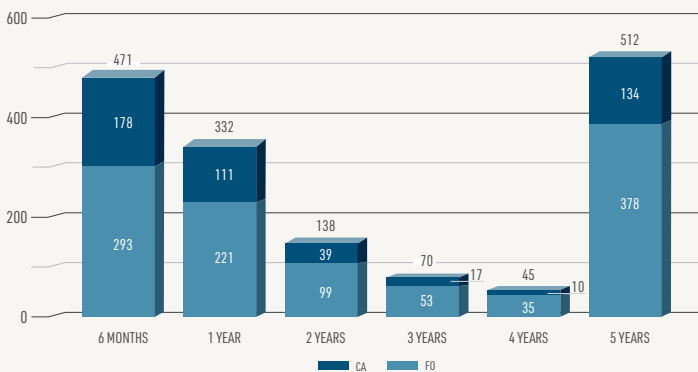
I know there continues to be anxiety about the future. It is during trying times that true character is laid bare — true character of a company as well as true character of individuals. The more you and your family prepare, the less anxiety you will face for both good and bad outcomes. The good news is that our Company is better positioned than any other airline for whatever the new normal will be.

As a collective, our Pilots and flight attendants are the face (even with a mask) of our Company and will be reassuring the flying public as they begin to travel again. That personal and professional interaction goes a long way to leaving a positive impression on our passengers. And those positive interactions are having an impact on “the numbers.” The positive customer sentiment SWA currently enjoys is a good thing, and it will serve us well going forward.

Individually, our Pilots and their families are making their own contributions to their communities and representing the SWAPA family well. We have Pilots who work as volunteer firefighters. We have Pilots who work as nurses on the front lines of this pandemic. We have spouses who do the same as well as spouses who volunteer to make masks for people who need them. I am amazed when I hear these stories, and I am humbled to know that I am a part of such a selfless group of individuals.

I could not be prouder of the character you and your families are displaying through this challenging period. Stay informed and stay prepared. It is an absolute honor to serve you all. **W**

Breakdown of ExTO Awards Per SWA On July 21





Lessons Learned

Casey Murray, NC Chair

The late James Baldwin wrote, “Not everything that is faced can be changed. But nothing can be changed until it is faced.” The economic insecurities wrought by COVID-19, civil unrest, and the tenuous nature of the airline industry highlight this fact more than ever today. We are being forced to face realities and change.

As you are probably aware, the Company’s Voluntary Separation Program (VSP) and Extended Emergency Time Off (ExTO) were rolled out on June 1 and closed on July 15. SWAPA has been pushing for these types of packages to be rolled out sooner rather than later for a number of reasons. Of course, the cratering of demand since March was a key driver. But also, with at least some of our peers expecting furloughs in the fourth quarter of 2020, we wanted our Pilots who had access to military positions, government service jobs, contract positions, or other flying opportunities to avoid competing with literally thousands of others. So SWAPA took the initiative and provided the Company with a simple, well developed early out program of our own back in April. We showed clearly that to be effective, the Company’s program must be tailored to Pilots. We gave them a breakdown of demographics, costing, and industry comparisons. The Company listened and learned. The broad strokes of our presentation (particularly the economics) made up much of the VSP plan that was ultimately released.

Two weeks after our presentation to Labor Relations, the Company presented us with its version of VSP and ExTO. What followed was a marathon of pushing questions to the Company and pressing for details which ultimately led to the extensive FAQ that has since been published. I am confident that SWAPA’s participation in the process resulted in a better product and better Q&As at the outset for our Pilots as well as higher total cost savings for SWA. Although ExTO and VSP are ultimately Company programs, they show that when SWAPA is included in process, collaboration can benefit both our Pilots and our airline.

We must all keep in mind that these programs the Company has offered are attempts to reduce costs and move towards a brighter future. SWAPA has been beating the efficiency drum for years now with a focus on management's decision to overman. Don't take that the wrong way. As I've said before, I'm glad that every one of our Pilots is here, and we will seek solutions together. This Pilot group has proven time and again that we take care of our own.

