

Waypoint

A SWAPA family NEWSLETTER



A Network of Support

(Page 8) How one SWAPA spouse created an online support group



SWAPA
family



Our Family

“Family” can be defined in several ways. Traditionally, a family is two or more people who share common goals and values and have long-term commitments to one another. It is a single word that means “we belong.” We, as members of that family unit, will love and protect one another no matter what the circumstances may be. We depend on the leadership of our families to make good decisions and choices for the well-being of the family. I remember watching my parents work so hard for our family. It was important to them that my brother and I have a great life growing up. In turn, we were held responsible for doing what was necessary to keep the family in harmony. Sticking together for the greater good of the family was expected. We weathered the bad times and celebrated the good times.

This year, SWAPA celebrates its 40th anniversary. Formed in 1978 to be the “voice” of the Pilots of Southwest Airlines, SWAPA started out as a small group of Pilots who were determined to have fair work rules and compensation for their current Pilot brothers and sisters, as well as those who came after them. In essence, SWAPA is the head of the household for our 9,300-plus Pilot group and represents us as the largest domestic carrier in the United States.

Over the years, our unity has grown and is stronger now than ever before. Our SWAPA leadership is committed to negotiating the best for us – in 2016 we achieved a Collective Bargaining Agreement (CBA) that was industry-leading at the time. Today, our leaders and our Negotiating Committee members

fight on and continue to look ahead to Contract 2020 to ensure that our future is a bright one. They're not only negotiating for our Pilots' well-being, but for our families' as well.

moment to read the article on page 16 to see how SWAPAFamily came to be and how it has become a mainstay for our membership and their families.

“ We depend on the leadership of our families to make good decisions and choices for the well-being of the family. ”

As we move toward negotiations for Contract 2020, I hope you will all continue to stay informed, stay engaged, and be involved with SWAPA as it is essential to our success. Read the *Negotiating Points* that can be found on SWAPA.org. Come out to SWAPAFamily events when you can to connect with other families and ask questions of leadership (see page 22 for upcoming dates and locations). And as we celebrate 40 years of SWAPA, take a

I want to thank you, SWAPA, for providing us an amazing quality of life and for 40 years of leadership. I am so proud to be a part of this family.

JEAN PECK, Chair
SWAPAFamily Outreach 

Waypoint

Waypoint is a publication specifically for our SWAPA family members. What would you like to read about in upcoming newsletters? Email us at outreach@swapa.org.

THE SEP CONTRACT 2020 CYCLE

Your Negotiating Committee is in the process of rewriting the language in our current CBA, and your involvement is vital to the process. We have an opportunity to propose minor changes or complete overhauls to our existing processes, and your comments, suggestions, and concerns are critical to that process.

The Survey-Education-Polling (SEP) process is your opportunity to make your voice heard. Each cycle begins with blank sheet surveys on a specific section of our contract, followed by education material in the form of *Negotiating Points* and blogs. Finally, follow-on polling of the membership is conducted that will help our committees set goals and draft language.

The Additional Flying cycle is complete and the next topic on the path to Contract 2020 will cover Benefits.

Please stay engaged and let your voice be heard.

SURVEY-EDUCATION-POLL (SEP) SCHEDULE FOR CONTRACT 2020

Below, you can see the planned schedule. Our plan should conclude in August 2019, six months prior to our early opener date of March 1, 2020. The goal is to be fully prepared at the start of negotiations in order to reach a timely and successful agreement, which will allow our Pilots and airline to focus on growing and succeeding as mutual partners. The following is a planned two-year timeline approved by the BOD that details when each section will be addressed.

