



**47**

**YEARS OF SERVICE**

TO OUR PILOTS

**SWAPA**<sup>®</sup>  
SOUTHWEST AIRLINES PILOTS ASSOCIATION



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# SWAPA: Celebrating Who We Are

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This year, SWAPA celebrates 47 years of representing the world's leading experts on flying the Boeing 737, the more than 11,000 Pilots of Southwest Airlines.

American historian and author of *The Wright Brothers* David McCullough said, "History is who we are and why we are the way we are." In March of 1978, SWAPA was formally recognized by the National Labor Relations Board, setting the stage for what SWAPA would be and defining the mission of representing and negotiating for our Pilots, demanding contract compliance and job protection, and advocating for our Pilots' careers. As we look back over the last almost five decades, we celebrate our history, the people who have carried us through, and the events that have shaped us and made us who we are today.

Boiling 47 years' worth of history down to approximately 100 pages is a difficult task; one not accomplished by a single person. So much of the content on these pages is thanks to previous SWAPA staff member and editor Ann Spencer and her work done more than 15 years ago on SWAPA's 30th history book. Special thanks also to PHX Captain Frank Schmuck who, for years, has collected stories such as "The Early Years" by Captain Gene Van Overschelde. Other pieces of SWAPA facts and stories throughout were provided by those who lived them, and so much more was provided by current and past SWAPA committee members, staffers, and *Reporting Points*. To everyone involved, our sincerest thanks.

As with any attempt to capture almost 50 years of history into one document, some events or historical data may have been left out, either intentionally or not. And some information may be incomplete or not completely accurate. If you discover any errors in this book, please let us know. This will be a living document, updated regularly as our future continues to unfold. If you have any historical documents or images that you would like to be considered, please reach out to us.

This document is our attempt to honor the hard work of the many executives, board members, committee members, staffers, and countless others who have created, defined, and refined the Association. As Pilots continue to join our ranks, may they never forget those who forged the path before them as they continue their career as a Southwest Airlines Pilot.

## **SWAPA Communications Committee**

[comm@swapa.org](mailto:comm@swapa.org)





## FIRST PILOT SENIORITY LIST

Courtesy of CA Frank Schmuck and retired CA Gene Van Overschelde.

- 1 | **Rollin W. King #2**
- 2 | **Harold "Hal" Oliver Tietjen #99**
- 3 | **Emilio Salazar #204**
- 4 | **Miguel "Raul" Cabeza #101**
- 5 | **Roger "Ben" B. Benjamin #107**
- 6 | **James "Jim" R. Everett #201**
- 7 | **Frederick "Fred" C. Deakins #103**
- 8 | **Herbert "Dusty" B. Berk #102**
- 9 | **Robert "Jerry" Jerald Steele #205**
- 10 | **Warren Y. Hampton #100**
- 11 | **Thomas "Tim" Marshall Hoyt #200**
- 12 | **John Louis Matter Sr. #104**
- 12 | **Willis "Bill" Herald Wagner Sr. #206**
- 14 | **John E. Tidwell #207**
- 15 | **Jack Eugene Cardwell #202**
- 16 | **Robert "Bob" F. Pratt #208**
- 17 | **William "Bill" Emerson Arnold #203\***
- 18 | **Clifford "Gene" Eugene Shaw #209\***
- 19 | **Richard "Dick" Kelley Smith #214\***
- 20 | **Eugene "Gene" L. Van Overschelde #212**
- 21 | **Samuel "Sam" E. Cohn #213**
- 22 | **James "Gary" Welch #211\***
- 23 | **Larry Ernest Bernard #210\***

\*Suspected information but not verified.





## Southwest Airlines Pilots Association: The Early Years

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What follows is a written account of the early days of the Southwest Airlines Pilots Association by retired Southwest Captain Eugene “Gene” Van Overschelde. He originally provided the account to PHX Captain Frank Schmuck, both of whom have graciously allowed us to publish it here.

Today, with more than 11,000 Pilots on the seniority list, we look back 47 years (and earlier) to what it was like in the early days and how, even then, representatives were making decisions and advocating for this Pilot group, a mission that is ongoing every day.

Thank you to both Gene Van Overschelde and Frank Schmuck for allowing us to remind this Pilot group of just how far SWAPA has come.

Southwest Airlines Pilots Association (SWAPA) started in 1978 as the bargaining group for the Pilots at Southwest Airlines. It was in 1978 that SWAPA was registered legally with the National Labor Relations Board; however, SWAPA existed and was recognized before that.

Meetings of the Southwest Airlines Pilots Group were held almost from the very beginning in 1971. The first meeting was held in Captain Fred Deakins' (#103) home. His son, Fred Deakins (#82599), is now a Captain with Southwest and supplied the photo to the right. Subsequent meetings were held on a regular basis at different times and places. I was aware of a Crew Council that was formed. I was not involved early on with that group but believed it to be formed similar to a group from the ex-Purdue Airlines Pilots. This Crew Council would discuss items of interest with Southwest management. The Crew Council consisted of volunteers and changed quite often.

My involvement with the Pilots group started in 1974 as Assistant. Later, I was elected President for the years 1975 and 1976. Most records, official and personal, from those years have been discarded or lost. I will list as close as I can remember the events in those years.



**CLOCKWISE** Emilio Salazar (#204), Hal Tietjen (#99), Mary Tidwell (wife of John Tidwell #207), Mary Ann Deakins (wife of Fred Deakins #103), Jim Everett (#201), John Matter Sr (#205), Sarah Everett (wife of Jim Everett), and Betty Tietjen (wife of Hal Tietjen) circa 1971.



Captain Jim Everett (#201)

The Crew Council usually consisted of a President and an Assistant. These were selected by whoever would volunteer. By 1974, Captain Jim Everett (#201) was serving as President. I found myself as Assistant or Vice President. Duties were not well defined. Meetings were held about every other month. Unfortunately, they were often little more than disorganized happy hours. Someone would bring beer and drinks. Business was conducted by a show of hands if there was an item that needed to be discussed.

Eventually our Pilots group became frustrated and was looking for some organization. Early in 1974 it was decided we needed help. By a show of hands our Pilots group voted to contact ALPA. I mentioned it to Captain Everett, wondering how we should proceed with that. He believed it was a bad idea. I decided to contact ALPA on my own and get information for our group.



I talked with lawyers at Braniff, Texas International, and American Airlines' Allied Pilots Association. Their advice was to organize our group first and then get back with them. Given our small size and no third Pilot on the flight deck, I believe they had little interest in our Pilots group. I presented my findings to our Pilots group at the next meeting. Given our lack of organization, I did not think Southwest management had any idea what our group wanted. Since we would need to become organized, I suggested we do that first and then try working with Southwest management. If that did not work, we could then go to ALPA for help. I recommended giving it at least a year.

I came to this conclusion after sitting in on two meetings with Captain Everett and Captain Don Ogden (#5). These meetings were more a discussion between Captain Ogden and Captain Everett on how they thought things should be done. There was no discussion on what the Pilots group had decided. I got the impression this was the way the Crew Council had always conducted business. Although I discussed this with Captain Everett after the meetings, he did not agree with me and resisted changing.

Our meetings were held on Saturdays. At the time Southwest did not fly overnights on Saturdays and we had the most Pilots available for the meetings. At our April 1974 meeting, Captain Warren Hampton (#100) showed up with a case of beer. Our meetings had already tended to be quite disorganized with many smaller discussions going on at the same time. These meetings became quite raucous as time went on. Both Captain Everett and I were quite frustrated.

After one particularly inefficient meeting, I sat down on a Sunday afternoon at an old IBM Selectric® typewriter I had bought and started typing a Constitution for our Pilots group. I think the frustration had finally gotten to me. I previously had purchased two books on parliamentary procedure and used those as a guide to writing it. I completed the whole document that afternoon. I later presented it to Captain Everett and suggested we use it to help organize our meetings. Although he was also frustrated with our Pilots group, he did not like the idea and did not think it would help us.



Ernie Gabona (#525), Jack Cardwell (#202), and Warren Hampton (#100) at SWA Flight Operations circa 1974.



IBM Selectric® Typewriter | Image by [steve\\_lodefink](#) via [Wikipedia](#)

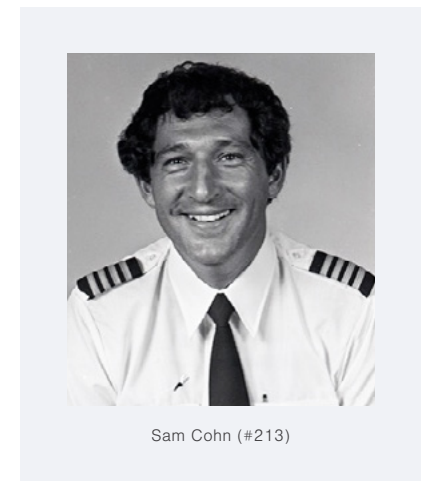
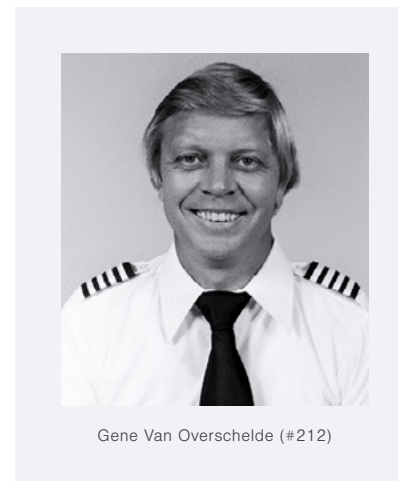
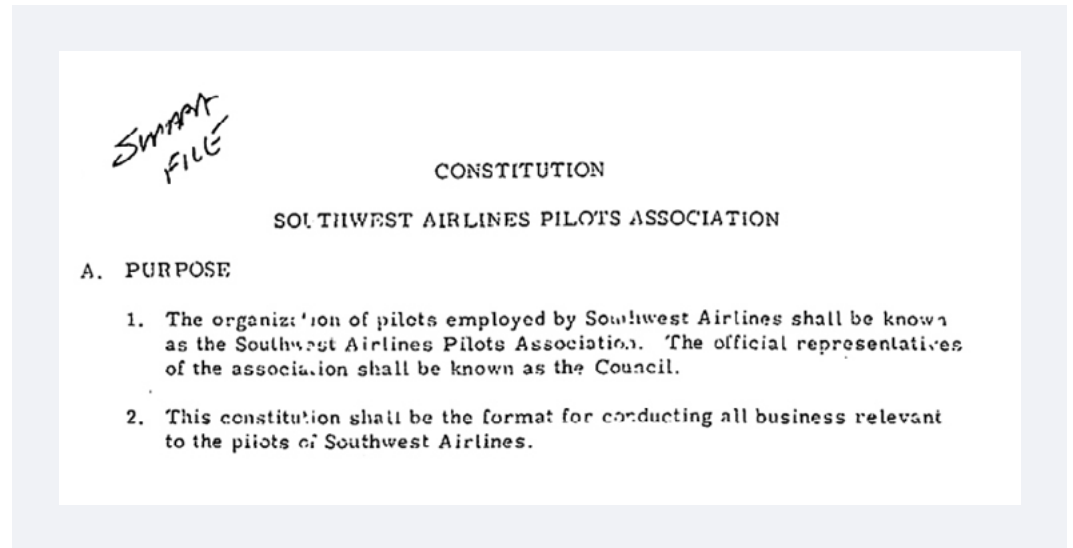
While Captain Everett was President, I remember two accomplishments: Bidding on Open Time was completed. Also, monthly line bids were agreed on as long as it was legal from one month to the next. It was more or less a preference system, but not yet a true bid system.

It was in 1974 that Southwest added HRL and started to hire more Pilots. I started flying Captain trips in June 1974, with a full Captain line of time by October. During that time First Officer Owen Morrison (#515) was on my jumpseat one day and suggested that our Pilots Group needed to become more organized and should set up a Constitution. Since I had a copy of the Constitution I had written in my flight bag, I showed it to him. He said it was exactly what we need. We did not yet know how to adopt it, but knew that with the hiring, our Pilots group would be changing.

During a meeting, which I believe was in September 1974, Captain Everett announced he was resigning as President. I also said I was resigning as Vice President. At that point we had no one in charge.

Captain Roger Benjamin (#107) asked if I would serve as President. I said I would. As it turned out, I became the last officer to volunteer for our Pilots group. After that, all officers were elected by ballot. I set up the next meeting in November 1974. I planned to set a vote on the Constitution I had written. Copies were provided beforehand. If agreed on and passed, elections would be held for officers.

At the November 1974 meeting, the Constitution was passed as written and elections were held. I was elected President, Owen Morrison (#515) as Assistant (VP), and Sam Cohn (#213) as Secretary/Treasurer. The SWAPA record shows a coversheet with 1973 and a logo. This is not original but was added later. The logo was not part of the original Constitution. The original title of “Southwest Airlines Pilots Association” is accurate. American’s “Allied Pilots Association” was used as an example. In time our Pilot group became known as SWAPA. Our officer terms were then set at two years starting in January 1975 and ending in January 1977. Assistant was set for two opposite years and would later become known as Vice President.





The year 1974 was probably the most significant year in establishing SWAPA as an independent union. One of the first actions I attempted was to establish a true bid system. I met with Captain Ogden about this and convinced him it could be done using the system I recommended, which included using priority Open Time to make up for lost trips on the monthly overlap. I wanted him to try it. After an hour and several puffs on his pipe, he would not budge. I was totally discouraged. The next day he called me into his office. Overnight, he had changed his mind and decided to work with us on setting up a true monthly bid system using priority Open Time. It worked, and we never went back.



Our Pilot meetings were still a challenge. I set up a “no drinking during meetings” rule. Happy hour would be after the meeting. During my term as President, all meetings were held at the La Quinta on Regal Row near where Southwest headquarters were. It took about three meetings and some very stern warnings, but Pilots started accepting our Constitution to conduct the meetings. After that, our meetings became very good and meaningful. We also started keeping very good records, including accurate notebooks of the meetings. One of the most significant meetings with Captain Ogden was on setting up a method for military leave.

At all meetings, I always addressed what the Pilots had decided and never my opinion. Captain Ogden asked how many Pilots were at the meeting. I believe he wanted to make sure I was representing a significant percentage of the Pilots. I pulled out my notebook and gave him the exact number. It was over 90% with most of the missing Pilots on overnights. That was probably the most significant meeting I had with him. He realized we were organized as a group. After that, he became our ally and tried very hard to understand our needs and work with us. SWAPA had become considered by Southwest management the representative of the Pilots. Captain Ogden said he would rather work with us than some other union like ALPA.

Other meetings involved pay and working with Southwest President Lamar Muse. These meetings would occur each year near the anniversary of Southwest in June and were regularly a challenge and sometimes rather contentious. We did present proposals. During my two-year term, I had two such meetings. Our proposals were usually very reasonable. He would give us a bit more than we asked for and then did not understand why we were dissatisfied. The biggest issue we had was loss of seniority when upgrading to Captain. There were several in those meetings, including volunteers and committees, who had helped with setting up the proposals. Muse told us never to bring up the seniority issue again. We did anyway at every meeting, but to no avail. Since Pilots were upgrading fairly rapidly, it did not become a big issue at first. Muse presented an attitude of his way or the highway with us. He would use the same method with the Southwest Board of Directors. Muse subsequently left Southwest. The seniority issue was resolved after he left.

The first records of SWAPA, that I am aware of, were the notebooks we kept. Keeping records was a bit more difficult back then. Southwest did let us use their copy machine on a limited basis when it was not jammed. I also used carbon paper in my typewriter. I marvel at what is available now and taken for granted. Most of these records were lost or discarded. Looking back at the success of Southwest, these records would have been quite informative and of great historical value.

Although a number of things were accomplished during my term as President of SWAPA, I do not remember all of them. I had a lot of volunteers on committees that helped. Credit should be given to all the Pilots who contributed their time and effort to help establish SWAPA as its own Union and eventually became registered in 1978. After my term and beginning in January 1977, Captain Sam Cohn was elected President. I know Captain Ogden urged him to become established with the state as a registered legal union to keep SWAPA as the official representative for the Pilots. That was accomplished in 1978 while Captain Cohn was President.

Early in 1977 after my term as President was over, I received a call from someone at ALPA. They were now interested in helping us join ALPA. I told them we were actually doing very well dealing directly with Southwest management but, would let them know if we ever needed their help. Has not happened yet. The goals of making Southwest great were the same for both the Pilots and management. I believe that was an asset for both.

Captain Ogden asked me to become Check Airman in early 1977. Since then, I was more closely involved with management but still a member of SWAPA.

Fraternally,

*Eugene "Gene" Van Overschelde*

**Eugene "Gene" Van Overschelde (#212)**

Captain (retired), Southwest Airlines

**HEAR MORE:** CA Frank Schmuck can be heard discussing SWAPA's history on The SWAPA Number podcast "45."

## WORK RULES

1971-1977

### Captain Rates\* Base + Trip Conversion

6/71 - \$\*\*

6/72 - \$\*\*

6/73 - \$26.70

6/74 - \$27.70

7/75 - \$37.02

7/76 - \$42.09

6/77 - \$46.09

\*Assume a 94-trip line \*\* Incomplete data at this time.

### First Officer Rates

New hires for '71 and '72 - flat rate of \$700/mo.

After '72 base salary:

Year 1 - \$700

Year 2 - \$800

Year 3 - \$900

Year 4 - \$1,000

Year 5 - \$1,100

### No Contract

- Pilot's Council input authority
- No Contract/no line guarantee
- No pay for reserve
- Three separate seniority lists for pay (FO, Res CA, & CA)
- Loss of longevity upon upgrade
- Pay on salary scale plus \$11 to \$28 per trip over the period
- Per diem @ 75¢ per hour
- Pilots on vacation had line assigned by scheduling
- Sick leave 1 trip per month up to 90 days maximum



# '78

## SWAPA GOVERNANCE

President Sam Cohn

Vice President Steve Palmason

Sec./Treas. Bill Lightstone

## SWA GOVERNANCE

Chairman Herb Kelleher

CEO Lamar Muse/Howard Putnam

VP Flight Ops Don Ogden

Total Pilots 112

Aircraft 13

Aiports Served DAL, SAT, HOU, HRL, CRP, LBB,  
MAF, ELP, AUS

Opened AMA

## PAY RATE FOR 12-YEAR CAPTAIN

\$55.28

## JANUARY

ALPA is contacted to give a presentation but declines due to lack of interest in SWA; APA is contacted and makes helpful suggestions for SWAPA organization. Dues increase to Captain \$7 per month, Reserve Captain \$5 per month, First Officer \$3, probationary \$1 per month.

## MARCH

SWAPA is recognized on March 27 as the sole collective bargaining Union; Lamar Muse resigns as President/CEO on March 28.

## APRIL

First SWAPA Standardization and Safety Committee is formed.

## JUNE

Captain Ogden requires SWAPA to form a Professional Standards Committee. SWA celebrates 3 millionth passenger.

## JULY

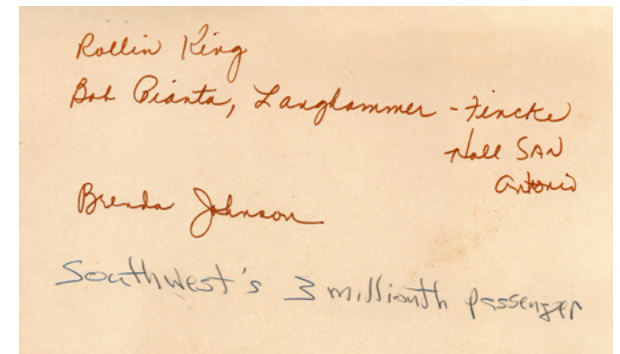
First Contract is signed; Howard Putnam is named President/CEO; Herb Kelleher is named Chairman of the Board.

## OCTOBER

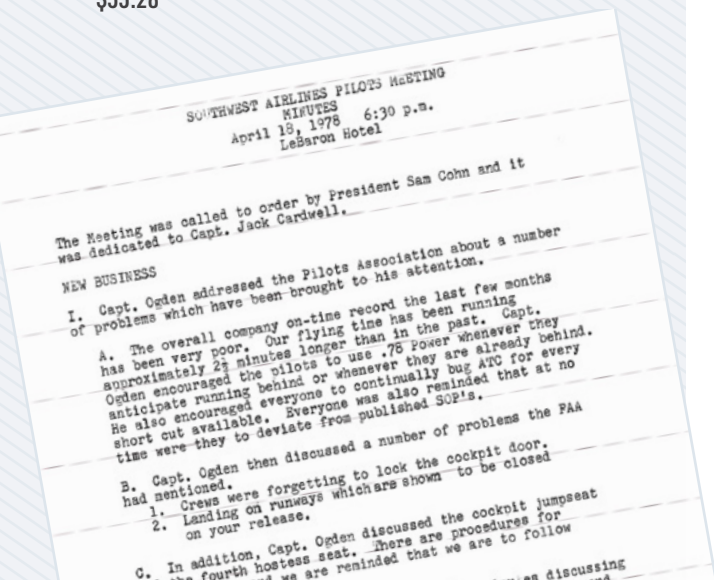
Airline Deregulation Act passes.

## NOVEMBER

Motion passes that Pilots will pay dues of 0.5% of salary per year. Motion passes that Pilots must approve any expenditure over \$300.



This photo was taken sometime in 1978; Rollin King is wearing his Check Airman wings. By year-end 1978, Southwest had carried 3,528,105 passengers. On November 10, 1978, Southwest carried its millionth passenger in a calendar year. The writing on the back of the photo identifies the passenger, the flight attendant, and the special photo occasion.