The cornerstone of Contract 2020, if you look back at *Flight Plan 2020*, is efficiency. It was almost prescient in its ability to laser focus on the many reasons why we have always excelled in good times and bad. I've argued that our Pilots have not recognized our cumulative 29.2% raises since 2016 because of poor staffing decisions and lost earning opportunities. Today, our Pilots remain the most productive, but there is room to be even more so. Industry-leading productivity has always allowed us to stand apart from our peers and negotiate from a cost standpoint rather than profit standpoint. That ultimately provides the Company with a competitive cost advantage to capitalize on opportunities not only in good times, but also during bad times such as those we are facing today. I believe that what the future holds for us is a direct result of those fundamental values.

The Company is comprehending our message and is showing signs of returning to a mindset that will allow it to become nimbler. I believe there is room for optimism. The VSP and ExTO are just small examples of Southwest's ability to learn and trim sails when the world changes. We are living in uncertain times. John Allen Paulos wrote "Uncertainty is the only certainty there is, and knowing how to live with insecurity is the only security." Rest secure knowing that Southwest and SWAPA are fighting for each of you and have no doubt that our Pilot group, taken as one, will prevail over uncertainty. **W**



Showing True Heart and Soul

In the midst of a global pandemic, many in our SWAPfamily have taken their skills and talents and put them to good use to help those in need. Here are a few of their stories.

FO Paul Grenon (BWI/#90649) can remember wanting to be a Pilot since he was eight years old. After graduating from Cumberland High School in Rhode Island, Paul decided on attending LeTourneau University in Longview, Texas, because he was looking for a great aviation program. He graduated with a BS in Aviation Technology from LeTourneau in 1994.

After returning home to try to fly, he found that it was a struggle to find entry-level positions in aviation. “There just weren’t many entry level jobs flying at that time,” he says. So, Paul put to good use his second passion: helping people. He had taken Emergency Medical Technician (EMT) training as an elective in college and spent a year working as one, “So, I worked for a while as an EMT and then found myself working in mental health as a case manager.”

After a few years of working with individuals who were struggling with mental health issues, Paul eventually moved on to work at Butler Hospital, a psychiatric hospital. He took advantage of their tuition reimbursement program and went to nursing school at the community college in Lincoln, Rhode Island. But throughout his time in nursing school, Paul never gave up on his dream to fly professionally.

“From 1998 to 2002, I flew for New England Airlines, a small airline serving the islands off of New England,” he says. “This was while I was in nursing school by day and at the hospital in the evening.” By the end



of 2002 Paul got hired at Colgan Air and began flying full-time for them while working part-time at the hospital. Since Paul was only flying turns for without any overnights, he would spend 15 days a month flying and 10 days a month working at the hospital.

In 2008, Paul landed his dream job as a Southwest Airlines Pilot. He knew he would have to reduce his nursing schedule dramatically in order to fly at SWA, but he always found ways to continue to help those who needed it most. “From 2008 to about 2014 I worked in emergency rooms and psychiatric hospitals about four to six shifts a month.” Paul also spent time working as a visiting nurse at Generations in Lincoln, Rhode Island, an adult day care for people struggling with mental health issues. And then in 2020, the world changed.

According to the International Civil Aviation Organization (ICAO), during the first half of 2020, global commercial aviation saw a reduction of almost 58% of seats offered by airlines, which accounted for 503 to 607 billion passengers and a potential loss of between \$112 to \$135 billion because of COVID-19. With such a dramatic reduction on passengers and flights, Pilots had to find new and inventive ways to spend their time or to earn extra income. For Paul, he fell back into something he has always loved to do and into an industry that needed the extra hands — taking care of people.

In April, Paul put his career as a Pilot to the side and began working as a registered nurse (RN) at a site created by the state government of Rhode Island to handle the influx of homeless patients suffering from issues caused by COVID-19. “I worked with the Rhode Island Medical Reserve Corps. It’s made up of medical professionals who are volunteering their services to help in any way they can.”