WEEK OF	TOPIC	ACTION
May 22, 2017	Hotels	Blank survey
June 19, 2017	Hotels	NP out
July 3, 2017	Hotels	Follow-up poll
July 17, 2017	SRC Planning	Blank survey
August 21, 2017	SRC Planning	NP out
September 4, 2017	SRC Planning	Follow-up poll
September 18, 2017	Training	Blank survey
October 16, 2017	Training	NP out
October 30, 2017	Training	Follow-up poll
November 13, 2017	SRC Exchange of Flying	Blank survey
December 18, 2017	SRC Exchange of Flying	NP out
January 8, 2018	SRC Exchange of Flying	Follow-up poll
January 22, 2018	Safety/Fatigue	Blank survey
February 19, 2018	Safety/Fatigue	NP out
March 5, 2018	Safety/Fatigue	Follow-up poll
March 19, 2018	SRC Additional Flying	Blank survey
April 16, 2018	SRC Additional Flying	NP out

May 14, 2018	Benefits	Blank survey
June 25, 2018	Benefits	NP out
July 9, 2018	Benefits	Follow-up poll

August 20, 2018	SRC Reserve	NP out
September 3, 2018	SRC Reserve	Follow-up poll
September 17, 2018	Section 1	Blank survey
October 15, 2018	Section 1	NP out
October 29, 2018	Section 1	Follow-up poll
November 12, 2018	SRC Execution	Blank survey
December 17, 2018	SRC Execution	NP out
January 7, 2019	SRC Execution	Follow-up poll
January 21, 2019	Misc	Blank survey
February 18, 2019	Misc	NP out
March 4, 2019	Misc	Follow-up poll
March 18, 2019	SRC Misc	Blank survey
April 15, 2019	SRC Misc	NP out
April 29, 2019	SRC Misc	Follow-up poll
May 13, 2019	Retirement	Blank survey
June 17, 2019	Retirement	NP out
July 1, 2019	Retirement	Follow-up poll
July 15, 2019	EFA/IRC	Blank survey
August 12, 2019	EFA/IRC	NP out
August 26, 2019	EFA/IRC	Follow-up poll



SWAPA President Jon Weaks with his wife, Dawn, and daughter, Braya.

Strengthening the Bonds of Family

The truest test of any family is when a tragedy or circumstance tries us the most. On April 17, our family experienced one of those times. SWAPA sends our sincerest condolences to the family of Mrs. Jennifer Riordan, who lost her life on Flight #1380. It is my prayer that they find closure and peace.

We also continue to support our flight crew during this time. SWAPA has been involved with the response to this accident from the beginning. In addition to our Safety and CISM teams, your Association has been with the Pilots and their families every step of the way

and stands ready to offer any further assistance that they may request or require moving forward. Our SWAPA family bonds are only strengthened during times like these; we take care of our own.

In regards to the investigation process, SWAPA has party status with the NTSB on this accident, and because of this, we will be somewhat more reserved than other organizations on comments regarding the accident and our crewmembers. SWAPA respects the NTSB process, and this allows our crew and SWAPA members of the various

Operations groups within the investigation to stay focused on the task at hand. When appropriate and authorized, we will have further comment.

As we approach the mid-point of 2018, your Union is laser focused on preparations for Contract 2020. While 2020 seems like it is a long way away, we will be in the thick of preparing to reopen our contract by the end of next year. This will be a completely new contract, not hindered by 20-plus years of red-lining old contracts. Pilots will write the next contract. Please be involved and ensure that your Pilot is voicing your family's priorities when we solicit inputs for our new contract. (See page 5 for more information on the Contract 2020 Survey-Education-Polling cycle.)

As we learned in 2016, the most powerful bargaining chip we have during any contract negotiations is the unified voice that Pilots and their families speak with. That unified voice is represented by SWAPA, and we take that sacred duty very seriously. Our Union has changed for the better, adapted to the reinvention of the now very healthy, profitable, and sustainable airline industry, and is very prepared for 2020 and beyond.

Please stay engaged on social media. Join the SWAPAFamily Facebook page.

Follow SWAPA on Twitter. However your schedule allows and your heart desires, get involved with SWAPAFamily and stay engaged. Through our unity of purpose and actions as well as our leadership, we intend to reinforce the practices that Herb created.