# CONTRACT # 1

July 1, 1978 – June 30, 1979

## Captain Rates\*

7/78 – \$ 55.28 per trip

\*Assume a 94-trip line

## First Officer Rates

1st 6 mos. – \$11 per trip

2nd 6 mos. – \$13 per trip

Year 2 – 54%

Year 3 – 63%

Year 4 – 64%

Year 5 – 65.5%

Year 6 – 65.5%

Year 7 – 66%

Year 8 – 66.5%

Year 9 – 67%

Year 10 – 67%

Year 11+ – 67%

## Basic Existence

- Base pay lowered and trip pay increased
- Seniority codified
- Pay still given in "seniority pay" plus trip pay
- "Trip" defined/rate: \$44/trip
- Reserve pays the greater of two trips per day or trips flown
- Vacation expanded from three weeks max to 14/21/28 days
- Sick leave: five trips per month with 450 trips max
- Grievance procedure codified

# '79

## SWAPA GOVERNANCE

**President** Steve Palmason  
**Vice President** Dave Killen  
**Sec./Treas.** John Schnobrich

## SWA GOVERNANCE

**Chairman** Herb Kelleher  
**CEO** Howard Putnam  
**VP Flight Ops** Don Ogden

**Total Pilot** 198  
**Aircraft** 18  
**Airports Served** 12  
**Opened** MSY, BPT

**PAY RATE FOR 12-YEAR CAPTAIN**  
**\$61.90**



## JANUARY

HOU-MSY service begins.

## FEBRUARY

Delivery of the 14th -200.

## JUNE

SWA increases service between HOU-DAL by five round trips. SWA celebrates eight years of service.

## OCTOBER

SAT reservations center opens.

## NOVEMBER

HOU breaks annual 1 million passenger boarding. Conversion of SWA aircraft from 112 to 118 seats completed.

## DECEMBER

The membership votes to accept a reduction in trips scheduled to keep all Pilots flying.\*

## \*FURLOUGH HISTORY

In October 1979, approximately 17 Pilots hired that month received furlough letters signed by Captain Don Ogden. What happened next, though, showed the true spirit of Southwest Pilots. They all banded together under the leadership of then SWAPA President Steve Palmason (#992) using a phone tree for a vote, which was not part of the SWAPA Constitution, and all Pilots agreed to take less each month so that all could remain working and no furloughs took place. Everyone took anywhere from a five to 10 trip per month pay cut to keep everyone working. The average line went from approximately 96 to around 86 to 91 trips a month and lasted for about five to six months.

## CONTRACT #2

July 1, 1979 – August 31, 1981

### Captain Rates\*

7/79 – \$61.90

7/80 – \$67.90

\*Assume a 94-trip line

### First Officer Rates

1st 6 mos. – \$11.50 per trip

2nd 6 mos. – \$14.25 per trip

Year 2 – 54%

Year 3 – 63%

Year 4 – 64%

Year 5 – 65%

Year 6+ – 65%

### Eliminate Shortbacks & Raise Productivity

- Pilot longevity pay per trip added
- Loss of longevity upon upgrade eliminated
- 727 pay rates added (\$51/trip)
- Profit Sharing Plan added and greater allowance to move investments
- Non-standard trip language added
- Reopener language added
- Physical exams added
- Supervisory duty added
- Reduction in force, furlough, and recall language added
- Avg. number of trips per line language amended 85 to 98



# '80

## SWAPA GOVERNANCE

**President** Steve Palmason  
**Vice President** John Schnobrich  
**Sec./Treas.** Jerry Bradley

## SWA GOVERNANCE

**Chairman** Herb Kelleher  
**CEO** Howard Putnam  
**VP Flight Ops** Don Ogden

**Total Pilots** Unavailable  
**Aircraft** 23  
**Airports Served** 15  
**Opened** OKC, TUL, ABQ, IAH | **Left** BPT

**PAY RATE FOR 12-YEAR CAPTAIN**  
**\$67.90**



## APRIL

OKC, TUL, and ABQ inaugurate service.

## SEPTEMBER

SWA terminates service at BPT; re-opens service between DAL and IAH.

## NOVEMBER

The membership passes a resolution to increase dues to 1%.

## DECEMBER

The 22nd aircraft is christened “The Rollin W. King” for the founder, director, and special advisor of the airline.

SOUTHWEST AIRLINES PILOTS' ASSOCIATION 1980 BUDGET PROPOSAL			
	1st 6 Months 1/1/80 - 6/30/80	2nd 6 Months 7/1/80 - 12/31/80	Total 1980
<b>PROPOSED INCOME</b>			
Beginning Balance (B.F.)	\$ 16,000	\$ 27,550	\$ 16,000
Dues Income (1)	21,300	26,600	47,900
Interest Income (2)	540	990	1,530
Other Income	-0-	-0-	-0-
<b>Year Total</b>	<b>\$ 37,840</b>	<b>\$ 55,140</b>	<b>\$ 65,430</b>
<b>PROPOSED EXPENSE BUDGET ACCOUNTS</b>			
Trip Loss Expense (4)	\$ 5,050	\$ 5,600	\$ 10,650
1979 Profit Sharing Adjustment (3)	2,750	-0-	2,750
Meeting Room Expense	430	470	900
Printing Expense	200	200	400
Office Supplies Expense	120	60	180
Computer Expenses	250	250	500
Casualty Assistance Expense (5)	-0-	-0-	-0-
Insurance & Bonding	-0-	380	380
Legal Expense	500	500	1,000
Accounting Expense	500	-0-	500
Secretarial Expenses	190	190	380
Miscellaneous Expense	300	300	600
Retirement Expense	-0-	-0-	-0-
	<b>\$ 10,290</b>	<b>\$ 7,350</b>	<b>\$ 18,240</b>
<b>CONTINGENCY RESERVES</b>			
Beginning Balance	\$ 16,000	\$ 27,550	\$ 16,000
Contributions Per Period	11,550	19,640	31,190
Reserve for Contingency			
<b>Period Ending</b>	<b>\$ 27,550</b>	<b>\$ 47,190</b>	<b>\$ 47,190</b>

## ASSOCIATION GROWTH OVER THE YEARS

1980 Total Revenues: \$65,430  
 2024 Total Revenues: \$46,098,409

1980 Total Expenses: \$18,240  
 2024 Total Expenses: \$31,756,953

1980 Total Reserves: \$47,190  
 2024 Total Reserves: \$38,624,559

# '81

## SWAPA GOVERNANCE

**President** Dave Killen

**Vice President** John Schnobrich

**Sec./Treas.** Jerry Bradley

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Chris ter Kuile

**Total Pilots** 224

**Aircraft** 27

**Airports Served** 15

## PAY RATE FOR 12-YEAR CAPTAIN

\$77.15

## JANUARY

Christened new -200 "Donald G. Ogden" for the retiring VP of Flight Ops.

## APRIL

SWA celebrates first anniversary of service to OKC, ABQ, and TUL.

## JUNE

SWA celebrates one decade of service.

## JULY

Highest passenger boarding in Company history is reported.

## SEPTEMBER

Howard Putnam, President of SWA, resigns for post at Braniff.

## CONTRACT #3

Sept. 1, 1981 – Aug. 31, 1983

### Captain Rates

9/81 – \$77.15

9/82 – \$83.40

### First Officer Rates

1st 6 mos. – \$11.50

2nd 6 mos. – \$16.00

Year 2 – 54%

Year 3 – 63%

Year 4 – 64%

Year 5 – 65%

Year 6+ – 66%

### Scheduling & Pay Increases

- Scheduling/Reserve/Leaves of Absence sections codified
- Longevity pay frozen at \$12.90/trip maximum rate for 12-year CA
- Trip pay increases 737: \$55 to \$64.25 per trip
- Longevity and trip rates still combined
- FO over five years: 1% pay rate increase
- Reserve CA language
- Deadhead pay changed from 4:1 to 2:1
- JA section added and sick leave 10:1
- Mach adjustment added (dated August 1979 but not printed until September 1981)
- Reserve and OTP sections extended



# '82

## SWAPA GOVERNANCE

**President** Dave Killen  
**Vice President** Jerry Bradley  
**Sec./Treas.** Walt Fegley

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher  
**VP Flight Ops** Chris ter Kuile

**Total Pilots** Unavailable

**Aircraft** 37

**Airports Served** 21

**Opened** LAS, PHX, SAN, MCI, LAX, SFO

## PAY RATE FOR 12-YEAR CAPTAIN

\$83.40

## FEBRUARY

First SWAPA newsletter, edited and published by Captain Tom Moore, makes its debut. The four-page newsletter is published midway between Pilot Association meetings.

## AUGUST

Association officers and the executive council (committee chairs) meet to discuss organizational and structural changes to accommodate the growing Pilot group. The domicile committee compiles data on feasibility of a new crew base to help with scheduling issues created by the Wright Amendment and SWA expansion to Western cities.

## SEPTEMBER

Captain Chris Plaisance testifies before the NTSB at a public hearing in New Orleans after he insisted on using another runway at MSY during hazardous weather just prior to a Pan Am flight taking off from that same runway and crashing shortly after take-off.

## OCTOBER

JA problems are increasing, but Pilots are urged by SWAPA President Dave Killen to “not blow it by caring about our individual problems more than ensuring the continued success of our Company!”

## DECEMBER

Scheduling Committee Chair Bob Landa reports on a trip taken to NYC with the Company where they looked at a computer program for scheduling.

## DOMICILE OPENINGS OVER THE YEARS

<b>DAL</b> June 18, 1971	<b>MDW</b> August 1, 1992	<b>MCO</b> August 1, 2001	<b>ATL</b> August 1, 2013
<b>HOU</b> June 1, 1984	<b>OAK</b> March 2, 1995	<b>LAS</b> October 1, 2007	<b>LAX</b> April 3, 2019
<b>PHX</b> April 1, 1987	<b>BWI</b> April 1, 1998	<b>DEN</b> October 1, 2012	<b>BNA</b> May 1, 2024



# '83

## SWAPA GOVERNANCE

**President** Mike Egan  
**Vice President** Jerry Bradley  
**Sec./Treas.** Walt Fegley

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher  
**VP Flight Ops** Chris ter Kuile

**Total Pilots** Unavailable  
**Aircraft** 46  
**Airports Served** 22 | **Opened** DEN

**PAY RATE FOR 12-YEAR CAPTAIN**  
**\$83.40**

## FEBRUARY

Houston is the city under consideration for either a mini base or domicile. Pilot's Council meeting in March features new VP of Ground Ops, Tom Hoff, as guest speaker. Association assets as of January 31 climb to more than \$300,000.

## JUNE

Contract negotiations are scheduled to begin. A special committee of Jim Gorman, Bob Landa, and Steve Palmason work with the Company on scheduling issues. The Association retains an attorney to work on a growing number of FAA violation cases.

## AUGUST

The new Constitution creates the position of First Officer representative, anticipating Pilot group growth and the need for an assistant to the DAL domicile chair.

## SEPTEMBER

September bids do not have 727 flying: "Hopefully the October bids will reflect 727 flying and lines of time for those who have chosen to fly them," says Jim Gorman, SWAPA Scheduling Committee.

## DECEMBER

The second monthly Ronald McDonald House dinner in Houston is held on December 7.

## CONTRACT #4

Sept. 1, 1983 – Aug. 31, 1985

### Captain Rates

9/83 – \$83.40  
9/84 – \$83.40

### First Officer Rates

1st 6 mo. – 18%  
2nd 6 mo. – 25%  
Year 2 – 54%  
Year 3 – 63%  
Year 4 – 64%  
Year 5 – 65%  
Year 6+ – 66%

### Fighting the B-Scale

- Pay freeze in lieu of B-Scale
- Filling of Vacancies and Moving Expense sections added
- Flight engineer seniority and pay rates added
- Off Probation language added
- 1st-year FOs get second-year pay for additional flying and percent of CA pay
- Non-standard trip pay modified
- Deadheads pay 1:1/JA pays four trips
- Standardization section modified
- Schedule Quality section added in Side Letter (March 15,1984)

# '84

## SWAPA GOVERNANCE

**President** Mike Egan  
**Vice President** Alex Ponzio  
**Sec./Treas.** Walt Fegley  
**Flight Engineer\*** Willy Wilson

**DAL Chair** Ty Gregory  
**DAL Vice Chair** Howie Irwin

**HOU Chair** T.J. Wesloh  
**HOU Vice Chair** Carl Kuwitzky

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher  
**VP Flight Ops** Jim Amos

**Total Pilots** 476  
**Aircraft** 54  
**Airports Served** 23 | **Opened** LIT

## PAY RATE FOR 12-YEAR CAPTAIN

\$83.40



## FEBRUARY

SWAPA Secretary/Treasurer Walt Fegley reports that the Association's financial status changed significantly in 1983 with total income almost doubling the 1982 total assets. It's reported that the membership increased 30% in 1983 and the reserve fund investment move to Treasury Bills proved successful.

## APRIL

Final preparations are being made to open the HOU domicile. "Pilots and flight engineers can help make this transition a smooth one," DAL Chair Ty Gregory writes. No letters are submitted for the February and April *RP* editions, and editor Captain Tom Moore encourages Pilots to use the letters and Q&A sections.

## JUNE

HOU becomes the second Pilot domicile on June 1.

## AUGUST

The Association sets up a more formal representation structure with the addition of the HOU domicile\*. HOU Chair T.J. Wesloh writes the first HOU domicile report and says he will try to make the domicile meetings more interesting so that Pilots will attend. The August meeting is pushed back for the "Questions for Herb Nite."

## \*SWAPA GOVERNANCE

From 1974–1983, SWAPA was represented by a Pilot's Council. Jim Everett, among the first hired at SWA, would serve as the first President and spokesperson for the group. By the time the Pilot group formally organized as a Union in 1978, conducting business by majority rule with more than 100 members was difficult. With more First Officers coming to the lone DAL base, the Association in 1981 designated a "First Officer Representative."

By 1984 when the HOU domicile was added, a formal board of directors with domicile representation appeared. That same year, the need for a Flight Engineer (FE) rep became apparent with Southwest's 1983 fleet of six three-engine 727s. Willy Wilson was the FE rep in 1984 but by November 1985, SWA had ceased flying the 727s.

# '85

## SWAPA GOVERNANCE

**President** Jerry Bradley  
**Vice President** Alex Ponzio  
**Sec./Treas.** Jeff Dickinson

**DAL Chair** Ty Gregory  
**DAL Vice Chair** Howie Irwin

**HOU Chair** T.J. Wesloh  
**HOU Vice Chair** Carl Kuwitzky

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher  
**VP Flight Ops** Jim Amos

**Total Pilots** 548

**Aircraft** 70

**Airports Served** 26 | **Opened** MDW, STL, ONT

## PAY RATE FOR 12-YEAR CAPTAIN

\$87.57

## JANUARY

Scheduling Committee Chair Andy Boquet published first *Crossfeed*, a SWAPA newsletter dedicated to safety.

## MAY

Members receive an explanation fact sheet and ratification packet for the Muse Air acquisition. The Association establishes a balloting-by-mail procedure. DAL Chair Ty Gregory works with the Company on a coordinated program for rehabilitation and recertification of Pilots with alcohol problems.

## JUNE

A special edition *RP* provides members a chance to comment on upcoming Contract negotiations, including discussions about a possible B-Scale or two-tier pay system.

## AUGUST

The charity basketball game that SWA and Muse Air sponsored raises \$6,000 for Dallas, Fort Worth, and San Antonio Ronald McDonald Houses. The Southwest Airlines Pilots' Assistance Committee (SWAPAC) is organized to aid fellow Pilots and their family members with alcohol or chemical dependency. Committee members are Burt Beitz, Eric Burns, Toby Buschmann, and Jeff Shaffner.

## NOVEMBER

SWAPA office space formerly leased from Braniff is now leased from SWA, and renovations are in the works. Southwest adopts Ronald McDonald House as its official charity. President Jerry Bradley reports that there has been no progress with the Company on Contract negotiations.



## CONTRACT #5

Sept. 1, 1985 – Aug. 31, 1989

### Captain Rates

9/85 – \$87.57  
3/86 – \$89.23  
9/86 – \$92.80  
9/87 – \$96.52  
9/88 – \$100.38

### First Officer Rates

Year 1 – 30%  
Year 2 – 40%  
Year 3 – 45%  
Year 4 – 50%  
Year 5 – 65%  
Year 6+ – 66%

### Protracted Negotiations & B-Scale

- B-Scale: New FO rates cut Year 1: +5%, Year 2: -14%, Year 3: -18%, Year 4: -14%, Year 5: Parity
- Current FO rates grandfathered
- CA rate increases: 9/85 – 0.77%, 3/86 – 1.9% | 9/86 – 4%, 9/88 – 4%
- JA premium and rules added
- Reserve lines guaranteed at 85
- Longevity integrated in trip pay
- Pilot 401 (k) Plan opens (match based on Company operating margin)
- Commuter policy adopted
- Trip formula modified



## The Muse Air Acquisition

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In 1981, Muse Air was founded by former Southwest Airlines President Marian Lamar Muse and his son Michael. In 1982, Muse Air began flights from Dallas to Houston with two McDonnell Douglas DC-9 aircraft and a non-union Pilot workforce that had come from Braniff and other major airlines facing bankruptcy in the aftermath of aviation industry deregulation. An air controller strike soon after its opening made things almost immediately difficult for the airlines, and by 1984, Muse Air was looking for a partner with which to merge. In June 1985, Southwest acquired the struggling airline.

The May 1985 *Reporting Point* advises SWAPA Pilots that they should have received an explanation fact sheet and ratification package with details of a tentative agreement between the Association and the Company. The agreement was a waiver of the scope language in the SWAPA Collective Bargaining Agreement, specific to the Muse Air acquisition that mandated four new Southwest aircraft for each new Muse aircraft and capped the maximum number of aircraft at Muse Air to 22. Muse would be allowed to operate as a wholly owned subsidiary of Southwest with its own employees and a separate profit sharing plan.

In February of '96, Muse Air changed its name to TranStar and was competing primarily with Continental on long-haul routes while Southwest focused on short-haul markets. TranStar abandoned numerous short-haul markets where they had previously competed directly with Southwest.

SWAPA leaders knew that with the TranStar operation capped at 22 aircraft, costs would escalate, and in coordination with the Company, began exploring options. One of those options was an operational merger of flight operations including a merged seniority list between the two carriers. The TranStar Pilots had affiliated with ALPA as their bargaining representative and SWAPA began negotiations with ALPA on an operational merger of the Pilot seniority lists. An agreement was reached between the SWAPA and TranStar merger committees and presented to the respective SWAPA BOD and TranStar MEC. When negotiations broke down between the two Pilot unions, Southwest made a decision to shut down the TranStar operation. Southwest did offer preferential interviews to the former TranStar Pilots, hiring a large number of them. At its peak, TranStar (1985-1987) had 900 employees and served 14 cities.

# '86

## SWAPA GOVERNANCE

**President** Jerry Bradley  
**Vice President** T.J. Wesloh  
**Sec./Treas.** Jeff Dickinson

**DAL Chair** Frank Wright  
**DAL Vice Chair** Jeff Sandlin

**HOU Chair** Carl Kuwitzky  
**HOU Vice Chair** Rich Tichacek

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher  
**VP Flight Ops** Jim Amos

**Total Pilots** Unavailable  
**Aircraft** 79  
**Airports Served** 26  
**Opened** BNA | Left DEN

## PAY RATE FOR 12-YEAR CAPTAIN

\$92.80

## JANUARY

National Mediation Board (NMB) mediator arrives on January 13 to begin the process of mediation between the Association and the Company. Dave Wirtala introduces himself as Chairman of the “new” Association Grievance Committee.

## MAY

ALPA execs visit SWAPA and invite SWAPA execs to visit the ALPA executive board meeting in D.C. SWAPA attends and receives an invitation from ALPA to affiliate.

## JUNE

Cathy Craven joins SWAPA as its first receptionist/secretary. Captain Terry Gillespie installs an Electronic Bulletin Board System (EBBS) for the Association so that members can leave messages and read aviation industry, Company, and Association news. Herb Kelleher answers questions in the *Reporting Point* about the TransStar acquisition.

## SEPTEMBER

A letter from Herb Kelleher outlines the acquisition of four aircraft for TransStar, bringing that fleet up to 18; the SWA fleet is at 72. The FAA and NASA establish a program called the Aviation Safety and Reporting System (ASRS) to allow NASA to compile and analyze data on actual or potential aviation hazards based. Special Project Committee buys a popcorn machine for PHX to benefit Ronald McDonald House.

## OCTOBER

President compensation proposal voted on states that the president will fly no more than 50% of his bid line and compensation based on 115% of the average bid line.

## NOVEMBER

The Company issues a directive regarding passengers standing while pushing back. A SWA Pilot is found in violation for pushing with passengers standing. SWAPA reaches an interim Side Letter agreement with the Company.

## DECEMBER

Letter writers discuss the pros and cons of a possible affiliation with ALPA.



# '87

## SWAPA GOVERNANCE

**President** John Schnobrich  
**Vice President** T.J. Wesloh  
**Sec./Treas.** A.J. Magliolo

**DAL Chair** Frank Wright  
**DAL Vice Chair** Jeff Sandlin

**HOU Chair** Carl Kuwitzky  
**HOU Vice Chair** Hal Roberson

**PHX Chair** J.B. Sherrill  
**PHX Vice Chair** Mike Harvey

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher  
**VP Flight Ops** Jim Amos

**Total Pilots** Unavailable  
**Aircraft** 75  
**Airports Served** 28 | **Opened** BHM, DTW

## PAY RATE FOR 12-YEAR CAPTAIN

\$96.52

## FEBRUARY

Pushback/taxi with passengers standing continues to be an issue for SWA Pilots and the FAA. Insurance Committee Chair Greg Crum has tips for dental/health insurance claim resolution.