His shifts would begin at the entrance of the facility, screening workers as they entered the facility to start their shifts. Then, later in the day, Paul would cover himself in full PPE to go check



on the residents. His shifts ended by remaining on call in the facility to help if an emergency came up.

His shifts were 12 hours long. However, according to Paul, those shifts were a small part compared to what others in the field were doing. “I only helped a few times. There were many others who did more than me. Many people worked thousands of hours.” And one thing he’s sure to stress is the sacrifice that the staff in nursing homes took during this time. “There’s lots of focus on the hospitals and ICUs but the nursing home care attendants and nurses were on the front lines too.”

Since May, First Officer Grenon has returned his focus to his passengers and the skies but he and his wife continue to try and help their community when they can. One initiative they’ve taken on with a little help from their friends is to deliver care packages. These baskets are filled with candy, Bibles, and some words of encouragement, which they deliver to the nursing home staff in their communities who are still risking their health every day.

Paul is also a founding member of SWAPA’s ProjectLIFT and a member of the SWAPA Special Services team. He understands the strain that the current pandemic and economic uncertainty can have on Pilots and families right now. “Today, many people are anxious and depressed about the uncertainty all this brings upon individuals and families. There is help out there for most everyone. Don’t go it alone. Reach out and get the help that so many people are offering.”

Project LIFT for Pilots and Families

It is terrifying to think that a pandemic like COVID-19 is spreading throughout the world. The fear, anxiety, and stress that comes with this type of event is normal and expected.

Being proactive about your own and your family’s mental health can help in this crisis by keeping your mind as well as your body strong. [The Project LIFT and Special Services team](#) is here to help and can provide information on how to deal with this stress as well as offer positive coping mechanisms. We can also provide referrals to professional counseling if needed. Hear more about Project Lift and Special Services by listening to The SWAPA Number podcast, “300%.”

This is a stressful time in the history of our world and we are doing our best to support the membership with confidential peer-to-peer conversation and providing guidance to help get through this time while keeping our fears and emotions in check. Please reach out to us at **855.737.LIFT** if you have any concerns or just need to talk. We are here to help.



COVID-19 has affected everyone. Whether you're a line Pilot, grocery store clerk, a healthcare professional, or the head of a household, your life has probably changed. How we react to that change is what defines us or destroys us.

For Sherry Phipps, wife of **CA Bill Phipps (DEN/#48982)**, the change brought on due to the pandemic defined who she is; selfless, creative, and determined. What started for her as a way to help out the healthcare professionals working with her parents at a retirement home in Venice, Florida, became a one-woman workshop dedicated to creating masks that were the best quality she could find, plus provided the protection people desperately need when a simple conversation within six feet of another person could potentially spread the virus.

Sherry's father John Link was being hospitalized when the pandemic began to spread in the United States, so she wanted to ensure that he and her mother were protected. The initial project to help her parents and the healthcare professionals taking care of them, slowly began to grow into a project for the entire retirement community. "I was concerned for my mom and dad," Sherry says, "Then I just started making them for people who lived in the building and it just took off."

After creating the masks for the people living and working in the retirement community her parents lived in, she found another group, Nextdoor Face Masks of Woodmoor, in the Colorado Springs community where she and her husband live, that was also making masks and donating them to hospitals throughout Colorado Springs. Sherry donated 120 yards of elastic and eventually helped donate 2,000 masks to the healthcare professionals in their city. But her work didn't stop there. After helping out the local hospitals with Nextdoor, Sherry branched out on her own and started making masks for people in her neighborhood, members of her

church, a local center for disabled adults, fire stations, friends, and some coworkers. Sherry donated more than 500 masks using supplies she bought with her own money and sewed herself.