As the heavy summer flying season approaches, I hope you and your families' summer will be fruitful. For some of us, summer is the time to maximize time with children out of school. For others, the heavy flying requirements provide an opportunity to fly more in order to increase family income over the next few months. Regardless of which option you choose, I hope you and your family will stay safe, have fun, and enjoy each other. (For more on making your Pilot's schedule work for your family, see page 11.)

Once again, thank you for your involvement over the past year and thank you in advance for your involvement in the future of SWAPA and SWAPAFamily. It is my sincere honor to be allowed to serve as your president.

Leading Forward,

JON WEAKS

SWAPA President 



Spouse Spotlight: A Network of Support

On February 14, 2017, two weeks before LAS First Officer Austin Miller started training with Southwest, he and his wife Kimberly were at a pediatric hospital waiting for their 2-year-old daughter Ava to undergo extremely complex endovascular neurosurgery for an enlarged mass on her brain.

In 2015, when Ava was just 6-months-old, she was diagnosed with an extremely rare brain malformation. So rare that a team of neurosurgeons was assigned to her case and only one surgeon in the region was recommended to conduct the initial neurosurgery.

While the February surgery was successful, there were complications in recovery from

the procedure which caused the couple to fear for the life of their child, and, ultimately resulted in partial facial paralysis and a life-long diagnosis of mild cerebral palsy, placing the family on an unexpected and unknown journey.

“Each day after Ava’s surgery, we were in the Pediatric ICU at the hospital. Austin and I were faced with many decisions, it was overwhelming. Ava was released almost a week later, just one week before Austin was supposed to leave for training. It was one of the most stressful times in our lives,” says Kimberly.

Once Ava was medically cleared to return home, the couple decided Austin should

attend training later that month. Kimberly's parents urged her to go with Austin for the spouses' orientation to get away and enjoy meeting her new SWA family. Her parents live close by, help with the twins weekly, and were more than happy to watch their grandkids.

In addition to Ava and her twin sister, Claire, Kimberly also has two adult step-children, Chloe and Elijah, and owns a public affairs firm in San Diego.

"At an appointment in October 2017, Ava was diagnosed with mild cerebral palsy. I was stunned to hear them say CP. At another appointment, I was told Ava had hydrocephalus that would likely require a shunt. Her eye had started to turn inward from the pressure of the fluid on her brain and the doctor said it would likely require surgery. Austin was away working during both appointments, which we thought were going to be routine checkups. They then said she might have scar tissue buildup from one of the surgeries which may require another surgery. It all became a blur and I found it super challenging to keep it all together. I would spend time in between my meetings or conference calls crying in my car waiting for the opportunity to speak with Austin."

Things were no easier for her traveling spouse either. "I hated delivering bad news to him while on the road since there was nothing he could do to make things better."

"Ava averages two to four medical appointments every week, I try my hardest

to attend as many as possible, but I am simply unable to make all of them. That said, we have adapted and are using technology via Facetime or conference call, so I can participate. Every time Kim updated me on a new diagnosis or challenge for Ava, I would use my free time on the road to research the diagnosis, treatment options, etc., so I could educate myself as much as possible," says Austin.



Kimberly says she didn't share on the One Luv Wives Facebook page during this time because it was simply too hard for her to discuss Ava's situation with people she didn't know. It wasn't until January of this year that a bit of good news changed her stance.

“On January 18, I got a call from Ava’s main neurosurgeon at 7 p.m. (she has three). Austin was on a trip and I was just thinking to myself there is no way this is good news if he’s calling this late. I am going to let this go to voicemail.”

After a momentary pause, she decided to answer. It turned out the neurosurgeon was calling to say that Ava’s recent MRI results looked good. Really good, actually. Only a surgery for her eye was needed at this time — no shunt and no surgery for scar tissue.



“I couldn’t believe it, I cried on the phone with him. I waited up for Austin to land to share the news, and I could tell he was smiling when I told him. We had finally caught a break.”