## MARCH

Bidding for the new PHX domicile and the reduction in the DAL domicile is completed successfully with no displacements.

## APRIL

PHX becomes the third Pilot domicile on April 1. The jumpseat vote is final with 79.88% voting against reinstating the CAL jumpseat.

## JULY

SWAPA and the Company reach agreement on changes to the "pure" reserve system in a Side Letter. Hotel Committee Chair Dave Wirtala is in the process of reforming the committee with the Company.

## SEPTEMBER

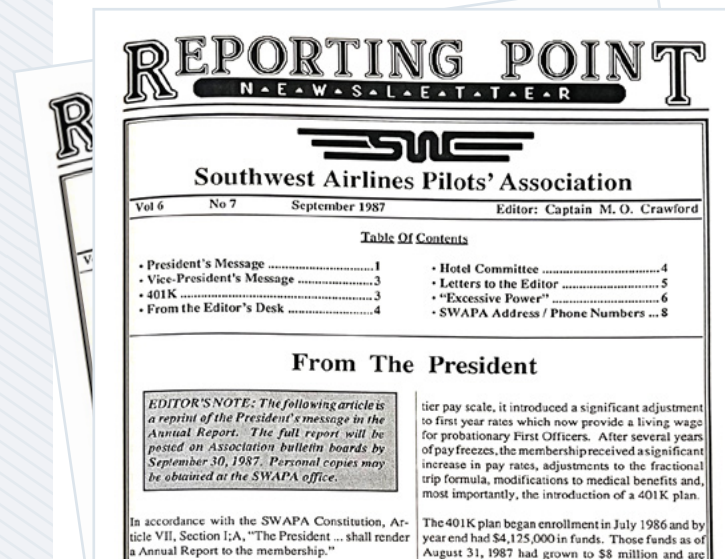
Captain M.O. Crawford takes over *Reporting Point* editor duties and redesigns the newsletter format. The full report will be posted on Association bulletin boards by Sept. 30. Highlights of an annual report given by SWAPA President John Schnobrich are enrollment for the new Pilot 401(k) Plan and concerns over unresolved seniority with TranStar Pilots. (By mid-year, TranStar's poor financial results forced its liquidation and seniority concerns ended.) Between January 1, 1986, and July 31, 1987, the Association spent \$100,000 defending nine taxi and pushback cases with the FAA.

## NOVEMBER

SWAPA announces initiation of its toll-free phone lines.

## DECEMBER

Members vote on officers and budget and pass a proposal to fund Ronald McDonald House dinners by occurrence, as well as a proposal to prepay leasehold improvements.



# '88

## SWAPA GOVERNANCE

**President** John Schnobrich  
**Vice President** Don Brumbaugh  
**Sec./Treas.** A.J. Magliolo

**DAL Chair** Gary Kerans  
**DAL Vice Chair** Ed Flynn

**HOU Chair** Mike Wuerdeman  
**HOU Vice Chair** Howard Dulmage

**PHX Chair** John Kramer  
**PHX Vice Chair** Erle Baugher

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher  
**VP Flight Ops** Paul Sterbenz

**Total Pilots** 795  
**Aircraft** 85  
**Airports Served** 29 | **Opened** DET

## PAY RATE FOR 12-YEAR CAPTAIN

\$100.38

## APRIL/MAY

SWAPA explores a long-term disability insurance policy. Mandatory drug testing, by federal appeals court ruling, is a mandatory subject of bargaining and must be dealt with by Contract.

## JUNE

SWAPA president says 1987 is the first year since 1982 that the Association has not been in the midst of major negotiations, allowing officers to focus more on day-to-day issues.

## SEPTEMBER

Herb Kelleher attends domicile meetings in DAL, HOU, and PHX to discuss the taxi (while passengers are standing) issue with Pilots. The Company reimburses SWAPA for half the legal costs for defending Pilots with FAA cases on the issue.

## OCTOBER

Captain Paul Sterbenz from Pan Am is named new VP of Flight Ops. PHX Captain Steve Pierce proposes changes to the Daily and Master Open Time bidding procedures for an eventual membership vote.

## NOVEMBER

*Reporting Point* publishes a special B-Scale edition to help educate Pilots as contract negotiations come up.

## DECEMBER

SWAPA hosts a Christmas party at the Clarion Hotel in Dallas and collects "Toys for Tots."

## FURLOUGH HISTORY:

# THREE LITTLE PIGS

In 1988, the "Three Little Pigs" (three -200s leased from Continental Airlines) were recalled to CAL on short notice. SWAPA offered a number of alternatives to furlough, including summer leaves of absence and moving 1989 vacations up a year.

A British carrier at the time was looking for -200 Pilots to fly for them for less than six months. Three Pilots were granted a six-month leave of absence by Southwest, and they went and flew overseas for British Airways: Captain Joe Davy, Captain Dave Lewis, and First Officer Ruperto (Rup) Alba.

SWAPA Pilots endured approximately an 8% drop in available flying for many months until the three aircraft were subsequently replaced by deliveries of -300s.

*Information courtesy of CA Frank Schmuck.*



# '89

## SWAPA GOVERNANCE

**President** John Schnobrich

**Vice President** Don Brumbaugh

**Sec./Treas.** Paul Emens

**DAL Chair** Gary Kerans

**DAL Vice Chair** Ed Flynn

**HOU Chair** Mike Wuerdeman

**HOU Vice Chair** Howard Dulmage

**PHX Chair** John Kramer

**PHX Vice Chair** Erle Baugher

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Paul Sterbenz

**Total Pilots** 833

**Aircraft** 94

**Airports Served** 31 | **Opened** IND, OAK

## PAY RATE FOR 12-YEAR CAPTAIN

\$100.38

## JANUARY

Retirement, B-Scale, and schedule quality are topics for upcoming negotiations. Smoking in the cockpit is optional, but it is considered a courtesy not to smoke. Members send ideas for changes to Open Time bidding in a special edition *Reporting Point*. Negotiating Committee prepares for talks in the fall.

## FEBRUARY

SWAPA's first long-term disability plan goes into effect. SWAPA forms Drug Testing Policy Committee as part of the Negotiating Committee to help develop Company policy for the new federal random drug testing. SWAPA opposes drug and alcohol testing for protection of individual rights.

## APRIL

SWAPA begins pre-Contract surveys and domicile meetings. Member letters with Contract issues are in a special edition *Reporting Point*.

## JUNE

SWAPA designs an Association pin and membership card with emergency contact information. Negotiations open June 23 with an exchange of opening proposals.

# '90

## SWAPA GOVERNANCE

**President** John Schnobrich

**Vice President** Gary Kerans

**Sec./Treas.** Paul Emens

**DAL Chair** Marty Page

**DAL Vice Chair** Len Legge

**HOU Chair** Dave Wirtala

**HOU Vice Chair** Mike Hartley

**PHX Chair** Steve Pierce

**PHX Vice Chair** Rod Jones

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Paul Sterbenz

**Total Pilots** Unavailable

**Aircraft** 106

**Airports Served** 33 | **Opened** BUR, RNO

## PAY RATE FOR 12-YEAR CAPTAIN

\$103.39

## JANUARY

Contract negotiations are still underway. SWAPA works to provide crews with a means to preferentially sort and bid their monthly schedules from home.

## MARCH

SWAPA publishes a special edition of *Reporting Point* with information on the new Tentative Agreement prior to a round of roadshows. DOT random drug testing has begun. SWA works on repeal of the Wright Amendment, but those efforts hit a snag in the U.S. House of Representatives.

## APRIL

Voting on the new Contract closes with 53.96% voting in favor. The Association will move into the old Scheduling offices at Love Field.

## MAY

SWA and SWAPA sign the new Contract.

## CONTRACT #6

Sept. 1, 1989 – Aug. 31, 1994

### Captain Rates

9/89 – \$100.38 per trip

9/90 – \$103.39 per trip

9/91 – \$106.49 per trip

9/92 – \$109.69 per trip

9/93 – \$113.90 per trip

### First Officer Rates

Year 1 – 30%

Year 2 – 45%

Year 3 – 52.5%

Year 4 – 57.5%

Year 5 – 65%

Year 6 to 12 – 66%

'9/89 –

### First Officer Rates

Year 1 – 30%

Year 2 – 50%

Year 3 – 55%

Year 4 – 60%

Year 5 – 65%

Year 6 to 12 – 66%

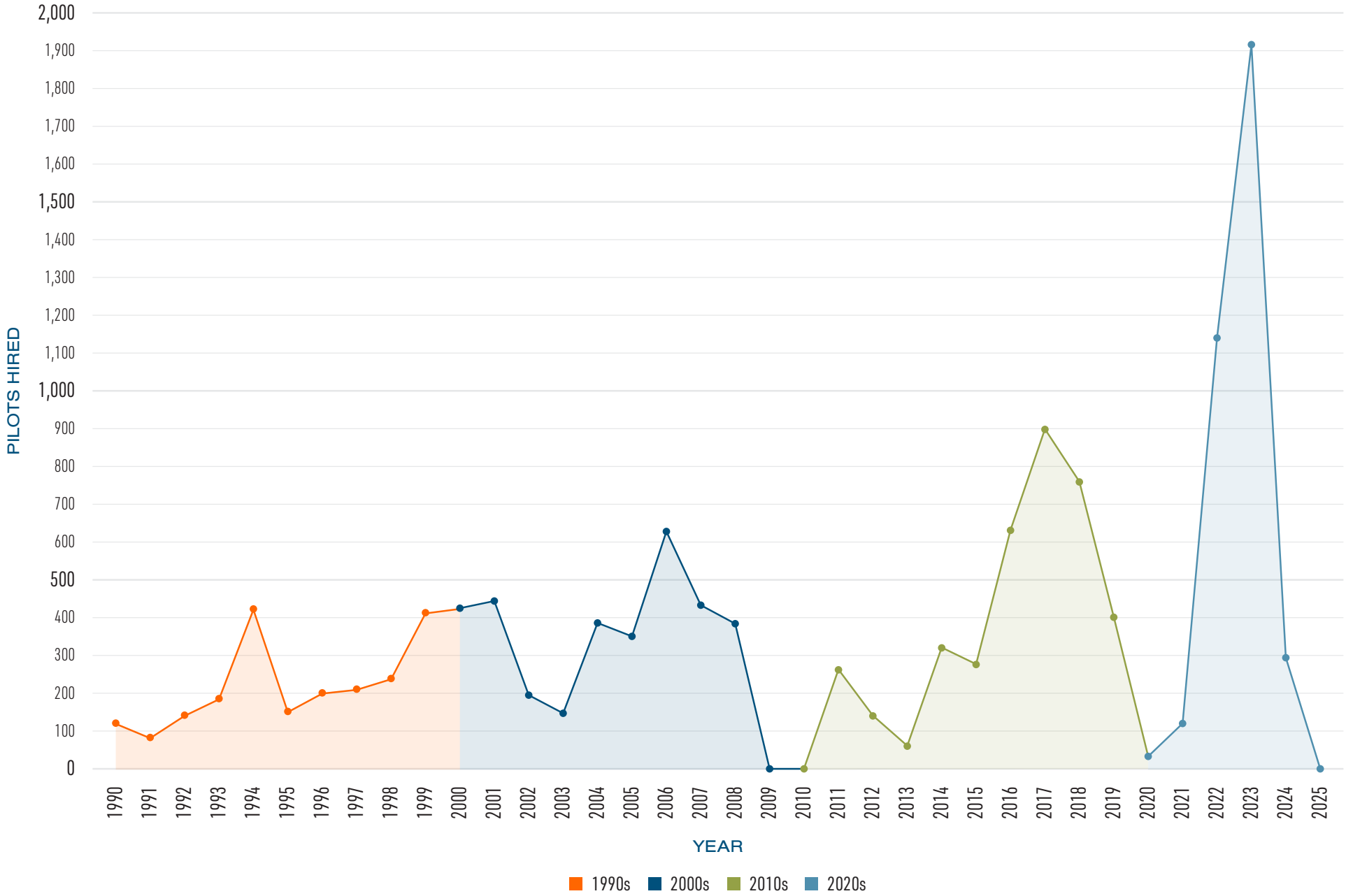
'9/91 –

### Protracted Negotiations & B-Scale

- B-Scale eliminated over two-year period
- Pay increases: 3% for '90, 3% – 6% variable for '91/'92/'93
- 401(k) matching retirement and SRP
- 85 trip line guarantees & pairing minimum pay obtained
- Rigs obtained: Duty at 2:1, Trip at 3+30:1, Minimum at 5.0
- Reserve at 85 trips or 93% line average
- Overschedule/overfly adds .1 trip per each 5 minutes over 12 minutes
- Cap/Extra Fly/JA rules modified
- Major profit sharing adjustments



# Southwest Airlines Pilot Hiring



# '91

## SWAPA GOVERNANCE

**President** Don Brumbaugh

**Vice President** Gary Kerans

**Sec./Treas.** Bill Justice

**DAL Chair** Marty Page

**DAL Vice Chair** Len Legge

**HOU Chair** Dave Wirtala

**HOU Vice Chair** Mike Hartley

**PHX Chair** Steve Pierce

**PHX Vice Chair** Rod Jones

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Paul Sterbenz

**Total Pilots** 1,021

**Aircraft** 124

**Airports Served** 34 | **Opened** SMF

## PAY RATE FOR 12-YEAR CAPTAIN

\$106.49

## JANUARY

Search begins for a full-time, non-Pilot Contract administrator. 401(k) Committee adds fund group to the six investment options available.

## FEBRUARY

SWAPA has 18 Pilots who have been activated for Operation Desert Storm.

## MARCH

Members are surveyed on Pilot Mutual Aid (PMA).

## APRIL

Captain Donald G. Ogden, the first VP of Flight Ops, passes away. SWAPA establishes the Donald G. Ogden Award for Aviation Excellence.

## JULY

SWAPA begins formulating a strategy for getting the Age 60 Rule repealed. Safety Committee reorganizes into subcommittees, including ATC, Airworthiness and Performance, Human Factors/CRM, and Pilot Training.

## AUGUST

BOD approves PMA plan, and packets will be distributed to Pilots. PMA directors are on hand at the roadshows to answer questions.

## SEPTEMBER

The new budget calls for domicile reps to be entitled to three days of flying pulled from their line per calendar year, in addition to any trip pulled for Association business.

## NOVEMBER

Constitutional proposals are passed, including election of president, sec./treas., and DAL chair/vice chair in odd-numbered years; VP, HOU, and PHX chair/vice chairs to be elected in even-numbered years. Also passed is support for the Association to pursue the repeal of Age 60 Rule and allocation of \$50,000 to that effort. PMA start-up will be January 1, 1992. The VP and sec./treas. will receive trip loss pay up to 50% of their trips.

## DECEMBER

Pan Am becomes the third major U.S. airline to cease operations following deregulation, along with Eastern and Midway airlines.



CA Donald G. Ogden  
Image via [Find A Grave](#)

# The Donald G. Ogden Award for Aviation Excellence

The late Captain Donald G. Ogden already had a lot of flying and flight ops management under his Captain's stripes when he got a call from Rollin King and Lamar Muse to take over flight operations at a little Texas start-up airline in 1971.

He was nearing age 60 and about to retire after 28 years of flight management at American Airlines. The first VP of Flight Ops and Chief Pilot, Captain Ogden worked for a decade to get Southwest Airlines and its Pilots up and off the ground safely before he retired in 1981. Upon his retirement, and in honor of the LUV airline's successful 10 years of service, Southwest honored him with his name on the Company's 24th aircraft (later updated to -700 N439WN) in ceremonies on January 23, 1981. By year-end, Southwest had 27 aircraft and 2,129 employees.

When Captain Ogden passed away in April 1991, SWAPA officials recalled his contributions to flight standardization and created the Donald G. Ogden Award for Aviation Excellence, an award for outstanding flight performance. Upon announcing the award's creation, then-Vice President Gary Kerans said, "We can only hope that he is as honored by this small token of our respect as we were honored to serve under his leadership and guidance."



## The Donald G. Ogden Award is SWAPA's highest honor.

**LEARN MORE:** For more information about Captain Donald G. Ogden and his contributions to our airline, see the August 1, 2008, issue of the *Reporting Point*.

## RECIPIENTS

- |             |  |
|-------------|--|
| <b>1995</b> | <b>CA Gary Higbee</b><br>Crewmember incapacitation   |
| <b>1999</b> | <b>CA Sumner Wyall</b><br>Near miss at AUS   |
| <b>2003</b> | <b>CA Craig Shelton</b><br><b>FO Ole Olsen</b><br>Dual spindle failure                                       |
| <b>2006</b> | <b>CA J.D. Collins</b><br><b>FO Kraig Hamel</b><br>Avionics failure  |
| <b>2010</b> | <b>CA Atif Fareed</b><br><b>FO Jay Longhitano</b><br>Dual spindle failure                                    |
| <b>2012</b> | <b>CA Michael J. Kelly</b><br><b>FO Ian B. Farquharson</b><br>Rapid depressurization                         |
| <b>2015</b> | <b>CA J.K. Switzer</b><br><b>FO Donnie Rogers</b><br>Tire failure and safe landing at DEN                    |
| <b>2018</b> | <b>CA Tammie Jo Shults</b><br><b>FO Darren Ellisor</b><br>Uncontained engine failure and safe landing at PHL |
| <b>2018</b> | <b>CA Robert Oneill</b><br><b>FO David Jones</b><br>Uncontained engine failure and safe landing at PNS       |

# '92

## SWAPA GOVERNANCE

**President** Don Brumbaugh

**Vice President** John Kramer

**Sec./Treas.** Bill Justice

**DAL Chair** Walt Fegley

**DAL Vice Chair** Bill Bailey

**HOU Chair** Tom Lakin

**HOU Vice Chair** Chuck Scott

**PHX Chair** Joe Peters

**PHX Vice Chair** Bob Malin

**MDW Chair** Dave Kendall

**MDW Vice Chair** Ed Martin

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Paul Sterbenz

**Total Pilots** 1,415

**Aircraft** 141

**Airports Served** 36 | **Opened** CLE, CMH

## PAY RATE FOR 12-YEAR CAPTAIN

\$109.69

## JANUARY

“Captain Ahab” (aka Red Berry) writes to the membership about his December 3, 1991, runway overrun at OAK in “Shamu I” due to the nose gear freezing to the left in an article called “Beached Whale.”

## FEBRUARY

SWAPA BOD approves \$50,000 donation to newly formed Professional Pilots Federation to support lawsuits, lobbying for repeal of Age 60 Rule. BOD approves the first section (related to Association employees) of the new SWAPA Policy Manual.

## MARCH

SWAPA forms Political Action Committee as part of 1992 Budget Proposal; Safety Committee forms an ATC group to examine ATC issues.

## MAY

BOD votes 9-0 to eliminate the Grievance Committee and utilize Contract staff and domicile reps to handle grievance matters. BOD considers allowing commercial advertising to offset the \$1 per member cost of producing the *Reporting Point* and surveys membership.

## JUNE

SWAPA completes study supporting opening of a MDW domicile.

## AUGUST

MDW becomes the fourth Pilot base on August 1.

## SEPTEMBER

News that leather jackets will be available soon comes out.

## OCTOBER

DOT begins random alcohol testing with breathalyzers.

## NOVEMBER

Membership votes down proposed 1993 budget; BOD proposes reduced revised budget for December vote.





# '93

## SWAPA GOVERNANCE

**President** Gary Kerans

**Vice President** John Kramer

**Sec./Treas.** Len Legge

**DAL Chair** Walt Fegley

**DAL Vice Chair** Larry Hibberd

**HOU Chair** Tom Lakin

**HOU Vice Chair** Steve McPhail

**PHX Chair** Joe Peters

**PHX Vice Chair** Bob Malin

**MDW Chair** Jeff Kilponen

**MDW Vice Chair** Ed Martin

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Paul Sterbenz

**Total Pilots** 1,481

**Aircraft** 178

**Airports Served** 38

**Opened** SDF, SJC, BWI | **Left** DET

## PAY RATE FOR 12-YEAR CAPTAIN

**\$113.90**

\*In the early to mid-1990s, domicile reps served the first year of their term as vice and the second year as chair.

## FEBRUARY

SWAPA Air Safety forms a task force to reduce near misses at BUR and ONT. ICAO allows Pilots over age 60 to fly in the right seat; European countries will begin allowing Pilots to fly until age 65 in the spring. SWA 1992 earnings release may trigger a September 1 pay increase over the 3% guaranteed amount up to 6%.

## MARCH

SWAPA's Reserve Funds are professionally managed by CAMCO after the Investment Committee examines 26 companies. The Association and Company work on Side Letters regarding Monthly Open Time and Daily Open Time procedures for the SBS "TRACK" computer scheduling system.

## MAY

Sec./Treas. Len Legge outlines process for negotiations, from committee selection to surveys to talks and finally, ratification. Safety's Accident Investigation branch completes a comprehensive plan for an accident or incident, including creation of a SWAPA command center. A 13-member accident investigation team will be called Go Team. SWAPA PMA completes first year of operation.

## JUNE

Contract Research Committee is formed. New uniform policy requires carrying the hat when out of uniform.

## AUGUST

President Kerans nominates and board appoints Captains John Schnobrich, Larry Hibberd, and Scott Brewster to Negotiating Committee along with Contract Administrator Jim Thomson.