As the demand for face coverings and masks grew, Sherry began to notice an interest for masks in SWA colors on social media. “There was nothing available for Pilots at the time and many, like my husband, were considered ‘high-risk’ because they were over the age of 60.” Sherry says. So she decided she would meet that demand head-on and created a mask with the SWA heart logo on it for her husband. She posted her work on the local wives’ SWA Facebook page, and demand suddenly sky-rocketed. After finishing her first order from that, she posted about her masks on the SWAPAFamily Facebook page – within 40 minutes she had received 100 orders and had to take her post down. Because this was a one-woman-operation, she was concerned that her supplies wouldn’t be able to meet the demand so she decided she would only take 100 orders at a time.

When Sherry’s project to help out people working with her parents and living in the Colorado Springs community started, Sherry was spending

about four to five hours a day sewing masks. By the time she was making SWA masks and taking orders, she was working 18 hours a day. That work ethic went on for close to three weeks because she didn’t want anyone to have to wait on a mask that they might desperately need.



All in all, Sherry made well over 700 masks by herself and has received rave reviews for her work. “Everyone loved my masks,” Sherry says, as she spoke about

the types of masks she created. “I have done all kinds of masks. I made animal face masks, floral masks, Disney masks, McDonald’s Corporation masks, children’s masks, and many different kinds of fabrics”

In the end, what was most important to Sherry was that she could help people in need by doing something she loved. “Many people would send pictures to me wearing their masks. They were proud and I was happy

to be able to share my love of sewing with them.” Sherry didn’t make a single dime making these masks. We someone bought one, they were simply paying for the materials and the shipping and handling costs because Sherry wasn’t worried about profiting from the labor. All that mattered to her was that she was helping those who needed it most.

There is a saying in Corie Eckstrom’s Facebook group for Pilot wives who battle chronic illnesses. “People start to heal the moment they feel heard.” That quote, from renown life coach Cheryl Richardson, has become one of the core beliefs amongst Corie and her tribe of spouses on Facebook. But it seems like it has been something Corie has believed long before she created the group.

Corie, whose husband is **FO Dan Eckstrom (MDW/#106439)**, is a Senior Marketing and Events Manager for a technology firm based out of Los Angeles, California; however, the family which includes Dan, their two children, Tommy and Amy, and two Springer Spaniels, Jack and Maggie, live in Minnesota. Even with the busy lifestyle that comes with a senior position at a tech firm, a family of four, and two mischievous Spaniels, Corie also deals with a rare genetic illness that mimics Behçets Disease, which is a rare inflammatory disease. Its symptoms can have neurological effects, cause cardiovascular issues, or manifest in a wide range of other ways.

So, earlier this year, when COVID-19 began to spread in the United States, Corie and her family did what was best for her and quarantined themselves, since the ramifications of the pandemic were still mostly unknown. “In the early days, it was predicted that 2 million Americans would die from COVID, so we started sheltering at home even before states shut down,” Corie says. “Dan was the only one in our family who would leave the house to go out into the community for supply runs.”





Now, more than ever, having a safe place to share and connect with people who are in a similar situation as you are, is vital — particularly for people with preexisting conditions during a pandemic. Luckily for Pilot spouses with chronic illnesses, a safe space to share these conversations and find that connection already existed, thanks to Corie.

In 2017, Corie had a conversation about how her best friend of more than 20 years, who also struggled with a chronic illness, had been such

a vital part of her happiness and contentment as the wife of a Pilot. “To be able to pick up the phone and reach out to my BFF who simply understood what was going on and how I was feeling was priceless,” Corie said. “Being able to say ‘Wow, it’s a rough day’ and hearing ‘I know’ on the other end of the phone was a comfort that only someone who understands this lifestyle can give.” So after that conversation, Corie created the group [Pilot Wives with Chronic Illness on Facebook](#) so that she could help other women who needed that same comfort.