The next morning, Kimberly posted their journey on the One Luv Facebook group. It was the first time she had ever posted something so personal and the response was overwhelming. She received almost 300 responses — most of them from spouses she had never met — offering to donate sick or vacation days, resources, encouragement, prayers, and support.

“It was incredible, I never expected that type of response. I stayed up almost all

night, sometimes crying, reading and responding to the comments.”

She also began receiving messages from spouses who were in similar situations, navigating the challenges of raising a child with special needs together with a traveling spouse, specifically one in the aviation industry. She started the SWA Parents of Special Needs Children Facebook group and asked other parents to help support the group, Robin Copeland was happy to be an Admin.



“We had 80 parents sign up in about two months, the group is amazing. We are all on this aviation and special needs journey together and discuss coordinating various doctors’ appointments, tests, and care providers with a spouse who may not be able to be there for every appointment and meeting. We offer one another feedback on IEPs (Individualized Education Program), assessments, and celebrate milestones — I simply love the SWA family!” 



Make Your Schedule Work for Your Family

A few months ago, the SWAPA Schedule Research Committee printed an article in the *Reporting Point* that looked at how Pilots can improve their schedule. The concept was so popular that we think it bears repeating. What follows are some tips for helping create a work schedule that optimizes the time your Pilot gets to spend with their family or perhaps offers an opportunity to earn a little extra money when needed.

NEED SOME MORE TIME AT HOME?

Here are some ways to maximize the tools available to you.

Trip Trade Giveaway (TT/GA): Not only can you list the entire pairing for giveaway and trade in Trip Trade Giveaway but you should consider breaking up the trip, especially if it passes through domicile. Even if it doesn't, you may be able to give away a portion that passes through a popular commuter city (like Nashville or St.

Louis). But remember, if you break up a trip at any point other than the trip's original domicile, the remainder will not be eligible for ELITT, and you will be responsible for getting yourself home from the split point. If you go this route, you could also consider sorting the lines you bid to those with the most passes-through-base. This will assist you with splitting your trips for giveaway later in the month. We also recommend using the contractual split selection, which keeps both pieces of the trip eligible for ELITT.

Enhanced Line Improvement Trip Trade

(ELITT): Consider "breaking up" your trips into more manageable pieces via trade, for example a 4-day into two 2-days or a 3-day into a 2-day and a turn. These are usually far easier to give away in TT/GA. They also set you up for trades into other smaller trips. Since shorter trips are usually harder to come across in ELITT, trading into them when they are available gets you

one step closer to your goal. Another option to spending all day refreshing your ELITT board is to set an alert in LineTuner Classic (a free service from SWAPA, see SWAPA.org for more information) to receive alerts on your mobile device.

LOOKING FOR SOME EXTRA CASH?

Combining broken trips in Open Time can be an excellent way to capture extra pay. When a trip comes into Open Time, it is contractually required to be split if it passes through its domicile or a station within a certain distance of the trip's original base and the parts all meet certain pay minimums. These trip parts will usually contain deadheads to fly you to or from base where the trip was split. If a Pilot is awarded both parts of the original pairing in any Open Time closing besides MOT, the pay will be the total of the parts added together, either at straight time or premium (however it was awarded) meaning you are pay protected for the deadheads even though they get dropped when the pairings are recombined.

WANT TO STAY HOME AND GET PAID?

If you live near enough to a base and like the idea of being paid while you are sitting at home, rolling the dice with reserve may be a good option for you. The reserve utilization rates vary dramatically depending on the season and seat you occupy, but there are a few techniques you can use to improve your chances of working from home. First, keep an eye out in TT/GA for 1-day or 2-day blocks of reserve, especially on

Mondays and Tuesdays. Many of the weekend reserve Pilots are commuters and would love to give away the last day or two of their block and go home early. Also, consider picking up a reserve block over the weekend. It may sound crazy, but as discussed before, a lot of reserve Pilots on the weekend are commuters and have "FLY" for their preference. A "PASS" preference may put you way down the callout list for an assignment when there are a lot of "FLY" preference reserves in your reserve remaining bucket.