## NOVEMBER

SWAPA bids farewell to Captains Tommy Hartwell and Walt Fegley. Hartwell fought a long battle with scleroderma; Fegley died unexpectedly during his service as DAL rep. He served as sec./treas., Scheduling Chair, and twice as DAL rep.

## DECEMBER

SWA buys Morris Air.



## The Morris Air Merger

---

Founded in 1984 by June Morris and David Neeleman in Salt Lake City, Utah, Morris Air Service was a charter operation. (David Neeleman went on to found JetBlue and Breeze Airways and co-founded WestJet.) Morris Air began operations in 1992 based at SLC with Boeing 737 aircraft under its own FAR 121 certificate on routes primarily to the western U.S.

In December 1993, Southwest bought Morris Air for more than \$120 million in stock. By October 1994, seven new cities had been converted from Morris Air to the Southwest route system and all 21 Morris Air B-737 aircraft had either been bought by Southwest or acquired through long-term lease. By first quarter 1995, all Morris Air aircraft would be configured with Southwest colors and all operations transferred to Southwest. Morris Air was profitable as a separate entity each month it operated, SWA reported, and, by all accounts, it was “one of the smoothest and most successful mergers ever.”

By late December 1993, SWAPA members were voting on a January 1, 1994, Letter of Agreement with the Company related to the acquisition as well as a representation issue for the group of 202 Morris Pilots. Morris Pilots would be transferred gradually into SWA operations not later than May 31, 1995, under the terms of the agreement.

Morris Air Pilots would be integrated into the SWA seniority list effective January 1, 1994, in a process called “endtailling” or “stapling.” Morris Air Pilots, who would continue to fly Morris Air aircraft under their own seniority list and rates of pay, would be “stapled” to the existing SWA seniority list with a hire date of January 1, 1994, and a SWA seniority number to hold their place on the list until they transferred to Southwest flying. Any Southwest Pilots hired after January 1, 1994, would go to the bottom of the list under the Morris Air Pilots.

Along with being “stapled” to the Southwest seniority list, however, Morris Air Pilots were “pay protected,” meaning that they would not make less when they came over to Southwest than they were already making at Morris Air — even though they had been flying as Captain at Morris but were subsequently flying the right seat at Southwest.

By late February, SWAPA had received formal recognition from the Company and from Morris Air management as the sole bargaining unit for Morris Pilots. Morris Pilots would begin their transition to SWA flight operations with the March 3, 1994, new hire class.

The next step would be the appointment of interim reps from the new SLC domicile to the SWAPA board until an election could be conducted. Captain Chip Beedle would serve as chair and First Officer Tim Murphy vice chair. They had worked with SWAPA negotiators on the original transition agreement. Initial plans were to transition five to six Morris aircraft into the 1994 SWA operation and Morris crew would come over to SWA with them. By late March, the Company had announced an accelerated transition of the Morris aircraft when relative cost of separate operations reached critical mass.

SWAPA, in late April 1994, had reached a Tentative Agreement for the 202 Morris Air Pilots. Morris Air was a wholly owned subsidiary of SWA and would operate separately with its own aircraft, its own pay rates, and its own seniority list until the transition to SWA was complete. In the midst of these several negotiations ongoing simultaneously, eight Morris Air Pilots filed suit in mid-August 1994 and later sought class-action status, but the Pilots did not prevail. In August 1995, a federal judge in Utah issued a summary judgment in favor of SWAPA, SWA, and Morris Air.

As of late August, 72 of 202 Morris Air Pilots had made the transition to SWA. The schedule called for transferring two aircraft each month to SWA from October through March; two training classes each month were for Morris Pilots transitioning and the last training class was set for March 1995.

By spring 1995, there were no more domicile reports from SLC and Morris Air Pilots had all been trained in Southwest protocol and operating procedures; Morris Air ceased to exist and everyone on the SWA seniority list was now a Southwest Pilot.

# '94

## SWAPA GOVERNANCE

**President** Gary Kerans

**Vice President** Steve McPhail

**Sec./Treas.** Len Legge

**DAL Chair** Brink Cobb

**DAL Vice Chair** Larry Hibberd

**HOU Chair** Mike Hergenrather

**HOU Vice Chair** Marilyn Hilborn

**PHX Chair** Bob Malin

**PHX Vice Chair** Gary Christ

**MDW Chair** Paul Uhles

**MDW Vice Chair** Ed Martin

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Paul Sterbenz

**Total Pilots** 1,709

**Aircraft** 199

**Airports Served** 45

**Opened** SNA, PDX, SEA, GEG, BOI, SLC, TUS

## PAY RATE FOR 12-YEAR CAPTAIN

\$113.90

## JANUARY

Members vote on a Letter of Agreement and representation issue of the Morris Air Pilots. Gary Kerans, Len Legge, Steve Palmason, and John Schnobrich work to integrate the Morris Air Pilot seniority list into SWAPA as of January 1.

## FEBRUARY

SWAPA members vote in favor of the Morris Air Letter of Agreement, and SWAPA has more than 190 cards from Morris Pilots requesting representation.

## MARCH

SWAPA receives formal recognition from the Company and Morris management as the sole bargaining unit for Morris Pilots. SWAPA BOD appoints interim SLC domicile reps until an election can be held. Morris Pilots begin their transition to SWA with the March 3 new hire class. PMA goes to payroll deduction and drops from \$10 to \$5 per paycheck.

## MAY

Members vote to ratify the Accelerated Transition Agreement that was reached with the Company in early April. Morris Air crews continue to operate the 22 Morris aircraft based out of SLC. SWAPA presents Contract opener and opens talks on May 11.

## AUGUST

SWA/SWAPA participate in the FAA ARAC on duty day ending. Members are successful in getting the landing matrix out of the final report.

## SEPTEMBER

Contract becomes amendable September 1.

## DECEMBER

Negotiations with the Company complete and members are sent a list of proposed major changes, a video and hard copy presentation, and a Q&A. The BOD votes unanimously to endorse the TA and send it to the membership for ratification.



# '95

## SWAPA GOVERNANCE

**President** Gary Kerans

**Vice President** Steve McPhail

**Sec./Treas.** Len Legge

**DAL Chair**

Joe Peters

**DAL Vice Chair**

Larry Hibberd

**HOU Chair**

Mike Hergenrather

**HOU Vice Chair**

Marilyn Hilborn

**PHX Chair**

Bob Malin

**PHX Vice Chair**

Gary Christ

**MDW Chair**

Paul Uhles

**MDW Vice Chair**

Ed Martin

**OAK Chair, DDR**

Jeff Dickinson

**OAK Vice Chair, DDR**

Niles Bughman

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Paul Sterbenz

**Total Pilots** 2,090

**Aircraft** 224

**Airports Served** 46 | **Opened** OMA

## PAY RATE FOR 12-YEAR CAPTAIN

\$113.90

## JANUARY

SWAPA BOD approves new SWA Pilot wing design. Contract ratification ballots are counted on January 12 with Contract #7 passing two to one with 94% voting. Alcohol testing goes into effect January 1.

## FEBRUARY

SWA/SWAPA officials sign new Contract on February 13. New SWA VP and CFO Gary Kelly meet with the SWAPA BOD for the first time.

## MARCH

OAK becomes the fifth Pilot domicile on March 2. President Gary Kerans announces a 2.45% profitability bonus on top of normal earnings, according to the new Contract.

## APRIL

BOD votes to allow member-only classified ads in the *Reporting Point*.

## MAY

SWAPA joins IPA (UPS), APA (American), and the Independent Association of Continental Pilots at meeting to work together on safety and security issues.

## JULY

SWAPA finishes up legal and actuarial requirements for the new VEBA trust to pay for medical costs for disabled members who have exhausted their sick leave. LITT (Open Time Trading), per Side Letter 5, goes into effect.

## AUGUST

Federal District Court judge in Utah issues summary judgment in favor of SWA, SWAPA, and Morris Air in suit from three Morris Air Pilots. The Company supplies paper bid lines (not pairings) in the lounges until late spring. BOD conducts analysis of staff:member:workload ratios and finds staff is overtaxed for large membership growth during past several years; proposed budget expands office and staff.

## SEPTEMBER

Paper bids for monthly lines are no longer accepted. Access to the Crew Scheduling system, Maestro, are now available via home access through CompuServe.

## DECEMBER

SWAPA advertises for four new staff positions to help with increasing workload: benefits assistant, communications specialist, Contract assistant, and finance assistant. GAC issues for the year have been fuel tax, FAA reform, Age 60, and ARAC duty rigs/rest regulations. FAA continues rule-making to combine Parts 121 and 135 for age 60 mandatory retirement.



## CONTRACT #7

Sept. 1, 1994 – Aug. 31, 2006

### Captain Rates

9/94 to 9/98 – \$113.90  
9/99 – \$117.32  
9/00 – \$120.84  
9/01 – \$124.47  
9/02 – \$133.92  
9/03 – \$142.44  
9/04 – \$159.43  
9/05 – \$167.02  
9/06 – \$173.63  
9/07 – \$177.10

### First Officer Rates

Year 1 – 30%  
Year 2 – 50%  
Year 3 – 55%  
Year 4 – 60%  
Year 5 – 65%  
Year 6 to 12 – 66%

### Protracted Negotiations & B-Scale

- 10-year term, five-year reopener option
- Stock options for all current and future Pilots for five-year pay freeze
- Pay increase 15% compounded over last five years
- Pay rate snap-up language in '04
- Bonus up to 3% in '95, '97, and '99
- Adjusted operating margin
- VEBA health trust
- Trading sick leave modified
- Early retirement provisions added
- Line Improvement Trip Trade Training modifications
- Reserve and vacation pay improved

### 2002 Contract Adjustments (Side Letter 26)

- Two additional years; amendable date August 31, 2006
- New 2002 Stock Option Plan
- New 2002 Bonus Option Plan
- New Average Daily Guarantee rig added
- DHR changed to .74 trips per duty hour
- THR changed to 3:1
- Work day targets established
- Retiree/disabled healthcare improvements
- Sick leave trade-in for younger spouses
- LOL benefits increased to \$7,500/month and in 2004 to \$9,500 per month
- LOL pre-existing conditions deleted

# The Meritorious Service Award

In 1995, the SWAPA Board of Directors created the Meritorious Service Award to recognize outstanding member contributions to the Association.

<b>1995</b>	Dave Newton	<b>2010</b>	Paul Onorato	<b>2021</b>	David Sanders
<b>1996</b>	Will Young	<b>2014</b>	Larry Kline	<b>2024</b>	Jody Reven Kurt Heidemann Damian Jennette Scott Plyler Dan O'Connor Erich Schnitzler Greg Auld Seth Kornblum Strike Committee
<b>1999</b>	Will Young	<b>2015</b>	Dan Lipperman		
<b>2000</b>	Len Legge	<b>2016</b>	David Sanders Ray Hatfield Casey Murray Ray Plummer Negotiating Committee Strike Preparedness Committee		
<b>2001</b>	Tom Moore				
<b>2002</b>	Tom Moore Don Brumbaugh				
<b>2003</b>	Will Young	<b>2017</b>	Roman Isayiw Brent Weisner Damian Jennette Hank Ketchum		
<b>2005</b>	Pedro Reguero				
<b>2007</b>	Bill Morrow (Posthumous)	<b>2020</b>	Kurt Heidemann Jonathan Weaks		

# '96

## SWAPA GOVERNANCE

**President** Gary Kerans

**Vice President** Mike Hergenrather

**Sec./Treas.** Len Legge

### DAL Chair

Don Morris

### DAL Vice Chair

Rich Piasecki

### HOU Chair

Marilyn Hilborn

### HOU Vice Chair

T.J. Brown

### PHX Chair

Bill Morrow

### PHX Vice Chair

Graham Pesce

### MDW Chair

Paul Uhles

### MDW Vice Chair

Jim Baird

### OAK Chair

Jeff Dickinson

### OAK Vice Chair

Niles Bughman

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Paul Sterbenz

**Total Pilots** 2,292

**Aircraft** 243 | **Airports Served** 50

**Opened** FLL, TPA, MCO, PVD

## PAY RATE FOR 12-YEAR CAPTAIN

\$113.90

## MARCH

Bidding for April no longer has printed lines and pairings; two bidding computers are available in each lounge for those without home computers.

## APRIL

SWA slows its \$6 million upgrade at MDW pending possible closure due to construction of a new airport in Peotone, Illinois.

## MAY

Stock Option Committee member Captain Scott Brewster reminds members to turn their option agreements in to the Company. Stock Options is a joint committee with SWA VP Jim Parker, Asst. Treasurer Laura Wright, and Captain Brewster.

## JULY

SWAPA gets pass policy changed so that any employee who is required to retire (by law or by medical disability) is eligible for retirement passes; prior policy required a 10-year service minimum for pass eligibility.

## AUGUST

Flight Operations Quality Assurance (FOQA) education goes to membership in preparation for September 30 electronic survey. BOD adopts 1997 proposed budget with 3.9% cost increase and 8.3% revenue increase. Loss of License survey closes with 2,043 eligible voters; 51.1% vote for a tax-free LOL.

## SEPTEMBER

A new monthly PMA deduction of \$9 is set to prevent further reserve depletion. Training will allow selection of "Golden Days" or TGDOs on Maestro. SWAPA Safety Committee is restructured with Pilots from each domicile and subcommittee chairs for areas of specific issues.

## OCTOBER

SWAPA members vote on proposal to provide trip pulls and comp time for Association volunteers who do Union work on their scheduled days off and on authorization for the BOD to spend money for accident/incident investigation per the SWAPA Accident Response Plan. PHX Pilots pass Captain Gary Michaels' four-part line construction initiatives.

## NOVEMBER

BOD members write that FOQA is not something SWAPA will be pursuing. Only one-third of members vote. Of those who do, support is indicated for a partnership (immunity) program prior to participating in a FOQA-style program. Effective January 1, 1997, advertising will no longer be allowed in the *Reporting Point*.



# '97

## SWAPA GOVERNANCE

**President** John Kramer

**Vice President** Mike Hergenrather

**Sec./Treas.** Marilyn Hilborn-Zeiler

### DAL Chair

Rich Piasecki

### DAL Vice Chair

Dan Lipperman

### HOU Chair

T.J. Brown

### HOU Vice Chair

Andy Duncanson

### PHX Chair

Graham Pesce

### PHX Vice Chair

Bill Morrow

### MDW Chair

Jim Baird

### MDW Vice Chair

Pat Filburn

### OAK Chair

Niles Bughman

### OAK Vice Chair

Jon Weak

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Paul Sterbenz

**Total Pilots** 2,491

**Aircraft** 261

**Airports Served** 52 | **Opened** JAX, JAN

## PAY RATE FOR 12-YEAR CAPTAIN

\$113.90

## JANUARY

Ex-Morris Pilots meet with SWAPA and labor attorney to explore seniority issue. Electronic Trip Trading makes debut soon to be followed by LITT and other improvements.

## FEBRUARY

SWAPA talks to Company regarding training issues.

## MARCH

HOU reps mention January 8 FAA Advisory Circular outlining provisions for a new ASAP program.

## MAY

Crew Scheduling has a new full weekly product for creating computer-generated pairings that is acceptable on an interim basis to replace Pilot pairing building "by hand." The second half of the June schedule is computer-generated.

## JUNE

SWA agrees to register as a carrier in states it does not serve in order to help Pilots with state income tax payroll deduction. SWAPA contingency fund is at about \$4 million.

## JULY

A new Side Letter is out that changes the way rigs are pro-rated for split pairings: Rigs will be looked at day by day rather than as a pairing. SWAPA considers forming a Training Committee.

## AUGUST

Delivery of the first of six -700s are set for October 9. It will be dedicated to "local flying" close to maintenance bases; the Company will retire an equal number of -200s for the first four -700s. The fifth -700 for delivery in January 1998 will be the first to have newly designed overwing escape doors. The others will return to the factory for retrofitting.

## SEPTEMBER

SWAPA sends two reps to support IPA in their sympathy strike for Teamsters against UPS. Construction of a new \$510 million terminal at MDW begins. FAA/SWA/SWAPA are near agreement on an ASAP.

## OCTOBER

Fall balloting includes issues on default bids, full-time positions for vice president and secretary/treasurer, printing of a benefits booklet, and conversion to tax-free LOL. SWAPA and other independent unions continue work on the FAA flight time/duty time issue and a landing matrix that would negatively affect SWA productivity.

## DECEMBER

The year ends with seven Side Letters added to the 1994 Contract: 9 – Charters in MOT; 11 – Rig Protection; 12 – Training Pay; 13 – Vacation Allocations; 14 – Open Time Priority; 15 – Overlap; and 5 – LITT 2 changes.

# '98

## SWAPA GOVERNANCE

**President** John Kramer

**Vice President** Byno Atkins

**Sec./Treas.** Marilyn Hilborn-Zeiler

### DAL Chair

Dan Lipperman

### DAL Vice Chair

Rich Piasecki

### HOU Chair

Andy Duncanson

### HOU Vice Chair

Dave Wirtala

### PHX Chair

Bill Morrow

### PHX Vice Chair

J.B. Sherrill

### MDW Chair

Jim Baird

### MDW Vice Chair

Pat Filburn

### OAK Chair

Jon Weaks

### OAK Vice Chair

Tom Kuhlmann

### BWI Chair, DDR

Tom Lakin

### BWI Vice Chair, DDR

Doug French

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Paul Sterbenz

**Total Pilots** 2,730

**Aircraft** 280

**Airports Served** 53 | **Opened** MHT

## PAY RATE FOR 12-YEAR CAPTAIN

\$113.90

## JANUARY

CAPA formalizes organization. Four major issues for 1998 are FOQA/ASAP implementation, FAA Reauthorization, Age 60, and Fatigue/Duty Time.

## FEBRUARY

Herb Kelleher presents SWAPA BOD with a compensation package offer for a Contract extension (Herb's Bribe), contingent upon membership acceptance. BWI bid and move guidelines put in place; new BWI reps appointed.

## MARCH

SWAPA celebrates 20th anniversary.

## APRIL

BWI becomes the sixth Pilot domicile on April 1. Members pass training Side Letter and SWAPA Publications Policy, including formation of an Editorial Board and contracted Communications Director. Governmental Affairs Committee leads formation of SWAPA PAC.

## MAY

BOD votes down proportional representation proposal, also forms SWAPA PAC; Maestro to be available at all outstations.

## JUNE

U.S. Supreme Court declines to hear Age 60 appeal filed by SWAPA and Professional Pilots Federation (PPF). SWAPA Pilots consider "Herb's Bribe" with retirement package study.

## AUGUST

Voting opens on Side Letter 17, Contract Reopener, "Herb's Bribe." Voting is by telephone. Pilot fatigue is a hot topic at FAA Aviation Rulemaking Advisory Committee exploring rest requirements and reserve duty rules.

## SEPTEMBER

SWAPA headquarters moves about a mile from Love Field. Pilots vote with 78% in favor of keeping current Contract with stock options rather than re-open; Contract agreement includes 3% raises for five years beginning September 1, 1999.

## OCTOBER

Fall election includes two seats for newly opened BWI domicile.

## DECEMBER

SWAPA continues work on a reserve system study led by Captain Jim Yule.



## Herb's Bribe

In late February 1998, SWA Chairman/CEO Herb Kelleher came to the Pilots with an offer that included turning contingent pay increases into guaranteed pay increases of 3% and expediting by one year a jump in 401(k) matching to 7.3%.

His offer, deemed "Herb's Bribe," was accepted on September 17, 1998, when 78% of the members voted to approve renewal of the 1994 Contract and postpone full Contract (Section 6) negotiations.



8036 Aviation Place  
Lock Box #7  
Love Field/Dallas, Texas 75235  
Tel (214) 350-9237  
Fax (214) 350-0647

February 27, 1998

**MEMORANDUM  
FOR IMMEDIATE RELEASE**

**To:** All Pilots  
**From:** John Kramer -- President  
**Subject:** Company Offer

SWA CEO, Herb Kelleher, visited with the SWAPA Board of Directors on Thursday, February 26, 1998 to give us our annual update on Southwest Airlines and the industry. During this presentation, Herb made an offer to the BOD regarding the second half of our collective bargaining agreement and the decision to reopen at the mid point. Mr. Kelleher indicated he needed a timely decision on the second 5 years to facilitate long range planning by SWA. His offer was as follows:

- The Company would guarantee the two contingent pay increases in the second half and make them hard 3% increases. This would mean 3% pay increases every year during the last 5 years of this contract.

The jump to 7.3% company matching in our 401(k) would be moved up one year to January 1, 1999 from January 1, 2000.

Amend the language of Section 4.C.5.a. to read "9/1/94 rates plus 21.7%".

- Meet to discuss amending the language of 4.C.5.b. to include a weighted average crew cost at the 5 largest US domestic airlines to reflect "shuttle" or "lite" operations. This is to preclude over-consideration of their effect on snap-back provisions.

The above is contingent upon notification to SWA by October 1, 1998 to continue the current agreement.