Over the past three years, the group has grown into a tribe of more than 400 women with Pilot spouses around the world who are all dealing with a chronic illness. It has become a place for the women to share knowledge, laughs, and support one another through anything they may be dealing with. And recently, due to the pandemic, it’s become a place to talk about fears and concerns revolving around COVID-19 – not only health-related concerns but also concerns about the aviation industry as a whole. Since stress is a well-known trigger for flare-ups with most diseases, it was important for the women of the group to support one another during these strange and difficult times. “It’s gratifying to hear women in this group share that they no longer feel alone in their journey,” Corie says. “It’s amazing how connecting digitally with others who share your circumstances can provide the support needed to get through a hard day or a tough week.” **W**



Congrats, Captain Brock!

What a beautiful moment for former OAK First Officer, Ron Brock, as his wife adds the fourth stripe to his epaulets. After 13 months of hard work and one open-heart surgery, he has finally achieved his dream of becoming a Captain for Southwest Airlines. Shout out to Captain Brock and all of our newest Captains. We are proud to represent you.



Events Canceled for 2020

As we're sure many of you have already heard, SWAPA has made the very difficult decision to cancel all SWAPAFamily 2020 Celebration Events: LAS in April, ATL in May, BWI in June, LAX in July, and MDW in August. We had high hopes of bringing us all together this year, but COVID-19 circumstances have dictated otherwise. Rest assured, your Outreach Committee and SWAPAFamily will be working on ways to connect in the months to come.

Have You Heard? SWAPA Has A Podcast

The SWAPA Number PODCAST SERIES

The SWAPA Number podcast series was designed to dive into issues facing our Union so our members can hear from the subject matter experts themselves. Here's what's been covered so far:

- **Episode 1** "365" with Casey Murray – Negotiations
- **Episode 2** "25.6 Million" with Amy Johns – 2020 Budget
- **Episode 3** "1,659" with Mike Santoro – Vacation Bidding
- **Episode 4** "124, Part 1" with Seth Kornblum – CBA Grievances
- **Episode 5** "124, Part 2" with Seth Kornblum – CBA Grievances
- **Episode 6** "1,983" with Mike Panebianco – Contract 2012
- **Episode 7** ".1%" with Brian Fitting – Potential Dues Increase
- **Episode 8** "10.7%" with Erich Schnitzler – Contract Comparison
- **Episode 9** "4.7 Million" with Seth Kornblum and Matt Monahan – Payroll Audit
- **Episode 10** "8" Meet Your New 2020 SWAPA Board Members
- **Episode 11** "\$7.3 Million" with Will Young – IT Updates
- **Episode 12** "346" with Brent Weisner and Damian Jennette – Pilots Out On LTD
- **Episode 13** "6" with Helen Yu – Section 6
- **Episode 14** "2 Million" with Casey Murray and Jody Reven – SEP Data Points
- **Episode 15** "3/13" with Mike Haynes and Damian Jennette – Profit Sharing Funds
- **Episode 16** "415" with Rick Grindstaff – Professional Standards
- **Episode 17** "19" with Michael Santoro – COVID-19
- **Episode 18** "35%" with Scott Plyler and Meagan Nelan – Recent Schedule Issues
- **Episode 19** "98,000" with Greg Auld – SWA's Q1 Earnings
- **Episode 20** "3" with 2nd VP Candidates – Tom Bake, Tom Gasparolo, and Tom Nekouei
- **Episode 21** "4,436" with Scott Hutchinson and Fred Deakins – Fatigue Calls
- **Episode 22** "300%" with Chess Fulton – Project LIFT
- **Episode 23** "\$191,745" with Damian Jennette – VSP
- **Episode 24** "25" with Seth Kornblum and Helen Yu – SWA/SWAPA Agreements
- **Episode 25** "3,284" with Mike Santoro – COVID-19 Update

A new podcast is released every two weeks so visit [SWAPA.org](https://www.swapa.org) or subscribe to The SWAPA Number on any app where podcasts can be found and stay in the know as to who will be joining us next!