If you already have a trip, take a look at the RCO report and see what the reserve availability looks like. (Check the My Stuff tab on the SWAPA website for the RCO Report.) If the reserve availability looks plentiful, consider contacting one of the Pilots on the RCO report with a "FLY" preference. They may be more than happy to trade a reserve block for your trip and avoid sitting at the crash pad or hotel unused for days. This can also be in your considerations when bidding your monthly line or when you consider trips in ELITT or TT/GA. Trips that pay well or are commutable may make for better trading material for Pilots with reserve blocks you desire.

On the flip side, if you are on reserve and assigned a trip that you want to keep, you could put TT/GA to work for you and make that happen. List the flying trip and the reserve block in conjunction with each other. Then in the comments leave your intent to pick up the trip (Extra Fly)

once the other Pilot has taken both. There may be a local Pilot who wouldn't mind playing the "pass" game while you hold onto your assignment, but now you truly own the flying trip.

WANT TO HAVE A TRIP PULLED WITH PAY?

Ever wonder why some First Officers have yellow trip bars with the trip code "RT" on their boards? These are trips that were pulled with pay from the FO because they have a Check Airman assigned as the Captain and are scheduled to be used for training. Sounds great, but how do you know which trips may be pulled?

“ While this is not a comprehensive list of every tip and technique used by Pilots to creatively adjust their schedules, it should give you a good start to helping you improve your family's schedule or quality of life. ”

When a trip with a Check Airman is identified to be potentially used for training, the designation on the trip code next to the Check Airman's name changes to an "I." Again, this indicates that the entire pairing, or a part of the pairing, may be used. Although there is no guarantee that the trip, or a part of the trip, will be pulled, there is a strong likelihood that this may happen.


How does this apply to you? First off, if you bid a line with a Check Airman or trade into a trip with a Check Airman, you need to pay attention. In this case, you may want to wait to ELITT, give away, or trade any trips until you see if any or several may be pulled for training. The "I" designation

usually appears a week or two before the pairing. **If you do place your trip into TT/GA, you may want to place a code on it so that you can double-check the assignment label prior to committing to giving it away.*

SOMETHING FOR THE NEW GUY

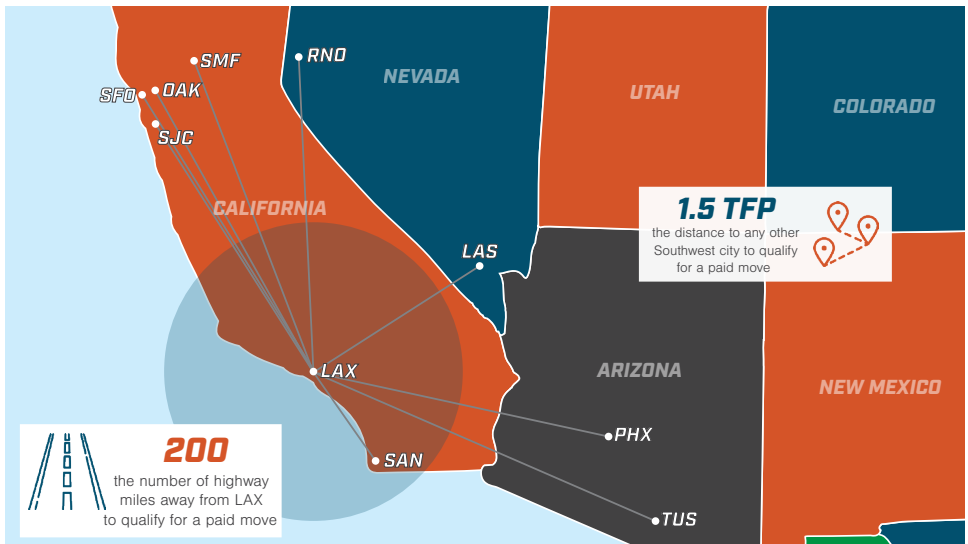
As many first-year Pilots know, any flying acquired through MOT, DOT, HOT, POT, SNOT, VPF, and JA that exceeds their original line total for the month will be paid at second-year rates. Many Pilots don't realize that MOT and ELITT can be used in conjunction to maximize this benefit. ELITT can be utilized to increase the value of a pairing acquired through MOT, and this new