The decision to continue must, of course, be made by the entire membership. More information will follow in the near future.

cc: Board of Directors

# '99

## SWAPA GOVERNANCE

**President** John Kramer

**Vice President** Byno Atkins

**Sec./Treas.** Marilyn Hilborn-Zeiler

**DAL Chair**  
Rich Piasecki

**MDW Chair**  
Jim Baird

**DAL Vice Chair**  
Len Legge

**MDW Vice Chair**  
Pat Filburn

**HOU Chair**  
Dave Wirtala

**OAK Chair**  
Tom Kuhlmann

**HOU Vice Chair**  
Charlie Scholl

**OAK Vice Chair**  
Danny Rimkus

**PHX Chair**  
Dave Smith\*

**BWI Chair**  
Doug French

**PHX Vice Chair**  
Doug Wipfler\*

**BWI Vice Chair**  
Paul Emens

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Greg Crum

**Total Pilots** 3,124 | **Aircraft** 312

**Airports Served** 56

**Opened** ISP, RDU, BDL

## PAY RATE FOR 12-YEAR CAPTAIN

\$117.32

\*Dave Smith and Doug Wipfler win special election in July.

## MARCH

Members vote to decline participation in Johns Hopkins Age 60 study and approve communications package, including an internal network, new voting system, centralized database and website. Members raise money to help fellow Pilot Eddie Lowe with cancer expenses.

## MAY

Both PHX reps resign, citing philosophical differences with the BOD and leadership.

## JUNE

SWA changes Pilot hiring to allow new hires six months to acquire a 737 type rating prior to training class assignment. SWA proposes lowering the 5% cap on LITT to 3%.

## JULY

Ground Ops implements Operations Terminal Information System (OTIS) to provide real-time flight times with FOs confirming times. FAA issues preliminary ruling affirming that voluntary safety data is not disclosable, a significant feature of the new ASAP program. SWAPA hosts quarterly CAPA meeting.

## SEPTEMBER

SWA/SWAPA reach a Tentative Agreement on Reserve Side Letter.

## OCTOBER

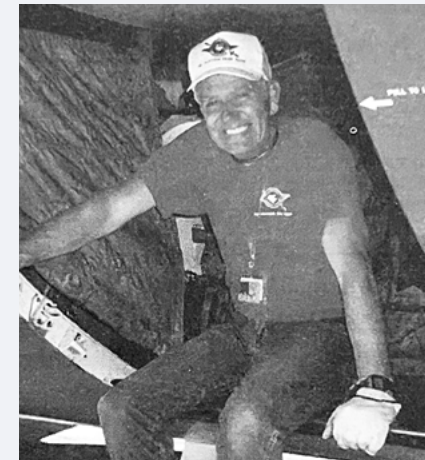
SWAPA launches new website. Captain Sumner Wiyall receives the second Donald G. Ogden Award for Aviation Excellence for avoiding a mid-air collision.

## NOVEMBER

Members approve Reserve Side Letter, participation in VASI (FOQA, FDAP, ASAP) and support repeal of Age 60.

## DECEMBER

Voluntary Political Action Committee (PAC) is created.



CA Sumner Wiyall

# '00

## SWAPA GOVERNANCE

**President** John Kramer

**Vice President** Pat Filburn

**Sec./Treas.** Marilyn Hilborn-Zeiler

### DAL Chair

Len Legge

### DAL Vice Chair

Larry Vaughn

### HOU Chair

Charlie Scholl

### HOU Vice Chair

Dan Scarborough

### PHX Chair

Doug Wipfler

### PHX Vice Chair

Mike Stefaniak

### MDW Chair

Les McCabe

### MDW Vice Chair

Russ Gallagher

### OAK Chair

Danny Rimkus

### OAK Vice Chair

Cameron Shelley

### BWI Chair

Paul Emens

### BWI Vice Chair

Mick McGuire

## SWA GOVERNANCE

**Chairman/CEO** Herb Kelleher

**VP Flight Ops** Greg Crum

**Total Pilots** 3,433 | **Aircraft** 344

**Airports Served** 58

**Opened** ALB, BUF

## PAY RATE FOR 12-YEAR CAPTAIN

\$120.84

## JANUARY

Blank sheet survey is mailed to prepare for possible Contract extension talks.

## FEBRUARY

SWA begins work on Volunteer Aviation Safety Information (VASI). SWAPA meets with the Company to implement new “defined rest” reserve system. CAPA reports on international conference in Chicago on possible “Open Skies” agreement. SWAPA and ALPA co-sponsor airline industry jumpseat meeting.

## MARCH

SWA Flight #1455 overruns Burbank runway, traveling through a fence and resting on a roadway outside the airport perimeter. SWAPA joins ALPA and other unions to fight cabotage and foreign ownership.

## APRIL

Members request first-ever books inspection, and BOD hosts meeting for eight members.

## MAY

Referendum to open Contract talks failed by 70%. Scheduling Committee begins investigating Preferential Bidding System (PBS). The Department of Labor (DOL) begins investigation of fall election protest from two members.

## AUGUST

First SWAPA Dependent Scholarship issued.

## SEPTEMBER

Aviation Safety Action Program (ASAP) debuts.

## OCTOBER

A membership “One Word” campaign to press for pay raises leads BOD to appoint special Contract Steering Committee. DOL requires new election processes after investigation and orders new 1999 election.

## NOVEMBER

Editorial Board debuts new twice-monthly tabloid-size newsletter, *Reporting Point Express*.



# '01

## SWAPA GOVERNANCE

**President** Jon Weaks

**Vice President** Wayne Stamps

**Sec./Treas.** Ike Eichelkraut

### DAL Chair

Larry Vaughn

### DAL Vice Chair

J.D. Stewart

### HOU Chair

Dan Scarborough

### HOU Vice Chair

Lathan Waters

### PHX Chair

Mike Stefaniak

### PHX Vice Chair

Bill Morrow

### MDW Chair

Russ Gallagher

### MDW Vice Chair

Bill Flora

### OAK Chair

Cameron Shelley

### OAK Vice Chair

Gary Ball

### BWI Chair

Mick McGuire

### BWI Vice Chair

Hussy Haslett

### MCO Chair, DDR

Don Renfro

### MCO Vice Chair, DDR

Kevin Fox

## SWA GOVERNANCE

**Chairman** Herb Kelleher

**CEO** Jim Parker

**President** Colleen Barrett

**VP Flight Ops** Greg Crum

**Total Pilots** 3,929 | **Aircraft** 355

**Airports Served** 59

**Opened** PBI, ORF | **Left** SFO

## PAY RATE FOR 12-YEAR CAPTAIN

\$120.84

## JANUARY

Special Contract Steering Committee approaches Company to enter negotiations. Duty Officer On Call program introduced. Fall 2000 election is re-run.

## FEBRUARY

Company agrees to enter negotiations on pay issues.

## APRIL

SWAPA/SWA begin negotiations. Company announces delay on MCO base to August 1.

## MAY

Company announces plans for web-based alternative to CompuServe Home Access called "Crew Portal."

## JUNE

New 401(k) access website goes online. SWAPA announces new throttle sculpture retirement gift.

## JULY

SWAPA recruits volunteers for new FDAP. Constitutional Rewrite Committee begins work.

## AUGUST

MCO becomes the seventh Pilot domicile on August 1. ACARS datalink system announced.



## SEPTEMBER

SWAPA activates Command Post after 9/11 terrorist attacks and air space closure. SWAPA offers to suspend negotiations. Pilots wear patriotic ties instead of black ties.

## OCTOBER

Crew Portal log-on introduced. Safety Committee forms new Security subcommittee.

## DECEMBER

More than 75% of the Pilot group is using Crew Portal vs. CompuServe for bidding. SWAPA searches for alternatives to CompuServe SWAPA Forum.

## LEADERSHIP AWARD

In 2001, the SWAPA Board of Directors created the Leadership Award to recognize Company employees who made outstanding contributions to the Association.

2001		<b>Gary Higbee</b> Flight Operations
2002		<b>Patrick Dempsey</b> Flight Ops/ATC
2003		<b>Kent Roper</b> Chief Pilot
2003		<b>Sheri Durnal</b> Crew Planning
2005		<b>Jon Stephens</b> Finance
2006		<b>Mark Clayton</b> Flight Ops (Ops Coordinator Center)
2007		<b>Jim Federer</b> EPT
2007		<b>Lou Freeman</b> MDW
2009		<b>Patrick Dempsey</b> Flight Ops/ATC
2010		<b>Kent Roper</b> Chief Pilot
2011		<b>Bob Torti</b> SWA Senior Director of Training
2015		<b>Rod Jones</b> SWA Operations Coordination Contractor



## SWAPA Responds With Nation to 9/11 Tragedy

EDITED REPRINT from the October 1, 2001, *Reporting Point*.

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On Tuesday, September 11, 2001, SWAPA joined the millions of other Americans who were in shock as they learned that two different cities in the United States had been the targets of terrorist attacks. Even more shocking was that the terrorists had used airplanes as their main weapons.

That morning, SWAPA officers, staff, and members of the Negotiating and Scheduling committees all gathered around the small television set to learn the details of the hijacked airplanes that were crashed into the twin World Trade Center towers in New York City and the Pentagon in Washington, D.C. The initial fear was that it could be one of Southwest's planes.

Once all SWA planes had been accounted for and were safely on the ground, the Association quickly began steps to activate the Command Center. With all flights throughout the country grounded by the FAA shortly after the attacks, the Association knew the center would be needed to help answer Pilots' questions.

By Tuesday afternoon, the Command Center team was staffed. First Officer Bud Stokes was in charge and Captain Tom Hughes assisted along with volunteers First Officer Roy White and First Officer Dave Pattee. The team answered a variety of questions, from when flying would resume to jumpseat issues and crew legalities.

For the first few days, the Command Center team also answered questions on bidding and were influential in helping submit bids to Scheduling. SWAPA Vice President Wayne Stamps deactivated the Command Center on Sunday, September 16, after it was apparent that the operation was no longer needed based on the volume of calls.

During the crisis, the Association provided news to the membership frequently with updates posted to the SWAPA website. One of the updates was a memo to Southwest crewmembers on new security measures being implemented. The Association worked with the Company and the FAA to produce these guidelines. Captain Stamps said the Association also participated in conference calls with ALPA, APA, SWA, the Department of Transportation, and the FAA to address safety concerns.

Operations weren't the only thing put on hold after the attacks. On September 12, the Association and SWA CEO Jim Parker came to a mutual agreement to postpone Contract discussions for the near term. Captain Stamps said the main focus was to ensure passenger safety and get operations back to normal.

In light of the change, SWAPA officers asked members to wear patriotic ties with their SWAPA pins to show our unity as a country. The week following the

attacks, the Association remained busy with continued efforts of addressing safety concerns. SWAPA President Jon Weaks was scheduled to participate in an Aircraft Safety conference in Washington, D.C., hosted by Captain Duane Woerth, president of ALPA. Captain Woerth had been recently appointed to the Rapid Response Team on aircraft security, which made safety recommendations to U.S. Secretary of Transportation Norman Y. Mineta.

The Association also worked with the Company regarding the impacts that the attacks had on the airline industry. One of these was the financial impact the flight moratorium had on airlines. While many airlines announced plans of furloughing employees, the Company said employees should have no immediate concerns about job security. SWAPA was informed, however, that new hire classes and aircraft deliveries would be postponed.





# '02

## SWAPA GOVERNANCE

**President** Jon Weaks

**Vice President** Wayne Stamps

**Sec./Treas.** Ike Eichelkraut

### DAL Chair

J.D. Stewart

### MDW Chair

Bill Flora

### MCO Chair

Kevin Fox

### DAL Vice Chair

George Villalobos

### MDW Vice Chair

Harry Gutshall

### MCO Vice Chair

Don Renfro

### HOU Chair

Chuck Walters

### OAK Chair

Gary Ball

### HOU Vice Chair

Rich Forlano

### OAK Vice Chair

Ray Plummer

### PHX Chair

Bill Morrow

### BWI Chair

Hussy Haslett

### PHX Vice Chair

Joe Sovich

### BWI Vice Chair

Steve Lunsford

## SWA GOVERNANCE

**Chairman** Herb Kelleher

**CEO** Jim Parker

**President** Colleen Barrett

**VP Flight Ops** Greg Crum

**Total Pilots** 4,096 | **Aircraft** 375

**Airports Served** 59

## PAY RATE FOR 12-YEAR CAPTAIN

\$133.92

## JANUARY

SWAPA files protest on Company's -200 fleet reduction.

## FEBRUARY

BOD approaches Company to resume 2001 negotiations halted due to 9/11. BOD adopts new SWAPA Policy Manual. Grievance Committee changes name to Contract Administration Committee. BOD forms Communications Committee.

## APRIL

SWAPA/SWA meet with NMB to resolve -200 Contract issues reaching agreement on -200 Reduction Plan. Constitutional Review Committee presents draft proposal. SWA launches Crew Portal bidding.

## MAY

Company offers Interim Contract to NC. Flight Data Analysis Program (FDAP) announced as final phase of the Voluntary Aviation Safety Information (VASI) program with 10 -700s slated for monitoring. SWAPA hires lobbyist for work on Capitol Hill.

## JUNE

BOD sends Interim Contract offer to membership with "no" vote recommendation.

## JULY

CompuServe bidding ends. Interim Contract offer vote opens; members approve -200 Side Letter. SWA labor union groups begin meeting at SWAPA to share ideas.

## AUGUST

Members approve Interim Contract with pay and benefits improvements. Comm Committee launches Com-Link volunteer program. BOD sets vote on Side Letter 5 (LITT) and on 0.2% dues increase to fund Section 6 negotiations in 2005.

## SEPTEMBER

New JA, VJA pairings pay 6.5 ADG. ADG of 6.5 trips applied to reserve pairings.

## OCTOBER

Company drafts tax-free Loss of License plan document. SWA releases new version of Maestro with Partial Trip Trades and Giveaways.

# '03

## SWAPA GOVERNANCE

**President** Ike Eichelkraut

**Vice President** Wayne Stamps

**Sec./Treas.** Hugh Horstman

### DAL Chair

George Villalobos

### MDW Chair

Harry Gutshall

### MCO Chair

Kevin Fox

### DAL Vice Chair

Jim Kniese

### MDW Vice Chair

Karsten Stadler\*

### MCO Vice Chair

Don Renfro

### HOU Chair

Tom Gooding

### OKA Chair

Ray Plummer

### HOU Vice Chair

Rick Mason

### OKA Vice Chair

Byno Atkins

### PHX Chair

Bill Morrow

### BWI Chair

Hussy Haslett

### PHX Vice Chair

Joe Sovich

### BWI Vice Chair

Steve Lunsford

## SWA GOVERNANCE

**Chairman** Herb Kelleher

**CEO** Jim Parker

**President** Colleen Barrett

**VP Flight Ops** Greg Crum

**Total Pilots** 4,170 | **Aircraft** 388

**Airports Served** 60 | **Opened** FNT

## PAY RATE FOR 12-YEAR CAPTAIN

\$142.44

\*Displaced in April. Scott Schlegelmilch wins special election in June.

## JANUARY

New SWAPA Forum opens. SWAPA launches New Hire Mentor Program.

## MARCH

SWAPA celebrates 25th anniversary.

## APRIL

*Reporting Point* masthead returns (formerly *Reporting Point Express*). BOD holds quarterly meeting at LAX and approves Line Improvement Trip Trade (LITT) negotiations. First Federal Flight Deck Officer (FFDO) class concludes. Age 60 referendum passes with 60% in favor of continuing efforts to repeal Age 60 Rule.

## MAY

SWAPA Communications sponsors "Letters from Home" and care packages for 89 Pilots called to active military duty for the war in Iraq. "Hat" vs. "no hat" is a hot topic; Pilots are allowed the option.

## JUNE

Trial program CASS re-institutes offline jumpseating for ATA member airlines, including SWA. Former astronaut and SWA Pilot, Captain Hoot Gibson, is inducted into NASA Astronaut Hall of Fame at the Kennedy Space Center.

## JULY

The new Strategic Planning Committee, begins work in anticipation of Section 6 negotiation planning. September tax-free LOL proposal fails 52% to 48%.

## OCTOBER

SWAPA purchases Empire Central headquarters building.

## NOVEMBER

Members approve ELITT 12-month test as waiver to Side Letter 5.

## DECEMBER

SWAPA moves into new headquarters on Empire Central.





# '04

## SWAPA GOVERNANCE

**President** Ike Eichelkraut  
**Vice President** Steve Lunsford  
**Sec./Treas.** Hugh Horstman

<b>DAL Chair</b> Jim Kniese	<b>MDW Chair</b> Harry Gutshall	<b>MCO Chair</b> Kevin Fox
<b>DAL Vice Chair</b> Alan Kasher	<b>MDW Vice Chair</b> Scott Schlegelmilch	<b>MCO Vice Chair</b> Don Renfro
<b>HOU Chair</b> Rick Mason	<b>OAK Chair</b> Byno Atkins	
<b>HOU Vice Chair</b> Barry Arnold	<b>OAK Vice Chair</b> Tom Dean	
<b>PHX Chair</b> Bill Morrow	<b>BWI Chair</b> Hussy Haslett	
<b>PHX Vice Chair</b> Carl Kuwitzky	<b>BWI Vice Chair</b> Kevin Henry	

## SWA GOVERNANCE

**Chairman** Herb Kelleher  
**CEO** Jim Parker/Gary Kelly  
**President** Colleen Barrett  
**VP Flight Ops** Greg Crum

**Total Pilots** 4,415 | **Aircraft** 417  
**Airports Served** 61 | **Opened** PHL

## PAY RATE FOR 12-YEAR CAPTAIN

\$159.43

## JANUARY

BOD interviews candidates for the Negotiating Committee in preparation for Section 6 talks in April 2005. SWA crewmembers set to star in A&E Network reality show, *Airline*.

## FEBRUARY

SWAPA hosts an open house at new headquarters building on Empire Central. BOD approves Captain Paul Jackson as Negotiating Committee Chair and hires D.C. lobbyist Jay Keese.

## MARCH

SWAPA files Friend of Court brief on Age 60 lawsuit in D.C. Circuit Court.

## MAY

BOD approves NC members Tom Hughes, Joe Bouchard, Brink Cobb, and John Yates and strategic plan for Section 6 preparations/communications.

## JUNE

SWAPA Air Safety Alert addresses June 10 spindle failure. New ELITT timeline/implementation test takes effect.

## JULY

SWA CEO, Jim Parker, retires.

## AUGUST

SWA/SWAPA sign Side Letter 28 Commuter Policy.

## SEPTEMBER

President Eichelkraut testifies at U.S. Senate Committee hearing on Age 60 Rule. SWAPA Command Post runs a 24-hour operation during Hurricane Frances.

## OCTOBER

Southwest Airlines Golden Eagles (SAGE) Pilot retirees kick off organization.

# '05

## SWAPA GOVERNANCE

**President** Ike Eichelkraut  
**Vice President** Steve Lunsford  
**Sec./Treas.** Hugh Horstman

<b>DAL Chair</b> Alan Kasher	<b>MDW Chair</b> Harry Gutshall	<b>MCO Chair</b> Kevin Fox
<b>DAL Vice Chair</b> Steve Chase	<b>MDW Vice Chair</b> Scott Schlegelmilch	<b>MCO Vice Chair</b> Danny Pharo
<b>HOU Chair</b> Rick Mason	<b>OAK Chair</b> Tom Dean	
<b>HOU Vice Chair</b> Barry Arnold	<b>OAK Vice Chair</b> Pat Long	
<b>PHX Chair</b> Carl Kuwitzky	<b>BWI Chair</b> Kevin Henry	
<b>PHX Vice Chair</b> Tom Mascot	<b>BWI Vice Chair</b> Gary Rhoades	

## SWA GOVERNANCE

**Chairman** Herb Kelleher  
**CEO** Gary Kelly  
**President** Colleen Barrett  
**VP Flight Ops** Greg Crum  
**Dir. Flight Ops** Mark Clayton

**Total Pilots** 4,749 | **Aircraft** 445  
**Airports Served** 62  
**Opened** PIT, RSW | **Left** IAH

## PAY RATE FOR 12-YEAR CAPTAIN

\$159.43

## JANUARY

ATA/SWA codeshare service opens. Members debate pros and cons of entering Section 6 Contract negotiations.

## FEBRUARY

ELITT out of category and one-for-one restrictions announced. SWA introduces “Plane Smart Business.”

## MARCH

SWA and SWAPA file Friend of the Court briefs in Supreme Court appeal on Age 60 Rule.

## APRIL

SWA/SWAPA agree to delay Section 6 to April 2006.

## MAY

SWA launches “Set Love Free” campaign to repeal Wright Amendment restrictions at Love Field in Dallas.

## JUNE

SWA/SWAPA cosponsor “Age 60 Blitz” in Washington, D.C. Members vote to extend ELITT test July 1 through December 31.

## JULY

SWA/SWAPA agree to codeshare Letter of Agreement with a call for further codeshare negotiations by December 31.

## AUGUST

Hurricane Katrina devastates Gulf Coast, operations at MSY on hold.

## OCTOBER

*Negotiating Point* makes debut. Side Letters 30 and 31 gain approval.

## NOVEMBER

SWAPA “Links” program debuts.



Image via [Southwest50.com](http://Southwest50.com)

# '06

## SWAPA GOVERNANCE

**President** Ike Eichelkraut

**Vice President** Carl Kuwitzky

**Sec./Treas.** Hugh Horstman\*

### DAL Chair

Steve Chase

### MDW Chair

Scott Schlegelmilch

### MCO Chair

Danny Pharo\*\*

### DAL Vice Chair

Tom Ferriso

### MDW Vice Chair

Russ Gallagher

### MCO Vice Chair

Ken Terrell

### HOU Chair

Rick Mason

### OAK Chair

Tom Dean

### HOU Vice Chair

Mark Richardson

### OAK Vice Chair

Pat Long

### PHX Chair

Tom Mascot

### BWI Chair

Gary Rhoades

### PHX Vice Chair

Scott Brewster\*

### BWI Vice Chair

Scott Rachels

## SWA GOVERNANCE

**Chairman** Herb Kelleher

**CEO** Gary Kelly

**President** Colleen Barrett

**VP Flight Ops** Greg Crum

**Dir. Flight Ops** Mark Clayton

**Total Pilots** 5,134 | **Aircraft** 481

**Airports Served** 64

**Opened** DEN, IAD

## PAY RATE FOR 12-YEAR CAPTAIN

\$173.63

\*Resigns in April. Scott Brewster is appointed sec./treasurer pro tem; DDRs Bill Bente. Both win special election in July.

