

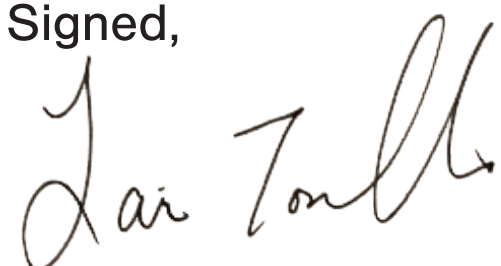
LUV LOST

In May of 2022, I had the privilege of speaking directly to Southwest Airlines CEO Bob Jordan in the SWAPA boardroom. We had the opportunity to ask questions of him, and mine was the last question taken. Mr. Jordan had already closed his notebook and was ready to leave when I asked what changes he was willing to make for the betterment of Southwest Airlines. More specifically, I asked about removing Mr. Carl Kuwitzky, Managing Director, Labor Relations and former SWAPA President, as the lead negotiator for several reasons, the most egregious being that he returned to the table after having redlined all of SWAPA's improvements in maternity/paternity leave and reverted the language back to the 1984 version that is in our current CBA. Mr. Jordan opened his notebook at this point and started asking questions. Within weeks, an industry-leading maternity/paternity section had been agreed to. It gave me faith in the Company that I worked so hard to be a part of. That flew out the window two weeks ago when I heard that Mr. Kuwitzky had reneged on several already AIPed sections, including the section that protects women and encourages women aviators to join our group. Leveraging your minority female Pilot group in the 11th hour is desperate and sad. It angered the women of Southwest, and it smacked Southwest's much-lauded Diversity, Equity, and Inclusion policies right in the face.

A company trying to emerge from a 1960s mindset, and one that is already behind the rest of the industry when it comes to diversity, equity, and inclusion, just set itself back even further. I'm well past making babies and benefiting from a maternity leave that would allow me time to bond with my baby. But back when I was, I had to write a letter to the director of Flight Ops asking for an unpaid leave to be with my baby. It came back with the following on it: "Denied! But work with her." Whatever that meant. I wish I had better choices back then. I wish my partner had been given the ability to take leave from his airline to bond with his child. This portion of the contract affects us all, and as the LUV airline, Southwest should **want** to fix this decades-old language instead of being **forced** to.

Simply put, Southwest Airlines broke the hearts of their female Pilot group last week. This is a Pilots' market. The Company has no leverage in this negotiation. To try to create leverage using one of the few things that benefits this minority group indicates how narrow-minded and uninformed the negotiators of this contract are, specifically Mr. Kuwitzky, in their decision-making. A year ago, I was pleasantly surprised when I saw change after that meeting with Mr. Jordan. All of that hope and promise were washed away in one week at the negotiating table.

Signed,



Captain Laurin Toriello, SWAPA MDW Chair