Schedule Impacts of COVID-19

SWAPA Schedule Research Committee

Over the last several months, vacancies (the process that determines where a Pilot is based and what seat they fly) have been rather stagnant, meaning that most Pilots have been reporting to the same base and haven't had many opportunities to change their selection of base. In mid-July, voluntary paid leaves and early retirements were awarded, which will go into effect September 1. Depending on where those Pilots are based, and what seat they currently hold, their departure from flying could create some significant shifts in September's vacancy. That vacancy will be bid on at the end of July. Luckily, the Company tries to manage each vacancy by aligning each bases staffing with available flying while also trying to limit involuntarily displacing Pilots out of their current base and seat. We understand that displacements can cause a huge strain on a Pilot and their family if they suddenly have to commute to work when he or she used to drive, or is forced to consider a paid move if the displacement is anticipated to be long-term. The Schedule Research Committee (SRC) is working closely with SWA to provide our members with daily updates of that vacancy bid's projected results so that each and every active Pilot can make informed and educated decisions on how to manage their vacancy bid. There will be subsequent vacancies in October and onward as the flying network changes to meet consumer needs, but movement (voluntary or not) will likely be limited for the foreseeable future given the hold on hiring and planned upgrade classes. So, whether a Pilot is based locally or commutes, the September vacancy bid could be particularly important to his or her family's quality of life, and that outcome will have ongoing impacts at least through the remainder of 2020. Rest assured, SWAPA is here to help the membership and their families through every step. **W**



Meet SWAPA's New 2nd Vice President

In May 2020, the SWAPA membership elected a new 2nd VP, DEN CA Tom Nekouei. And while new to the position, CA Nekouei is hardly new to serving SWAPA Pilots. Since 2015, he has been involved with SWAPA in some capacity, whether it was serving on the Strike Preparedness Committee, Special Services Committee, or spending two two-year terms as a board member. SWAPA welcomes CA Tom Nekouei back as the new 2nd Vice President. We asked Captain Nekouei a few get-to-know-you questions for our SWAPA family.

SWAPA: Tell us how you're doing during this pandemic? Has it changed how often you go running or anything else in your life outside of the cockpit?

We are fortunate enough to live in an area with a lot of open space and an extensive trail system. So I've been able to put in as much, if not more, volume as before when it comes to training for my races. The only noticeable change has been homeschooling my middle-schooler.

SWAPA: Tell me about your family. How is your daughter doing? How is she dealing with the quarantines and our new normal?

She's really enjoying her summer and being outside most of the day.



****While the 2nd Vice President Special Election is over, you can hear more from Captain Tom Nekouei and about the platform he ran on by listening to the SWAPA Number podcast, "3".**

SWAPA: So what made you decide to run for this shortened term as 2nd VP?

I've always run for public office only if I feel I can add value to the organization and be of added service to the membership. With Brian's [Fitting] departure, I felt the time was right, and I did not run just to finish his term, as I plan on running in the fall election.

SWAPA: What can Pilots and their families expect from your tenure as 2nd VP?

As I mentioned during the campaign, we are approaching uncharted waters this fall. With an inevitable budget shortfall and industry dynamics, I plan on being an integral part of navigating those waters. It will require a cohesive executive panel, Board of Directors, Committees, and staff to get us through these times, and I plan on working closely with everyone within SWAPA to help lead us through these times. **W**

Other 2020 Voting News

SWAPA held two other special elections this year:

CARGO-ONLY MOU VOTE

On June 12, the membership approved a Memorandum of Understanding (MOU) with the Company that provides a temporary allowance for cargo-only charter flights. Today, SWA generates approximately \$170 million in cargo revenue per year and has the potential to do much more by conducting cargo-only operations.

NEC VERSUS PAY INCREASE VOTE

On June 29, the membership voted overwhelmingly for no change to Non-Executive Contributions (NEC) and a pay increase to 3%. SWAPA's current contract includes a provision that allows SWAPA the option to effectively "swap" 1% in TFP rates for a 1% Non-Executive Contribution (NEC) increase on a permanent basis.

The SWAPA Pilot Relief Fund

Chippewa Falls, Wisconsin. October 25, 2016 – FO Eric Vrablic's wife, Beth, is rushed to the hospital with unexplained conditions spiraling out of control.