\*\*Resigns in September; DDRs Kevin Fox for the remainder of the year.

## FEBRUARY

Crew Web Access (CWA) debuts with internet access to schedules.

## JUNE

Electronic Flight Times go into effect on all aircraft. Petition referendum closes with 80.71% voting against extending the Contract amendable date and delaying negotiations. 70.8% of the eligible membership voted.

## JULY

Scheduling tests under Side Letters 30 and 31 end.

## AUGUST

1994 Contract becomes amendable.

## SEPTEMBER

Section 6 negotiations opens.

## OCTOBER

Side Letter 32 – Codeshare, passes with 67.82% membership approval. 32.7% of the eligible membership voted. President George W. Bush signs into law Wright Amendment Reform with through-ticketing and total repeal of Wright restrictions for Love Field in 2014.

## NOVEMBER

SWA announces opening of LAS crew base for fall 2007.

# '07

## SWAPA GOVERNANCE

**President** Carl Kuwitzky  
**Vice President** Scott Schlegelmilch  
**Sec./Treas.** Mark Richardson

<b>DAL Chair</b> Steve Chase	<b>MDW Chair</b> Russ Gallagher	<b>MCO Chair</b> Ken Terrell
<b>DAL Vice Chair</b> Tom Ferriso	<b>MDW Vice Chair</b> Jack Huffman	<b>MCO Vice Chair</b> Tom Gasparolo
<b>HOU Chair</b> Larry Lonero	<b>OAK Chair</b> Mike Morrissey	<b>LAS Chair, DDR</b> Tom Dean
<b>HOU Vice Chair</b> Dennis Geesaman	<b>OAK Vice Chair</b> Tom Dean*	<b>LAS Vice Chair, DDR</b> Byno Atkins
<b>PHX Chair</b> Bill Bente	<b>BWI Chair</b> Gary Rhoades	
<b>PHX Vice Chair</b> Ike Eichelkraut	<b>BWI Vice Chair</b> Scott Rachels	

## SWA GOVERNANCE

**Chairman** Herb Kelleher  
**CEO** Gary Kelly  
**President** Colleen Barrett  
**VP Flight Ops** Chuck Magill  
**VP OCC** Greg Crum

**Total Pilots** 5,579 | **Aircraft** 520  
**Airports Served** 65 | **Opened** SFO

## PAY RATE FOR 12-YEAR CAPTAIN

\$177.10

\*Tom Dean is appointed LAS DDR in October; DDRs Sean McMahon.

## JANUARY

Negotiating Committee and the Company return to “traditional” negotiations after agreeing to the format in December 2006. Captain Brink Cobb appointed to NC Chair.

## FEBRUARY

President Carl Kuwitzky, kicks off series of base visits called “Touching Base” to hear from Pilots. *Reporting Point* turns 25 years old.

## APRIL

BOD reaffirms neutral position on Age 60 waivers and pursues expedited repeal of the Age 60 Rule through legislation in Congress.

## MAY

ALPA Executive Council changes position on Age 60 Rule and supports shaping rule change to age 65.

## JUNE

BOD honors late Captain Bill Morrow with Meritorious Service Award.

## JULY

SWA Captain Paul Onorato is elected as CAPA President.

## SEPTEMBER

SWAPA recognizes one-year anniversary of Section 6 opening.

## OCTOBER

LAS becomes the eighth Pilot domicile on October 1. Captain Tom Dean is appointed to serve as LAS chair and Captain Byno Atkins is appointed to serve as vice chair. Final NTSB hearing on MDW Flight #1248 accident. PMA premium rate increases from \$9 to \$14.

## NOVEMBER

Arbitrator’s decision announced in SWA dispatcher’s union scope of work grievance that prompts SWA to remove retired Pilot advisers from the Operations Coordination Center staff.

## DECEMBER

BOD approves Side Letter 33, internet-based recurrent ground training limiting one “day” of training to the FAA equivalent of eight hours. President George W. Bush signs H.R. 4343, the Fair Treatment for Experienced Pilots Act, into law raising the mandatory retirement age to 65.





# '08

## SWAPA GOVERNANCE

**President** Carl Kuwitzky

**Vice President** Scott Schlegelmilch

**Sec./Treas.** Mark Richardson

**DAL Chair**

Steve Chase

**DAL Vice Chair**

Tom Ferriso

**HOU Chair**

Larry Lonero

**HOU Vice Chair**

Dennis Geesaman

**PHX Chair**

Ike Eichelkraut

**PHX Vice Chair**

Denny Granquist

**MDW Chair**

Russ Gallagher

**MDW Vice Chair**

Jack Huffman

**OAK Chair**

Mike Morrissey

**OAK Vice Chair**

Sean McMahon

**BWI Chair**

Gary Rhoades

**BWI Vice Chair**

Scott Rachels

**MCO Chair**

Ken Terrell

**MCO Vice Chair**

Tom Gasparolo

**LAS Chair**

Rob Zerbe\*

**LAS Vice Chair**

Tom Dean\*

## SWA GOVERNANCE

**Chairman** Herb Kelleher

**CEO** Gary Kelly

**President** Colleen Barrett

**VP Flight Ops** Chuck Magill

**VP OCC** Greg Crum

**Total Pilots** 5,995 | **Airports** 537

**Airports Served** 65

## PAY RATE FOR 12-YEAR CAPTAIN

\$180.64

\*Rob Zerbe and Tom Dean win special election in March with Zerbe winning in a runoff.

## MARCH

SWAPA celebrates 30th anniversary.

## MAY

On May 21, Herb Kelleher steps down from the SWA board; SWAPA buys a full page USA Today ad thanking Herb for his service.

## JULY

Membership approves Constitutional Amendment to change the Secretary/Treasurer title to the new title of 2nd Vice President.

## SEPTEMBER

Hurricane Ike causes operation disruptions in HOU, CRP, and MSY.

**Herb from Page 10**

**Here's to You, Herb!**

**THANK YOU, HERB!**

From cocktail napkin to cockpit, Herb Kelleher paved the way for the most spirited Company in airline history.

As you step down from the SWA Board of Directors, the pilots of Southwest Airlines would like to thank you, Herb, for 38 years of positively outrageous service to our Company and our pilots. It has been an honor

**Herb from Page 10**

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As you step down from the SWA Board of Directors, the pilots of Southwest Airlines would like to thank you, Herb, for 38 years of positively outrageous service to our Company and our pilots. It has been an honor



# '09

## SWAPA GOVERNANCE

**President** Carl Kuwitzky

**Vice President** Scott Schlegelmilch

**2nd Vice President** Mark Richardson

### DAL Chair

Tom Ferriso

### DAL Vice Chair

Cory Pettit

### HOU Chair

Larry Lonerio

### HOU Vice Chair

Dennis Geesaman

### PHX Chair

Denny Granquist

### PHX Vice Chair

Griz Adams

### MDW Chair

Russ Gallagher

### MDW Vice Chair

Jack Huffman

### OAK Chair

Mike Morrissey

### OAK Vice Chair

Sean McMahon

### BWI Chair

Scott Rachels

### BWI Vice Chair

Matthew Beck

### MCO Chair

Ken Terrell

### MCO Vice Chair

Tom Gasparolo

### LAS Chair

Rob Zerbe\*

### LAS Vice Chair

Byno Atkins

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly

**President** Gary Kelly

**VP Flight Ops** Chuck Magill

**Total Pilots** 5,995 a | **Aircraft** 537

**Airports Served** 69 | **Opened** MSP, LGA, BOS, MKE

## PAY RATE FOR 12-YEAR CAPTAIN

\$180.64

\*Joins the newly created Negotiating Committee; DDRs Tim Trusell.

## JANUARY

SWAPA reaches an Agreement In Principle (AIP) with the Company after two years of negotiating, holds Special Board meeting. More than 75% of the membership has never been through Section 1 negotiations at Southwest Airlines. US Airways Flight #1549 makes emergency landing and becomes known as the "Miracle on the Hudson."

## MARCH

SWAPA BOD votes to send TA to membership for vote.

## JUNE

Membership rejects TA, a first in SWAPA history: 49.16 % to 50.84%.

## JULY

The FAA Aviation Rulemaking Committee is created as a result of the Colgan Air Crash in February. Former SWAPA Safety Chair and Schedule Research Committee (SRC) Chair participate on ARC panel. Issues addressed include 12-hour duty day, number of legs per day, and commuters-in-domicile times.

## AUGUST

SWA submits a \$170 million-plus bid to purchase Frontier Airlines. New Negotiating Committee is formed, including new addition Captain Casey Murray.

## SEPTEMBER

NC reaches new AIP with the Company

## OCTOBER

Membership votes to ratify the TA with 87.55%. Voter turnout was 5,478 out of 5,887 eligible voters.

## DECEMBER

SWA social media policy enacted. SWAPA and SWA sign new CBA.

## Freedom '09

For the first time in SWA history, the Company offers early retirement to the Southwest Airlines Pilots. 20 Pilots opt for the early out — 16 Captains (the most senior having been at Southwest for 30 years) and four First Officers (the most junior having been at Southwest two years).

Here's the breakdown by base:

<b>BWI</b> 1	<b>HOU</b> 6	<b>MCO</b> 1	<b>OAK</b> 1
<b>DAL</b> 4	<b>MDW</b> 2	<b>MDW</b> 2	<b>PHX</b> 3

# CONTRACT #8

Sept. 1, 2006 – Aug. 31, 2012

## Captain TFP Rates

Year 1 – \$153.02  
Year 2 – \$154.88  
Year 3 – \$156.77  
Year 4 – \$158.63  
Year 5 – \$160.39  
Year 6 – \$162.39  
Year 7 – \$164.26  
Year 8 – \$166.13  
Year 9 – \$168.01  
Year 10 – \$169.87  
Year 11 – \$171.76  
Year 12+ – \$173.63

Effective Date	Percentage Increase
----------------	---------------------

Sept. 1, 2007	2.0%
Sept. 1, 2008	2.0%
Sept. 1, 2009	Variable
Sept. 1, 2010	Variable
Sept. 1, 2011	2.0%

## First Officer TFP Rates

Year 1 – 45.90  
Year 2 – 77.45  
Year 3 – 86.22  
Year 4 – 95.18  
Year 5 – 104.26  
Year 6 – 107.19  
Year 7 – 108.41  
Year 8 – 109.64  
Year 9 – 110.89  
Year 10 – 112.12  
Year 11 – 113.37  
Year 12 – 114.59

## Lance Captain, Section 1 Codeshare

- Six-year term
- Section 1: Agreed to codesharing Canada, Mexico, Caribbean in exchange for fleet growth metrics
- Added increased FO pay percent year six to 10 as a percentage of CA pay
- JA pay increase from 1.5 to 2.0
- Added premium pay for all move-ups
- Added holiday pay
- Charter pay 1.25x to 1.5x
- Scheduled an actual maximum duty day
- Allowed Pilots to pick up flying on vacation
- Created OTA system via text messaging
- Shortened ELITT window
- Eliminated JA from home
- Maintained retiree medical after Age 60 Rule change
- Increased 401(k) match, 7.8% at ratification, 8.8% in 2010, 9.3% in 2011
- Roth 401(k) option added

# '10

## SWAPA GOVERNANCE

**President** Carl Kuwitzky  
**Vice President** Scott Schlegelmilch  
**2nd Vice President** Mark Richardson

<b>DAL Chair</b> Cory Pettit*	<b>MDW Chair</b> Jack Huffman	<b>MCO Chair</b> Tom Gasparolo
<b>DAL Vice Chair</b> Steve Chase	<b>MDW Vice Chair</b> Robert Glenn	<b>MCO Vice Chair</b> Duane Amann
<b>HOU Chair</b> Larry Lonero	<b>OAK Chair</b> Mike Morrissey	<b>LAS Chair</b> Byno Atkins
<b>HOU Vice Chair</b> Chris Evans	<b>OAK Vice Chair</b> Sean McMahon	<b>LAS Vice Chair</b> Tim Trusell
<b>PHX Chair</b> Denny Granquist	<b>BWI Chair</b> Matthew Beck	
<b>PHX Vice Chair</b> Griz Adams	<b>BWI Vice Chair</b> Debra Lane	

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly  
**President** Gary Kelly  
**VP Flight Ops** Chuck Magill

**Total Pilots** 5,912 | **Aircraft** 547  
**Airports Served** 70 | **Opened ECP**

## PAY RATE FOR 12-YEAR CAPTAIN

\$180.64

\*Joins the Negotiating Committee in March. Chip Ellsworth wins special election in May.

## MARCH

Special Election for the 2nd VP position is held as a result of the DOL investigation based on the protest of the 2nd VP election in 2008. Paper ballots are printed and mailed to each member's home. SWA/SWAPA Military Handbook goes into effect.

## JUNE

Reporting Point gets a new look.

## AUGUST

BOD awards Donald G. Ogden Award for Aviation Excellence to MDW Dual Spindle Failure crew, Captain Atif Fareed and First Officer Jay Longhitano.

## SEPTEMBER

SWA announces intent to buy AirTran on September 27.

## DECEMBER

Side Letter 6 (adding the -800) approval is announced to SWAPA Pilots.



President Carl Kuwitzky presents the Donald G. Ogden Award to CA Atif Fareed (center) and FO Jay Longhitano (right).





## The AirTran Acquisition

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In the 2000s, “Mergers & Acquisitions” were the name of the airlines’ game. America West and US Airways (2005), Delta and Northwest (2008), United and Continental (2010) – all had huge, industry-wide ramifications. In August of 2009, Southwest Airlines, in an attempt to gain a piece of the Northeast market share, would submit a \$170 million-plus bid to purchase Denver-based Frontier Airlines. They would lose out to Republic Airways just 14 days later, but the stage was set, and Southwest’s proverbial cards were on the table – they were looking.

AirTran Airways, established in 1993, was an Orlando-based airline, operating nearly 700 flights daily. In September 2010, Southwest made the decision to acquire AirTran Airways for \$1.37 billion giving Southwest a much-needed presence at AirTran’s hubs.



AirTran was, at the time, the second-largest operator at the nation's busiest airport, Hartsfield-Jackson Atlanta International Airport. The deal would allow Southwest to expand its network by 25% and take its first steps into international waters to the Caribbean and Mexico. At the time of the acquisition, Southwest's domestic market share jumped from 14.6% in 2010 to 17.7% in 2011 and added \$2.6 billion in annual revenue to Southwest's top line. It also made Southwest the largest domestic airline based on the number of passengers flown.

The acquisition did not come without obstacles or questions. AirTran's fleet included 86 Boeing 717s (these would eventually be leased to Delta). AirTran sold tickets through reservation systems like Expedia, while Southwest relied exclusively on their proprietary website. And, of course, one of the biggest questions would be that of employee integration, specifically, the Pilots. Southwest had approximately 6,000 Pilots at the time while AirTran had approximately 1,700.

Talks and negotiations between SWAPA and ALPA (who represented AirTran Pilots) got underway almost immediately after the acquisition announcement in September. Numerous sections of the contracts had to be negotiated and seniority lists had to be combined. Integration of the seniority lists remained the most contested piece of the puzzle. There was no set way to combine both lists, but rather several methods, none of which were pleasing to everyone.

Date-Of-Hire method — The only method that gives every employee credit for his or her entire career at an airline.

Rank Ratio method — Fairly basic; 1:1 the No. 1 person from Airline A goes behind No. 1 from Airline B. 2:1 means Nos. 1 and 2 from Airline A go behind No. 1 at Airline B and so on.

Relative Seniority method — Each person maintains his or her relative seniority on the new combined list. If you were in the top 5% on the seniority list for Airline A, you would be in the top 5% of the combined list of A and B. No one loses or gains relative seniority.

Career Expectation method — A complicated method that attempts to preserve each group's pre-merger career expectations.

In the end, a combination of methods was used. On November 7, Southwest Airlines Pilots and AirTran Pilots voted overwhelmingly to accept the proposal for integrating into one Master Seniority List under terms of Side Letter 10 to the SWAPA CBA.

SWAPA Pilots voted 83.56% in favor; AirTran ALPA Pilots voted 83.58% in favor of Side Letter 10. Pilots from AirTran would spend the next three years transitioning from AirTran operations to Southwest operations beginning in March 2012 and ending in December 2014.



Image via [CNBC](#)



# '11

## SWAPA GOVERNANCE

**President** Steve Chase

**Vice President** Aaron Anton

**2nd Vice President** Jason Pettit

<b>DAL Chair</b> Chip Ellsworth	<b>MDW Chair</b> Robert Glenn*	<b>MCO Chair</b> Duane Amann**
<b>DAL Vice Chair</b> Ben Huston	<b>MDW Vice Chair</b> Scott Schlegelmilch	<b>MCO Vice Chair</b> Don Renfro
<b>HOU Chair</b> Chris Evans	<b>OAK Chair</b> Sean McMahan	<b>LAS Chair</b> Tim Trusell***
<b>HOU Vice Chair</b> Scott Plyler	<b>OAK Vice Chair</b> Mike Morrissey	<b>LAS Vice Chair</b> Mark Stewart
<b>PHX Chair</b> Denny Granquist	<b>BWI Chair</b> Matthew Beck	
<b>PHX Vice Chair</b> David Kahn	<b>BWI Vice Chair</b> Debra Lane	

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly

**President** Gary Kelly

**VP Flight Ops** Chuck Magill

**Total Pilots** 6,016 | **Aircraft** 698

**Airports Served** 73 | **Opened** GSP, CHS, EWR

## PAY RATE FOR 12-YEAR CAPTAIN

**\$189.78**

\*Resigns in May. Paul Krella wins special election in July.  
 \*\*Resigns in April. Ron Hodges wins special election in July.  
 \*\*\*Resigns in August. DDRs Tony McCoy.

## JANUARY

Final revenue flight of “The Spirit of Kitty Hawk.”

## FEBRUARY

New SWAPA Vice President Aaron Anton writes “Welcome to Fantasy Island” column in the *RP*, one of the first overtly critical messages of SWA from SWAPA.

## MAY

SWA officially acquires AirTran Airways. AirTran’s corporate office closes.

## NOVEMBER

SWA and AirTran Pilots vote on agreed-upon seniority integration proposal, a major hurdle in the overall AirTran acquisition.



N300SW, the first -300 put into commercial airline service and the last of the three Southwest Airlines “The Spirit of Kitty Hawk” specialty aircraft, took her final revenue flight on Tuesday, January 18, 2011, coming to rest in PHX. Her crew included (from left): FA Javal Wilson, FA Mercedes King, PHX FO Mike Carter, FA Sarah Koschmann, and PHX CA Gerald Murphy.

## SOUTHWEST AIRLINES PROFIT SHARING HISTORY

<b>1974</b>   8.9%	<b>2000</b>   16.2%
<b>1975</b>   13.7%	<b>2001</b>   11.7%
<b>1976</b>   18.6%	<b>2002</b>   5.1%
<b>1977</b>   13.4%	<b>2003</b>   8.0%
<b>1978</b>   18.3%	<b>2004</b>   5.0%
<b>1979</b>   17.4%	<b>2005</b>   7.5%
<b>1980</b>   21.4%	<b>2006</b>   8.0%
<b>1981</b>   19.0%	<b>2007</b>   5.9%
<b>1982</b>   8.1%	<b>2008</b>   3.6%
<b>1983</b>   11.1%	<b>2009</b>   1.3%
<b>1984</b>   9.2%	<b>2010</b>   5.8%
<b>1985</b>   6.2%	<b>2011</b>   3.3%
<b>1986</b>   5.5%	<b>2012</b>   3.5%
<b>1987</b>   0.3%	<b>2013</b>   6.3%
<b>1988</b>   4.9%	<b>2014</b>   9.5%
<b>1989</b>   5.3%	<b>2015</b>   15.6%
<b>1990</b>   4.5%	<b>2016</b>   13.2%
<b>1991</b>   2.5%	<b>2017</b>   11.4%
<b>1992</b>   8.2%	<b>2018</b>   10.9%
<b>1993</b>   10.5%	<b>2019</b>   12.2%
<b>1994</b>   9.9%	<b>2020</b>   0.0%
<b>1995</b>   8.8%	<b>2021</b>   4.3%
<b>1996</b>   8.4%	<b>2022</b>   2.0%
<b>1997</b>   11.4%	<b>2023</b>   1.5%
<b>1998</b>   13.7%	<b>2024</b>   1.1%
<b>1999</b>   14.1%	

# '12

## SWAPA GOVERNANCE

**President** Steve Chase

**Vice President** Aaron Anton

**2nd Vice President** Jason Pettit

<b>DAL Chair</b> Chip Ellsworth	<b>MDW Chair</b> Scott Schlegelmilch	<b>MCO Chair</b> Ron Hodges
<b>DAL Vice Chair</b> Ben Huston	<b>MDW Vice Chair</b> Paul Krella	<b>MCO Vice Chair</b> Don Renfro**
<b>HOU Chair</b> Scott Plyler	<b>OAK Chair</b> Mike Morrissey	<b>LAS Chair</b> Mark Stewart
<b>HOU Vice Chair</b> Mark Richardson*	<b>OAK Vice Chair</b> Andy Toth	<b>LAS Vice Chair</b> Tony McCoy
<b>PHX Chair</b> David Kahn	<b>BWI Chair</b> Matthew Beck	
<b>PHX Vice Chair</b> Griz Adams	<b>BWI Vice Chair</b> Debra Lane	

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly

**President** Gary Kelly

**VP Flight Ops** Chuck Magill

**Total Pilots** 6,374 | **Aircraft** 694 | **Airports Served** 79

**Opened** ATL, DCA, DAY, DSM, EYW, CAK

## PAY RATE FOR 12-YEAR CAPTAIN

\$189.78

\*Resigns on January 1. Jody Reven wins special election in March.