pairing will still pay at second-year rates (as long as the value is above the original line pay). For example, a first-year Pilot is awarded a 3 TFP turn in MOT. He/she then uses ELITT to trade this turn into a 2-day pairing that pays 15 TFP which still pays at second-year rates

While this is not a comprehensive list of every tip and technique used by Pilots to creatively adjust their schedules, it should give you a good start to helping you improve your family's schedule or quality of life. For more in-depth tips, take a look at the full article, titled "Techniques for Improving Your Personal Schedule" in the *February Reporting Point*. 

LAX AT A GLANCE

On February 19, Southwest announced plans for an LAX Pilot base. SWAPA has few details at this time, but in the coming months, we will provide you with any information that the Company provides us. Here's what we do know as of now.



EXPECTED MONTH
BASE WILL OPEN

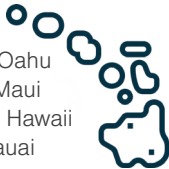
DECEMBER

50/50

Target mix of ETOPS/domestic flying

*Hawaiian airports with more than
1 million passengers annually*

Honolulu, Oahu
Kahului, Maui
Kailua-Kona, Hawaii
Lihue, Kauai



Number of non-ETOPS
Pilots planned for LAX

ZERO



2-4 DAYS

EXPECTED IN DALLAS FOR
INITIAL ETOPS TRAINING



Pilots currently
living in the
LA Basin

CA 38

FO 37

but an additional 60 CAs and 49 FOs live
within 150 miles, including SAN



LAX - HNL

Flight Time: 5 hrs. 55 min.

Distance: 2,221 NM

Leg Pay: 7.4 TFP

SWA cities within 1.5 TFP of LAX



RND	SFO	PHX
SMF	SJC	SAN
OAK	LAS	TUS

ETOPS REPORTING TIME

90 minutes prior to start a trip.

60 minutes during a trip.



5%
ETOPS PAY
OVERRIDE

6 MONTHS



ETOPS training locks for voluntary bidders

12 MONTHS



Months LAX will be considered a "new domicile" for paid moves

18,000



Weight limit for paid household goods

24 MONTHS



to use the paid move





SWAPAFamily Beginnings

In late 2015, SWAPA Pilots had just overwhelmingly voted “no” on a Tentative Agreement (TA) with the Company known now as TA1. The disappointment and distrust of the membership was a direct result of four years without a new and competitive Collective Bargaining Agreement. That coupled with a failed TA, brought about many changes for SWAPA. A new president was elected and a new Negotiating Committee was formed. Through polling, it was discovered that most of the membership felt that there was a lack of communication about

the NC’s progress throughout the previous negotiations. SWAPA needed to create more ways to provide up-to-date information. Researching the path that other airline Pilot’s unions in similar situations had taken, it was discovered that SWAPA was missing a key important element — a program that would include not only the Pilot, but his/her spouse and family members as well. Hand-in-hand with the Communications Committee, and as an arm of the Strike Preparedness Committee, the Outreach Committee and an all-inclusive program for family awareness named **SWAPAFamily** was born.

With the sole purpose to bring Pilots and their families together to meet one another and share information about the crucial elements in current negotiations, the Outreach Committee created SWAPAFamily events and grassroots gatherings around the country to meet and discuss our critical situation with key SWAPA



leadership and committee members. Additionally, the Strike Preparedness Committee hosted five picket events and included spouses and family members to show the Company the need for resolution. With a Pilot membership of approximately 8,000 at the time, the response was overwhelming. Hundreds showed up at each event. Southwest Airlines management was undeniably shaken by the number of Pilots and family members that were participating. Communication had successfully been established through all channels, and we were not only building trust and unity, but Pilots and their families were building relationships and friendships with one another that spawned an even stronger unity within the group.