Missouri City, Texas. August 25, 2017 – Hurricane Harvey makes landfall on the Texas coastline, devastating homes and property throughout much of the southeast region including FO Paul Songy's house.

Mequon, Wisconsin. July, 2018 – FO Kent Brase is airlifted from a family vacation, with extreme fever and fatigue symptoms and bleeding from his nails and nose.

These and many other unexpected crises are the reasons that the SWAPA Pilot Relief Fund was created. When our families are forced to deal with financial hardship immediately following a natural disaster, death, or other unforeseen personal hardship, the SWAPA Pilot Relief Fund is there for you and your family members. This Pilot-for-Pilot program can provide immediate assistance when it is needed most. To apply for the fund, go to www.swapa.org/mystuff/pilot-relief-fund and click the link under Getting Started.

Now, more than ever, donations to the Relief Fund are crucial. It relies primarily on individual donations from Pilots and SWAPA employees to fund this program. Every contribution helps, and when combined with the donations of others, it can provide the help a fellow Pilot, staff member, or their family needs when facing the unexpected.

SWAPA understands that during these uncertain times it may be more difficult to donate. But if every Pilot were to donate as little as \$5 per-pay-period via automatic payroll deduction, we could surpass \$1 million by this time next year. Having over \$1 million in the fund would also boost the ability for it to help by raising the maximum grant level to \$2,500.

If you aren't currently participating and can afford to do so, consider signing up to help your fellow Pilots and their families. Every donation helps. **W**



Visit the Outreach Committee page of SWAPA.org to hear stories from our families who have taken advantage of the SWAPA Pilot Relief Fund.



30 Year-to-Date Grants



1,210 Members Contributing to the Fund



\$255,619 July Balance

The easiest way to donate to the Fund is to click on the SWAPA Pilot Relief Fund banner on the SWAPA.org homepage or under My Stuff > Pilot Relief Fund.

For more information on how to apply for a grant, go to www.swapa.org/mystuff/pilot-relief-fund and click the link under Getting Started.

Support SWAPafamilies!

AUDITING

AcuLog - Pilot Logbook Transcription/Auditing
Wisconsin-based company specializing in auditing/transcribing logbooks to digital. Owner is Christen Otto who has been in aviation for over 15 years, from working at FBOs, co-owning an aircraft repossession company, and blessed to have co-owned several aircraft. Mention the SWA Family for a 10% discount - www.aculogconversion.com, (608) 285-2416
Trevor Otto #143564

LAS REALTOR



Are you relocating in to or out of LAS? Let Realtor Kathleen Morrison take care of you! A Pilot's wife familiar with all things SWA would LUV to help you with buying or selling. She will always find the perfect fit for your needs! Call or text [702.773.7456](tel:702.773.7456) for a personalized property search. Mark Milrot #79639

WEBSITES & MARKETING

DME, Digital Marketing Experts, is a Parker, Colorado-based small business that specializes in affordable digital and traditional marketing solutions with the small-business owner in mind. We create websites, logos, brochures, business cards, and more! Jactyn Haugen, [720.238.3420](tel:720.238.3420) or experts@dmemarketing.net, www.dmemarketing.net
Toby Haugen #108198

CHILDREN'S BOOKS



Pilot wife Laura St. John has two children's books perfect for homeschool learning or bedtime stories. *Don't Judge a Bug By Its Cover* teaches the value of non-judgemental thoughts based on looks, teamwork, and believing in one's self. *The Christmas House* teaches children digital awareness and to focus on the moments in our lives versus the screen. Both are available at booksbylaura.com and [Amazon](https://www.amazon.com). Charlie Gay #20948

RUNNING LOW ON FUEL?

There is no better time to take charge of your health. By providing the body with the correct tools to heal, it absolutely knows what to do. Free 15-min. consults with Dr. Laurinda Kwan via Telehealth or visit her online at www.KwanNaturopathic.com. Follow her on Instagram [@drlaurinda](https://www.instagram.com/drlaurinda) or www.facebook.com/kwanaturopathic for healthy living tips! Mike Berkner #75871

ATTORNEY & MEDIATOR SERVICES

Attorney and mediator Suzanne Whitaker provides legal services in Arizona and Georgia for estate planning, adult and minor guardianships, adoption, and family law. She also represents military veterans in VA disability appeals anywhere in the world.