\*\*Resigns in April. Kent Roper wins special election in July.

## MARCH

SWAPA and SWA Section 6 negotiations officially open. AirTran Initial Training Class begins, the first of eight classes of transition Pilots.

## APRIL

*Range* magazine debuts. First -800 goes into service. Board awards Donald G. Ogden Award for Aviation Excellence to Captain Michael J. Kelly and First Officer Jan B. Farquharson of Flight #812 for rapid decompression and divert to Yuma on April 1, 2011.

## MAY

Known Crew Member (KCM) program expands nationwide. SWA enters agreement to transfer -717 leases currently operated by AirTran to Delta for three years. SWA proposal to expand Houston Hobby to International passes 16-1 in Houston city council. Captain Sam Cohn, one of 20 original SWA Pilots and the first Union president, passes away at age 69.

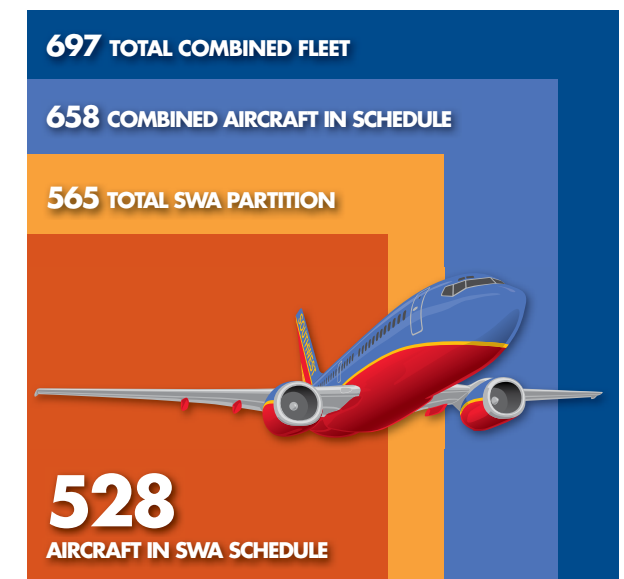
## AUGUST

FAA shuts down for two weeks.

## OCTOBER

DEN becomes the ninth Pilot domicile on October 1. New SWAPA website launches.

# YOUR SOUTHWEST AIRLINES FLEET JULY 2012



The above chart represents the July numbers (peak/non-holiday) for aircraft in the Southwest fleet and schedule. "TOTAL FLEET" is the number of aircraft on both the Southwest Airlines and AirTran sides of the partition. This is the number of airframes that the Company has indicated will remain roughly flat through the 717 replacement.

### AIRCRAFT IN SCHEDULE

is the total number of aircraft on either side of the partition that are currently being used in the July schedule.

### TOTAL FLEET

represents the entire original SWA fleet plus any aircraft that have transitioned.

### AIRCRAFT IN SCHEDULE SWA PARTITION

represents original SWA aircraft and aircraft that have transitioned being used in the July schedule.

The difference between "fleet" and "schedule" fluctuates monthly as aircraft are scheduled for maintenance or transition, and seasonally as schedules are adjusted.



# '13

## SWAPA GOVERNANCE

**President** Mark Richardson

**Vice President** Aaron Anton

**2nd Vice President** Rich Forlano

**DAL Chair**

Ben Huston

**DAL Vice Chair**

Ryan Haygood\*

**HOU Chair**

Jody Reven

**HOU Vice Chair**

Kelly Johnston

**PHX Chair**

Griz Adams

**PHX Vice Chair**

Terry Schonert

**MDW Chair**

Paul Krella

**MDW Vice Chair**

Jon Davis\*\*

**OAK Chair**

Andy Toth

**OAK Vice Chair**

Jeremy Keck

**BWI Chair**

Debra Lane

**BWI Vice Chair**

Steve Boone

**MCO Chair**

Ron Hodges

**MCO Vice Chair**

Jeff Hefner

**LAS Chair**

Tony McCoy

**LAS Vice Chair**

Keith Olson

**ATL Chair**

Jim Archer

**ATL Vice Chair**

Dan Miller

**DEN Chair**

Bob Tiedemann

**DEN Vice Chair**

John Dean

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly

**President** Gary Kelly

**VP Flight Ops** Chuck Magill

**Total Pilots** 6,723 | **Aircraft** 681 | **Airports Served** 89  
**Opened** BKG, CLT, PWM, ROC, SJU, ICT, GRR,  
MEM, PNS, RIC

## PAY RATE FOR 12-YEAR CAPTAIN

\$189.78

\*Resigns in March. Jeff Hoyt wins special election in May.

\*\*Resigns in July. Tom Winsor wins special election in August.

## MARCH

401(k) Plan as of March 1, 2013, is \$2.5 billion.

## APRIL

Service to Puerto Rico begins.

## JULY

First group of 150 Pilots begin flying with new Electronic Flight Bags (EFB). "Flattish Won't Fly" bag tags go out to members.

## AUGUST

ATL becomes the 10th Pilot domicile on August 1. First Officer Jim Archer becomes DDR chair and Captain Daniel Miller becomes DDR vice chair.

## OCTOBER

Side Letter 17 regarding FAR 117 approved by membership. This Side Letter protects SWAPA from unilateral Company action when FAR 117 goes into effect in January 2014.



# '14

## SWAPA GOVERNANCE

**President** Mark Richardson  
**Vice President** J.D. Stewart  
**2nd Vice President** Rich Forlano

<b>DAL Chair</b> Ben Huston	<b>OAK Chair</b> Andy Toth	<b>ATL Chair</b> Jim Archer
<b>DAL Vice Chair</b> Jeff Hoyt	<b>OAK Vice Chair</b> Jeremy Keck	<b>ATL Vice Chair</b> Dan Miller
<b>HOU Chair</b> Jody Reven	<b>BWI Chair</b> Steve Boone	<b>DEN Chair</b> Bob Tiedemann
<b>HOU Vice Chair</b> Kelly Johnston	<b>BWI Vice Chair</b> Michael Santoro	<b>DEN Vice Chair</b> John Dean
<b>PHX Chair</b> Terry Schonert	<b>MCO Chair</b> Ron Hodges	
<b>PHX Vice Chair</b> Chris Loveday	<b>MCO Vice Chair</b> Jeff Hefner	
<b>MDW Chair</b> Paul Krella	<b>LAS Chair</b> Keith Olson	
<b>MDW Vice Chair</b> Tom Winsor	<b>LAS Vice Chair</b> James Warner	

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly  
**President** Gary Kelly  
**VP Flight Ops** Craig Drew

**Total Pilots** 7,716 | **Aircraft** 665 | **Airports Served** 93  
**Opened** AUA, MJB, NAS, CUN, SJD, MEX, PUJ  
**Left** EYW, BKG, JAN

## PAY RATE FOR 12-YEAR CAPTAIN

\$189.78

## JANUARY

Southwest suffers the worst operational meltdown (at that time) in the Company's 40-year history, which would come to be known as the "Midway Meltdown." New FAR 117 rules go into effect.

## FEBRUARY

Southwest acquires 54 weekday slots and 56 weekend slots at DCA.

## JUNE

SWAPA app launches. Rollin King passes away at 83.

## JULY

SWA begins international service to Aruba, the Bahamas, and Jamaica with service out of ATL, BWI, and MCO.

## SEPTEMBER

NMB grants approval for SWAPA to assume the representational duties of the remaining AirTran Pilots who have yet to transition to SWA. (Motion was filed on June 30, 2014.) Two AirTran Pilots are appointed DDRs for AirTran's ATL base. SWAPA Pilot number hits 8,000.

## OCTOBER

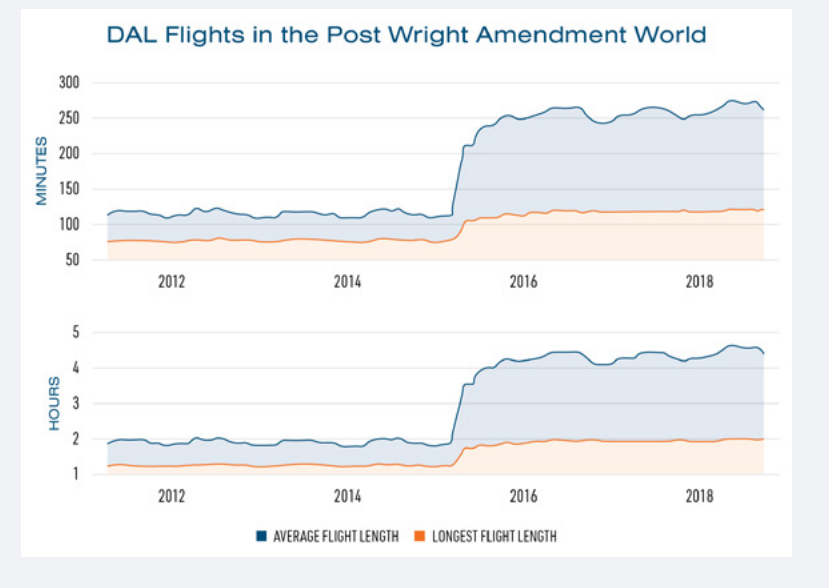
The end of the Wright Amendment.

## NOVEMBER

International service launched to Mexico City. SWAPA files for NMB Mediation.

## DECEMBER

Final AirTran flight, the last of the 717s takes place. All AirTran Pilots transition to SWA.





# '15

## SWAPA GOVERNANCE

**President** Paul Jackson\*

**Vice President** J.D. Stewart\*\*

**2nd Vice President** Tom Gasparolo

### DAL Chair

Ben Huston

### DAL Vice Chair

Carl Visconti

### HOU Chair

Jody Reven

### HOU Vice Chair

Stacy Devillier

### PHX Chair

Chris Loveday

### PHX Vice Chair

Mike Vastano

### MDW Chair

Paul Krella\*\*\*

### MDW Vice Chair

Seth Kornblum

### OAK Chair

Andy Toth

### OAK Vice Chair

Brian Fitting

### BWI Chair

Michael Santoro

### BWI Vice Chair

Mike Panebianco\*\*

### MCO Chair

Ron Hodges

### MCO Vice Chair

Amour Gefen

### LAS Chair

James Warner

### LAS Vice Chair

Jon Weaks\*

### ATL Chair

Jim Archer

### ATL Vice Chair

Jon Davis

### DEN Chair

John Dean

### DEN Vice Chair

Tom Nekouei

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly

**President** Gary Kelly

**VP Flight Ops** Craig Drew

**Total Pilots** 8,143 | **Aircraft** 704

**Airports Served** 97 | **Opened** SJO, PVR, BZE, LIR

## PAY RATE FOR 12-YEAR CAPTAIN

**\$189.78**

\*Resigns in December. Jon Weaks wins special election in December, marking his second time serving as SWAPA president.

\*\*Resigns in June. Mike Panebianco is appointed VP pro tem and Tom Bake is appointed MDW DDR; wins special election in a runoff in October.

\*\*\*Resigns in June. David Kudish wins special election in July.

## JANUARY

SWAPA enters into federal mediation after 34 months of negotiations, and creates the Negotiations Oversight Committee. Proposed Policy Manual changes regarding negotiations protocols are recommended. Advanced Qualification Program (AQP) training begins.

## MAY

The Strike Preparedness Committee and Outreach Committee are approved at the BOD meeting subsequently staffed and funded.

## SEPTEMBER

A Tentative Agreement is reached.

## NOVEMBER

The TA fails by a vote of 61.64% against with a 95.1% voter turnout.

## DECEMBER

President Paul Jackson announces his resignation, a new Negotiating Committee is named, and a special election is held.

# Standing Up a Strike Preparedness Committee

BY DAREN BLACK Strike Preparedness Committee Chair

In May of 2015, following two-and-a-half years of stalled negotiations, the SWAPA Board of Directors authorized the formation of the Strike Preparedness Committee (SPC). After 35 years of a symbiotic relationship with the Company, it was clear that changes had occurred between the Pilots and management. Recognizing these changes, SWAPA adapted and began to prepare the Pilot group for a tough battle ahead to secure a Tentative Agreement. The monumental task of building the committee was shouldered by Captain Ray Plummer (Chair) and assisted by Captain Chad Korb.

The new committee was composed of a leadership core supported by SPC domicile coordinators at each Pilot domicile. Training for of the new committee was conducted by SWAPA consultant Don Skiados. Don was ALPA's "father" of strike preparedness tactics and planning. Following the rejection of the TA, planning began in earnest for two informational picketing events in Dallas and Las Vegas, separated by just one week. For the first time in SWAPA history, more than 600 Pilots participated in informational picketing events on February 3, 2016, in Dallas and on February 10 in LAS combined. Pilot participation at SPC events would continue to soar with almost 700 Pilots in attendance on May 18 outside the 2016 Southwest Airlines shareholder meeting in downtown Chicago and along the entrance to Midway Airport.

In August, more than 1,000 Pilots swarmed Dallas Love field for informational picketing, resulting in the largest single airline Pilot picketing event in history. SWAPA calculated that more than 43% of SWAPA Pilots systemwide who had the day off on the day of the picket came to Dallas to participate. As proof of their effectiveness, a second Agreement in Principle (AIP) was reached just five days after the historic Dallas picketing event.





## One Family – The Beginning of SWAPAFamily

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**BY JEAN PECK** Outreach Committee Chair

In late 2015, SWAPA Pilots had just overwhelmingly voted “no” on a Tentative Agreement (TA) with the Company. The disappointment and distrust of the membership was a direct result of four years without a new and competitive CBA, that coupled with a failed TA, brought about many changes for SWAPA. Captain Jon Weaks was elected president and a new Negotiating Committee was formed. As part of our Association’s self-assessment, it was discovered that most of the membership felt there was a lack of basic communication about negotiations as well as day-to-day business. SWAPA needed to create more ways to provide up-to-date progress.

SWAPA recognized that it was missing a key 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 and share information about key developments in current negotiations, the Outreach Committee created SWAPAFamily events and grassroots gatherings around the country to discuss a broad range of issues with SWAPA leadership and committee members. Our Pilots' families were quick to stand with them over five Informational Picketing events organized by the Strike Preparedness Committee.

Today, 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 the first day of Southwest orientation. In addition, Outreach created the SWAPA Pilot Relief Fund, a Pilot-for-Pilot charitable fund 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 continues to connect 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 comradery – the foundation for our success.





# '16

## SWAPA GOVERNANCE

**President** Jon Weaks

**Vice President** Mike Panebianco

**2nd Vice President** Tom Gasparolo

### DAL Chair

Carl Visconti

### DAL Vice Chair

Tom Ferriso

### HOU Chair

Stacy Devillier

### HOU Vice Chair

Howard Dulmage

### PHX Chair

Mike Vastano

### PHX Vice Chair

Mike Plumer

### MDW Chair

Seth Kornblum

### MDW Vice Chair

Dave Kudish

### OAK Chair

Brian Fitting

### OAK Vice Chair

Jayson Huntsman

### BWI Chair

Michael Santoro

### BWI Vice Chair

Tom Bake

### MCO Chair

Amour Gefen

### MCO Vice Chair

Keith Hurley

### LAS Chair

Tim Smith

### LAS Vice Chair

Chris Hall

### ATL Chair

Jon Davis

### ATL Vice Chair

Dave Peck

### DEN Chair

John Dean

### DEN Vice Chair

Tom Nekouei

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly

**President** Gary Kelly

**VP Flight Ops** Alan Kasher

**Total Pilots** 8,484 | **Aircraft** 723

**Airports Served** 101 | **Opened** LGB, VRA, HAV, SNU

## PAY RATE FOR 12-YEAR CAPTAIN

\$189.78 | \$218.25 in October

\*Wins special election in March to replace Jon Weaks.

## JANUARY

NC Chair Casey Murray publishes "The Psychic Wage," telling Plots, "We accepted the deal because we were part of something special. That something was family, pride, and trust in Southwest Airlines... Today, that psychic wage is no longer part of our compensatory package."

## FEBRUARY

First ever SWAPA Informational Pickets (IP) take place in DAL on February 3 and a week later in LAS on February 10. More than 600 Pilots were in attendance. SWAPA holds first SWAPAFamily Celebration event in DAL.

## MARCH

SWAPA reopens negotiations with the Company in Washington, D.C. Presents the Company and NMB with the Negotiating Platform as well as releases it to the media, membership, and investment community.

## APRIL

Richard Doherty, SWAPA's first employee, retires after 30 years of service.

## MAY

SWAPA runs ad in MDW, sues city of Chicago, and wins case. SWAPA Pilots join other aviation labor colleagues in front of the White House to urge the administration to Deny NAI. MDW Informational Picket brings 1 in 6 Pilots not on the schedule to participate. Almost 700 Pilots attend.

## JULY

SWAPA runs digital billboard ad in Times Square. IT Meltdown causes nearly 2,100 flight cancellations in three days. Four SWA labor unions sign Vote of No Confidence letter against CEO Gary Kelly and COO Mike Van de Ven.

## AUGUST

The fourth IP in DAL brings more than 1,000 Pilots. The NC and the Company reach an AIP.

## SEPTEMBER

On September 22, the SWAPA BOD votes to send what would be known as TA2 to the membership for a vote. Roadshows begin almost immediately.

## NOVEMBER

TA2 is approved by the membership by an 84.26% majority.

## DECEMBER

SWAPA Pilots take first Profit Sharing Election vote on December 16 for 2017 profit sharing (paid in 2018). The membership continues to vote on profit sharing deferral each year in the fall general elections.

# CONTRACT #9

Sept. 1, 2012 – Aug. 31, 2020

## Captain TFP Rates

Year 1 – \$192.35  
Year 2 – \$194.68  
Year 3 – \$197.06  
Year 4 – \$199.40  
Year 5 – \$201.62  
Year 6 – \$204.13  
Year 7 – \$206.48  
Year 8 – \$208.83  
Year 9 – \$211.19  
Year 10 – \$213.53  
Year 11 – \$215.90  
Year 12+ – \$218.25

Effective Date	Percentage Increase
----------------	---------------------

Oct. 1, 2016	15.0%
Sept. 1, 2017	3.0%
Sept. 1, 2018	3.0%
Sept. 1, 2019	3.0%
Sept. 1, 2020	3.0%

## First Officer TFP Rates

Year 1 – \$67.32  
Year 2 – \$97.34  
Year 3 – \$108.38  
Year 4 – \$119.64  
Year 5 – \$131.05  
Year 6 – \$136.77  
Year 7 – \$140.41  
Year 8 – \$144.09  
Year 9 – \$145.72  
Year 10 – \$149.47  
Year 11 – \$151.13  
Year 12+ – \$152.78

## B-Fund

- Section 1: Complete overhaul; blanket prohibitions to all airline partnerships unless otherwise specified
- Added all 737 (including MAX) to aircraft covered by the agreement, but capped all A/C to 175 seats
- Pay: 15% snap-up, then 3% per year through September 1, 2020 (29.4% compounded total)
- Ratification bonus equal to 100% of retro pay worth \$410 million total
- Incorporated ETOPS and SAQ language
- Reserve guarantee ends; reserves earn pay per day or 6.0 TFP if unused
- Reserve Callout Order (RCO) replaces Daily Reserve Order
- Domicile Right of Return (DRR) codified
- Codified Check Airman pay and comp time rules
- Established an industry standard B-Fund; NEC of 13.4% (2017), 14.2% (2018), 15% (2019)
- Removed \$25,000 CBA cap on Company 401 (k) contributions
- Added profit sharing on income over IRS limit







# '17

## SWAPA GOVERNANCE

**President** Jon Weaks

**Vice President** Mike Panebianco

**2nd Vice President** Tom Gasparolo

### DAL Chair

Carl Visconti

### DAL Vice Chair

Tom Ferriso

### HOU Chair

Stacy Devillier

### HOU Vice Chair

Howard Dulmage

### PHX Chair

Mike Vastano

### PHX Vice Chair

Mike Plumer

### MDW Chair

Seth Kornblum

### MDW Vice Chair

Dave Kudish

### OAK Chair

Brian Fitting

### OAK Vice Chair

Jayson Huntsman

### BWI Chair

Michael Santoro

### BWI Vice Chair

Tom Bake

### MCO Chair

Amour Gefen

### MCO Vice Chair

Keith Hurley

### LAS Chair

Tim Smith

### LAS Vice Chair

Chris Hall

### ATL Chair

Dave Peck

### ATL Vice Chair

Sean Sullivan

### DEN Chair

Tom Nekouei

### DEN Vice Chair

Chris Bow

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly

**President** Tom Nealon

**VP Flight Ops** Alan Kasher

**Total Pilots** 9,068 | **Aircraft** 706

**Airports Served** 100 | **Opened** CVG, GCM, PLS

**Left** CAK, DAY, VRA, SNU

## PAY RATE FOR 12-YEAR CAPTAIN

\$224.80

\*Resigns in June. Dan Miller wins special election in August.