Finally, in November of 2016, the Company and the NC reached an agreement that would later be named TA 2 and ratified by the membership. This agreement increased Southwest Pilots' wages to industry-standards and secured better retirement benefits and work rules. The newfound strength of the Pilots, coupled with the support of their families, had prevailed.

Since then, the Outreach Committee and its SWAPAFamily program has become a main staple for SWAPA and its membership. Members of the committee greet each Southwest Airlines Pilot new hire class, embracing not only the Pilot, but the Pilot's spouse or significant other on Day 1 of orientation with Southwest. In addition, Outreach created the

SWAPA Pilot Relief Fund, a Pilot to Pilot charitable fund where donations are tax-deductible and grants are tax-free, that has offered financial assistance to many SWAPA Pilots and their families who have suffered hardships either through a catastrophic event or devastating illness. Through social media and other communication channels, Outreach connects directly with spouses and family members about upcoming events and ways to get involved. Celebration events and grassroots gatherings continue to bring Pilots and their families together creating unity and everlasting friendships and camaraderie – the foundation for our success. It is an important component that will continue to support the membership indefinitely. 











SWAPA 2018 family

2 CELEBRATION EVENTS REMAINING

DATE	LOCATION	VENUE
June 19	HOU	Main Event 1125 Magnolia Ave. Webster, TX 77598
August 7	MDW	Main Event 28248 W Diehl Rd. Warrenville, IL 60555



1 GRASSROOTS EVENT REMAINING

DATE	LOCATION	VENUE
July 25	OAK	Rio City Café 1110 Front Street Sacramento, CA 95814

SWAPA Pilot Relief Fund

Established in 2017, the SWAPA Pilot Relief Fund is now in its second year. Thanks to YOU, our Fund is growing financially every month with automatic payroll deductions and direct donations. Powered and managed by the Emergency Assistance Foundation, Inc. (EAF), the Fund issued more than 60 “immediate response relief” grants to Pilots who had hurricane damage as well as over a dozen traditional grants for those members and their families who suffered a personal financial hardship.

If you are experiencing a financial crisis due to a personal hardship or have been struck by a catastrophic event, go to www.swapa.org/PilotReliefFund/GettingStarted for new instructions and help on how to fill out the online application.

Because we are a unique group — commercial Pilots who are governed and scrutinized by a different set of rules than most other professionals — the application process can be a complicated one, but we now have a system in place to help you through the application process. HOU FO Ron Scheibe has joined our SWAPA Outreach team and has become our EAF expert. Before filling out an application for the Pilot Relief Fund, please do not hesitate to contact Ron at rscheibe@swapa.org or 303.550.7418. We highly recommended that you contact Ron before submitting the application.

Listed below are the ways to donate and the parameters that must be met to qualify for a grant.

The quickest and easiest ways to DONATE to the Fund:

- [Automatic Payroll Deduction](#) – Sign up on SWAPA.org on the homepage or under My Stuff > Pilot Relief Fund
- [By credit card on the web portal](#) – PayPal - <https://emergencyassistancefdn.org/swapa-pilot-relief-fund/>

How to APPLY for a grant:

- » **Who** can apply?
 - SWAPA members employed by Southwest Airlines on the date of the application
 - SWAPA members on approved medical leave or an approved leave of absence for no more than one year
 - SWAPA employees
 - In the case of death of a member or employee, eligible dependents may apply
 - Go to www.swapa.org/PilotReliefFund/GettingStarted for more information about the grant process and to fill out an online application.



SWAPA
PILOT RELIEF FUND



1450 EMPIRE CENTRAL DR • SUITE 737
DALLAS, TEXAS 75247