Suzanne is a Certified Child Welfare Law Specialist and a Department of Veterans Affairs accredited attorney. www.SuzanneWhitakerPLLC.com
Charles Flkenmayer #79777

DEN REALTOR



Denver-based Realtor, Gina Roth, loves helping SWA families relocate to the metro area. Do they want to be close to the mountains, looking for a family friendly neighborhood, or chasing certain schools? She has the knowledge and resources

to help narrow down these difficult choices. For local families looking to trade up from their current homes, she offers a generous listing discount to help offset some of the expensive moving costs. www.ginaroth.com, 303.895.8025. Brian Roth #103172

CUSTOM PARTY GOODS & PERSONALIZED GIFTS!



VSP Early Retirement Party? Need custom cups for your boat? For parties and other celebrations, we specialize in custom printing of cups, koozies, napkins, and other supplies to make life more personal! Also a dealer of fine stationery, personalized Tritan plastic for pools and patios, pewter/silver engraved gifts, wood serving boards, luxury candles, and more! All discounted & shipped to you! www.seaswag.net, Insta @sea.swag, 410.570.0520! Craig Saunders #60449

NOVELS

If you love fantasy novels, you'll love the Blessed of the Dragon series. Order *The Path of the Synthesizer*, *The Island of Kvorga*, and *The Dragon King* online and from your favorite local bookstore. E-books available on Kindle, Kobo, and Nook. *The Death of the Sun* due to be released this fall! For more information, visit patrikmartinet.com. Patrik Martinet #137448



FINANCIAL PLANNING



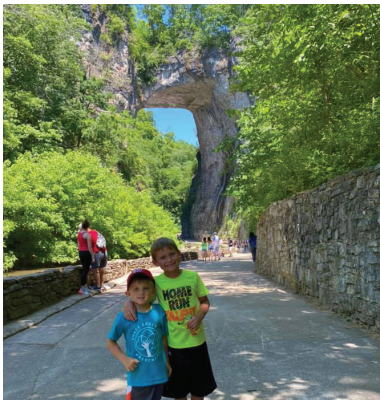
We specialize in serving Southwest pilots and families. We help you create, grow and protect wealth so you can have as much fun in retirement as you do flying airplanes! We offer objective, fee-only financial planning and investment management. Initial consultations are always free. Contact us - we'd love to help, 865.240.2292, charlie@leadingedgeplanning.com, www.LeadinEdgePlanning.com Charlie Mattingly #83934, Lisa (Shane) Rosenthal #119214

Support SWAPAfamilies Guidelines

- The "Support SWAPAfamilies" section is intended for active SWAPA Pilots or their spouses.
- Only goods and services offered by an active SWAPA Pilot or his family will be printed.
- All submissions are offered free of charge on a first-come space-available basis.
- All submissions are limited to 60 words total.
- All submissions must include a SWAPA Pilot name and employee number.
- Submissions may not be used for political purposes - no election material will be allowed.
- Families may submit only one classified ad per Waypoint edition.
- SWAPA retains the right to limit the contents of classified listings or alter the printing of classified listings as it deems appropriate.
- SWAPA assumes neither responsibility nor liability for members who choose to sell, purchase, use or engage in any commerce with classified advertisers. Those who trade through the use of the classifieds are solely responsible for any and all of their individual actions.

A Summer of FUN!

We know COVID-19 has dramatically changed everyone's vacation plans for the summer. But the country is gradually beginning to re-open and people are looking for new ways to enjoy their vacations. Here are a few photos from members of your SWAPAFamily who took to the outdoors to spend their family vacations exploring some natural beauty.







1450 Empire Central Dr.
Suite 737
Dallas, TX 75247