## JANUARY

Southwest names Tom Nealon as President. Rally for Aviation Jobs is held in Washington, D.C., to encourage President-elect Trump to repeal NAI's foreign carrier permit. SWAPAFamily establishes the SWAPA Pilot Relief Fund, a Pilot-for-Pilot endowment.

## MAY

SWAPA hosts the first annual Touch 'n' Go in Washington, D.C., an event to further cement relationships with members of congress, industry insiders, government agencies, and personnel. BOD votes to move all SWAPA publications to digital-only format. First *Negotiating Point 2020* (NP2020) comes out, introducing a strategic and aggressive plan for a complete Contract rewrite, through a Survey-Education-Poll process.

## JUNE

*Vacation Point* publication comes out detailing the current vacation bidding process and vacation bidding options going forward, preparing membership for a vote in October. *Reporting Point* goes digital only and gets new look.

## AUGUST

Hurricane Harvey makes landfall along the Texas coastline as a Category 4 triggering a one-in-a-thousand-year flood and becomes the second most costly hurricane in U.S. history.

## SEPTEMBER

SWAPA hosts inaugural International Conference of Pilot Unions and addresses important issues that affect the aviation industry.

## OCTOBER

70.92% of voting membership votes in favor of changing Vacation Bidding: Any two weeks in the first round with unrestricted in the subsequent round with unlimited trading.

## DECEMBER

*Reporting Point* returns to print.

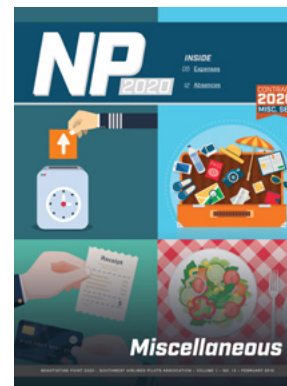






Photo by John Buckler #116278

## A Worthwhile, but Massive, Undertaking

**EDITED REPRINT** Originally written by then-Negotiating Committee Chair Casey Murray in the first *Negotiating Point* 2020.

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For as long as I have been a SWAPA member, our Association has treated our Negotiating Committee as a temporary construct. It was activated during Section 6 negotiations and then dismantled during the periods in between. This probably arose from the fact that SWAPA was a very small organization working with a very different management years ago. Having a standing NC was an anathema to our membership, much like the way our nation avoided a standing army until after World War II. The result was that SWAPA would have to build a new team each time. The learning curve was steep and the process could be hit-or-miss.

Today, we're no longer a small-time union for a Texas regional. We are members of one of the big three professional Pilot unions in this country. As I write this, we represent 8,684 Pilots, a number projected to grow to more than 9,000 next year. Our airline is evolving at a rapid pace, and we are facing internal and external issues that we never would have dreamed of only a handful of years ago. Times have changed, and our board of directors has directed our committees to start now and build on the successes of last year as we work toward Contract 2020.

Much of the language of our current Contract can be traced back not just to TA1, but to our 2006 CBA. Some of it even dates back to our 1994 Contract! This evolution has allowed MOUs, policy manuals, and past practice to take precedence, even when we believe we have achieved a new agreement.

Size. Complexity. New threats. Past practice. The only way to address all of these concerns is a complete rewrite of our current CBA. Language that was perfectly acceptable years ago is simply no longer sufficient. Language that has been superseded by MOUs signed in a different era must be rewritten.

Keep in mind, however, that a complete rewrite doesn't necessarily mean that we need to change how a process works. If our Pilots like the way the system works, it doesn't have to change. We simply need to update the language. But if a function is broken, like the reroute/JA process or training scheduling, we need to provide vision to the Company and offer a new approach. In any event, the direction our Union takes will be decided by you.

This effort will involve all of us. The process will rely heavily on SWAPA's committee SMEs to engage the membership in a two-way dialogue in order to develop new language, modernize concepts, and create a future-proof agreement. It will take a very aggressive two-year plan to cover every facet of our CBA. The Contract will be broken down into topics rather than sections. These topics may be specific to one committee (Benefits) or they may require an interdisciplinary approach with work done by multiple committees (Fatigue).

Our operation today would be practically unrecognizable to a SWAPA Pilot from a decade or two ago. So much has changed (e.g., technology and FARs) but the way we plan and execute our schedules has not. Because scheduling impacts nearly every aspect of compensation and quality of life, our SRC will "own" nearly half of the overall two-year plan. They, in particular, will have a lot of work to do and you will hear a great deal from them.

Each cycle will begin with a blank survey on the topic for that series, which will allow us to receive your unfiltered inputs. This will be followed by a *Negotiating Point*, which will cover SWA's current practices, industry best-practices, and insights into what our SMEs see as future concerns for our Pilots.

After that education period, a scientific online poll will then be conducted, which will help our committees set goals and draft language. The NC, SWAPA Legal, Contract Admin, and outside counsel (as needed) will then review and vet the proposed language. As this rolling timeline moves, our committee will go forward with economic forecasting, cost the proposed changes, and continue formulating strategy using polling and analysis. And throughout, the SWAPA BOD will oversee the process and provide their guidance.

In the end, everything we achieved in Contract 2012 was a result of our members' unprecedented unity and engagement. This process was designed to keep our group engaged and informed as the education cycle moves forward. SWAPA made great strides last year and we will work tirelessly to build on those successes. That said, I know many of you may feel some negotiation fatigue. Last year was a challenge for all of us. You want to forget about our Contract and enjoy flying airplanes and focus on your life outside of work. I understand that completely. But I implore you to participate in this process. Fill out surveys. Send us an email. Talk to your reps. Read the education our SMEs produce. An informed Pilot group is a powerful one.



**Casey Murray**  
SWAPA NC Chair

# '18

## SWAPA GOVERNANCE

**President** Jon Weaks

**Vice President** Mike Panebianco

**2nd Vice President** Tom Gasparolo

### DAL Chair

Marc Valadez

### DAL Vice Chair

Carl Visconti\*

### HOU Chair

Stacy Devillier

### HOU Vice Chair

Howard Dulmage

### PHX Chair

Mike Vastano

### PHX Vice Chair

Mike Plumer

### MDW Chair

Seth Kornblum

### MDW Vice Chair

Dave Kudish

### OAK Chair

Brian Fitting

### OAK Vice Chair

Jayson Huntsman

### BWI Chair

Tom Bake

### BWI Vice Chair

Mike Baker

### MCO Chair

Keith Hurley

### MCO Vice Chair

Daniel Miller

### LAS Chair

Chris Hall

### LAS Vice Chair

Matt Kenworthy

### ATL Chair

Sean Sullivan

### ATL Vice Chair

Mark Hatten

### DEN Chair

Tom Nekouei

### DEN Vice Chair

Rob Odom

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly

**President** Tom Nealon

**VP Flight Ops** Alan Kasher

**Total Pilots** 9,686 | **Aircraft** 750

**Airports Served** 99 | **Left** FNT

## PAY RATE FOR 12-YEAR CAPTAIN

\$231.54

\*Resigns in January, Chris Baker wins special election in March.

## FEBRUARY

SWA announces service to Hawaii and the opening of an LAX base in the near future.

## MARCH

BOD votes in favor of an MOU to test a more Pilot-friendly Golden Day Off and allow Pilots to declare a GDO the day prior rather than before the start of a monthly bid period.

## APRIL

Flight #1380 diverts to PHL after uncontained engine failure of the No. 1 engine. Debris from the engine punctured a window of the aircraft causing rapid decompression of the plane and one fatality.

## MAY

SWAPA has a total of 62 pending contractual grievances against the Company and has recovered more than \$3 million for Pilots, including pay audits and other recovered monies.

## SEPTEMBER

The Pilots of Flight #3472 and Flight #1380 are awarded the Donald G. Ogden Award for Aviation Excellence. This is only the fifth time the award has been given.

## OCTOBER

Lion Air Flight #610 crashes into the sea minutes after takeoff in Indonesia.



HOU Chair Stacy Devillier, Flight #1380 crewmembers FO Darren Ellisor and CA Tammie Jo Shults, and SWAPA President Jon Weaks.



Flight #3472 crewmembers FO David Jones (left) and CA Robert Oneill (right) with SWAPA President Jon Weaks.



# '19

## SWAPA GOVERNANCE

**President** Jon Weaks  
**Vice President** Mike Panebianco  
**2nd Vice President** Brian Fitting

<b>DAL Chair</b> Marc Valadez	<b>OAK Chair</b> Jayson Huntsman	<b>ATL Chair</b> Sean Sullivan
<b>DAL Vice Chair</b> Chris Baker*	<b>OAK Vice Chair</b> Rob Allmart	<b>ATL Vice Chair</b> Mark Hatten
<b>HOU Chair</b> Howard Dulmage	<b>BWI Chair</b> Tom Bake	<b>DEN Chair</b> Rob Odom
<b>HOU Vice Chair</b> Doyle Hill	<b>BWI Vice Chair</b> Mike Baker	<b>DEN Vice Chair</b> Jon Thompson
<b>PHX Chair</b> Mike Plumer	<b>MCO Chair</b> Keith Hurley**	<b>LAX Chair, DDR</b> Chris Hall
<b>PHX Vice Chair</b> Luke LeBeau	<b>MCO Vice Chair</b> Dan Mosher**	<b>LAX Vice Chair, DDR</b> Andrew Fischenberg
<b>MDW Chair</b> Dave Kudish	<b>LAS Chair</b> Matt Kenworthy***	
<b>MDW Vice Chair</b> Ron Welsh	<b>LAS Vice Chair</b> Dennis O'Leary	

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly  
**President** Tom Nealon  
**VP Flight Ops** Alan Kasher

Total Pilots 9,974 | Aircraft 747 | Airports Served 101  
 Opened HNL, OGG, KOA, LIH | Left MEX, EWR

## PAY RATE FOR 12-YEAR CAPTAIN

\$238.49

\*Resigns in July. Matthew Wright wins special election in October.  
 \*\*Dan Mosher resigns in March. Keith Hurley resigns in May. Scott Thatcher and Dave Peck win special election in June to become MCO chair and vice chair.  
 \*\*\*Resigns in May. Michael Sheedy wins special election in July.

## JANUARY

SWA founder and CEO Herb Kelleher passes away on January 3. Later that month, former CEO Jim Parker also passes away on January 23.

## MARCH

Ethiopian Airlines Flight #302 crashes in Ethiopia grounding the MAX aircraft and creating more questions around MCAS. SWA makes inaugural flight to Hawaii.

## APRIL

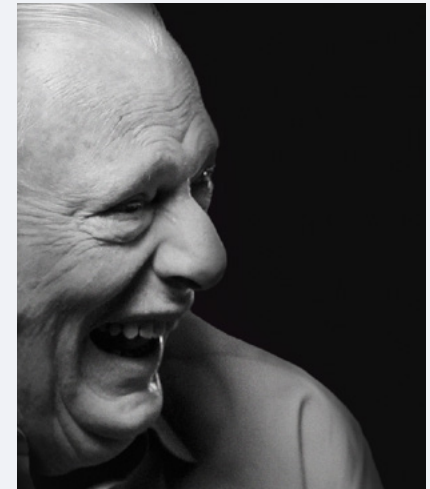
LAX becomes the 11th Pilot domicile on April 3. NC SEP series wraps up ending two years of surveys, education pieces, and polling.

## SEPTEMBER

SWAPA debuts "The SWAPA Number" podcast series published every two weeks. SWAPA announces the Future of Aviation Scholarship Fund, "Founder's Club," in honor of Herb Kelleher. Vacation bidding is back on the ballot.

## NOVEMBER

SWAPA informs SWA of plans for early opener and releases Contract Comparison document.



Herb Kelleher, Southwest Airlines Founder and CEO  
 1931-2019

## The Dallas Morning News

### Aid workers hit particularly hard

Dozens of workers from charity groups around the world killed in crash.

### ETHIOPIAN AIRLINES DISASTER

## Many grounding 737 after 2nd fatal crash



American Southwest still using popular aircraft; FAA issues workiness notification. Aviation Administration issued a 'grounded' airworthiness notification to the operational maximum for Boeing 737 Max operators.





# '20

## SWAPA GOVERNANCE

**President** Jon Weaks

**Vice President** Michael Santoro

**2nd Vice President** Brian Fitting\*

### DAL Chair

Matthew Wright

### DAL Vice Chair

Craig Schmidt

### HOU Chair

Doyle Hill

### HOU Vice Chair

Rudy Hachtel

### PHX Chair

Luke LeBeau

### PHX Vice Chair

Mike Vastano

### MDW Chair

Ron Welsh

### MDW Vice Chair

Laurin Toriello

### OAK Chair

Rob Allmart

### OAK Vice Chair

Douglas Booher

### BWI Chair

Tom Bake

### BWI Vice Chair

Mike Baker

### MCO Chair

Scott Thatcher

### MCO Vice Chair

Dave Peck

### LAS Chair

Dennis O'Leary

### LAS Vice Chair

Matt Affenita

### ATL Chair

Sean Sullivan

### ATL Vice Chair

Brian Hagedorn

### DEN Chair

Rob Odum

### DEN Vice Chair

Jon Thompson

### LAX Chair

Chris Hall

### LAX Vice Chair

Andrew Fischenberg

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly

**President** Tom Nealon

**VP Flight Ops** Bob Waltz

Total Pilots 9,159 | Aircraft 713 | Airports Served 107  
Opened CZM, HDN, ITO, MIA, MTJ, PSP

## PAY RATE FOR 12-YEAR CAPTAIN

\$245.64

\*Resigns in June. Tom Nekouei wins special election in June to become 2nd VP.

## JANUARY

*Flight Plan 2020* arrives in homes. January 9 formal negotiations kick off with SWAPA presenting the Company with Contract 2020 proposal.

## MARCH

COVID-19 is declared a pandemic, states begin to implement shutdowns, thousands of flights are canceled, negotiations are put on hold. SWA implements a new optimization process called Hindsight to assist in schedule recovery.

## APRIL

The Company implements the Emergency Time Off (ETO) program. Includes 50% monthly guarantee (43.5 to 44.5 TFP per month) and continued benefits with no flying.

## JUNE

Company rolls out Voluntary Separation Program (VSP) and Extended Emergency Time Off (ExTO). Membership approves Cargo-Only MOU to allow cargo-only charters. Membership also votes in favor of "no change" (keeping the scheduled 15% NEC, 3% pay raise on September 1 vs. an increase in NEC of 1% (to 16% total) and a decrease in pay raise of 1% (down to 2% total) on January 1, 2021).

## AUGUST

*RP* salutes the 630 Pilots who accepted VSP.

## DECEMBER

SWA issues 1,221 WARN Notices to Pilots at the bottom of the seniority list weeks before Christmas.



## A Tumultuous and Historic Year for Southwest

BY ERICH SCHNITZLER Economic & Financial Analysis Committee Chair

The year 2020 started off promising with passenger demand strong, fuel relatively cheap, and plenty of growth planned for the industry. Southwest was coming off a financially successful 2019, despite the MAX grounding, and SWAPA had just begun Contract 2020 discussions. Then came the greatest crisis in aviation history — a global pandemic that upended the entire airline industry. Not since the terror attacks of September 11, 2001, had commercial air travel faced such a swift downturn and evaporation of demand. Airlines became desperate to slash expenses, capital expenditures, and eliminate shareholder returns. We quickly became familiar with terms such as “daily cash burn,” “debt ratios,” and “cash on hand” as measures of survival.

By the end of March, U.S. airlines had grounded more than 1,500 aircraft and cut capacity upwards of 50% to 80%. Southwest began to reduce flights with rolling daily cancellations that soon became

capacity cuts of nearly 50% entering May, as cash refunds outpaced forward bookings by a wide margin. With the nature of our point-to-point schedule, this created enormous challenges and eventually led to Flight Operations instituting “Hindsight” re-optimization program as well as “demand shaping.” Both of these processes had outsized effects on Pilots’ schedules throughout all of 2020.

Recognizing the importance of the airline industry, the government stepped in with \$50 billion dollars of aid for U.S. carriers (the CARES Act and the Payroll Support Program). Southwest received more than \$3 billion through September in what was the first of three separate tranches of financial aid. This was in addition to the emergency financing arranged by the Company using instruments such as convertible bonds, loans, and common stock offerings. Accepting the government money came with conditions, one of which required no furloughs until federal support ceased September 30.

### VSP

Base	CA	FO	Total
ATL	37	21	58
BWI	71	18	89
DAL	53	7	60
DEN	49	2	51
HOU	59	13	72
LAS	37	7	44
LAX	10	1	11
MCO	55	7	62
MDW	69	7	76
OAK	45	2	47
PHX	59	3	62
<b>GRAND TOTAL</b>	<b>544</b>	<b>88</b>	<b>632</b>

**Most Tenure** 36.37 years (hired April 27, 1984)

**Least Tenure** .75 years (hired December 3, 2019)

**One Pilot Returned** returned November 19, 2022 (hired July 5, 2005)

As the industry began a nascent recovery in the summer, most airlines began offering extended leave and early retirement programs, planning for a smaller future while avoiding furloughs. SWAPA began talks with the Company in May, and, by August, nearly 24% of the Pilot group had been awarded VSP and/or ExTO bids. Company-wide, almost 17,000 or 27% of the workforce participated in voluntary leave or separation programs. Among the Big Four airlines, more than 4,000 Pilots took early retirement, including 630 at Southwest.

## ExTO ROUND 1

Base	CA	FO	Total
ATL	22	41	63
BWI	57	142	199
DAL	47	121	168
DEN	69	133	202
HOU	51	142	193
LAS	52	79	131
LAX	22	38	60
MCO	21	61	82
MDW	68	140	208
OAK	44	110	154
PHX	37	84	121
<b>GRAND TOTAL</b>	<b>490</b>	<b>1091</b>	<b>1581</b>

Unfortunately, the second wave of COVID, the “Delta” variant, began impacting the industry by late summer, causing a stagnation of traffic at levels far below profitability. With the end of the leisure traveler season and high yielding business traffic virtually nonexistent, the Company approached SWAPA to discuss Contract concessions and “cost savings.”

Although SWAPA Pilots had already provided an initial \$70 million in savings through the voluntary initiatives (extended leaves/early retirements), the Company was insistent on pay concessions, painting a very gloomy financial picture deep into 2021. Despite various payroll saving suggestions by SWAPA, SWAPA and the Company were unable to reach an agreement before WARN Notices were issued to 1,221 Pilots in early December. Some have theorized that this was done to “influence” pending legislation for an extension of the PSP as Southwest made public the fact of a possible furlough. Regardless, although PSP 2.0 was eventually passed in late December negating the furloughs, this action was said to have violated an “invisible” line and will not soon be forgotten.

Headed into 2021, the dramatic shift in traffic toward leisure travel favored airlines like Southwest. This, coupled with additional government payroll support, enabled the Company to begin the long and uneven recovery from the dark days of March 2020.

## ExTO EXTENSIONS

Base	CA	FO	Total
ATL	5	7	12
BWI	13	11	24
DAL	8	20	28
DEN	16	14	30
HOU	13	19	32
LAS	10	7	17
LAX	10	4	14
MCO	5	9	14
MDW	13	19	32
OAK	13	9	22
PHX	7	8	15
<b>GRAND TOTAL</b>	<b>113</b>	<b>127</b>	<b>240</b>

## NEW ExTO EXTENSIONS

Base	CA	FO	Total
ATL	7	7	14
BWI	26	4	30
DAL	31	15	46
DEN	35	19	54
HOU	16	7	23
LAS	10	6	16
LAX	2	2	4
MCO	20	10	30
MDW	28	5	33
OAK	12	4	16
PHX	22	23	45
<b>GRAND TOTAL</b>	<b>209</b>	<b>102</b>	<b>311</b>





90th Avenue  
Tree Lighting

1

2

2

1



# '21

## SWAPA GOVERNANCE

**President** Casey Murray

**Vice President** Michael Santoro

**2nd Vice President** Tom Nekouei

### DAL Chair

Matthew Wright

### DAL Vice Chair

Craig Schmidt

### HOU Chair

Doyle Hill

### HOU Vice Chair

Rudy Hachtel

### PHX Chair

Luke LeBeau

### PHX Vice Chair

Mike Vastano

### MDW Chair

Ron Welsh

### MDW Vice Chair

Laurin Toriello

### OAK Chair

Douglas Booher

### OAK Vice Chair

Chris Davis

### BWI Chair

Mike Baker

### BWI Vice Chair

Daren Black

### MCO Chair

Scott Thatcher

### MCO Vice Chair

Dave Peck

### LAS Chair

Dennis O'Leary

### LAS Vice Chair

Matt Affenita

### ATL Chair

Brian Hagedorn

### ATL Vice Chair

Kris Takle

### DEN Chair

Rob Odom

### DEN Vice Chair

Jon Thompson

### LAX Chair

Chris Hall

### LAX Vice Chair

Mike Callaghan

## SWA GOVERNANCE

**Chairman/CEO** Gary Kelly

**President** Tom Nealon

**VP Flight Ops** Bob Waltz

**Total Pilots** 9,142 | **Aircraft** 728 | **Airports Served** 121

**Opened** BLI, BZM, COS, EUG, FAT, IAH, JAN,  
MYR, ORD, SAV, SBA, SRQ, SYR, VPS

## PAY RATE FOR 12-YEAR CAPTAIN

\$245.64

\*Resigns in April. Mike Anzalotti wins special election in June.

## MARCH

First round of ExTO Pilots return. SWAPA launches new website. Section 6 meetings resume virtually.

## JUNE

Gary Kelly announces that he will step down as CEO, naming Bob Jordan as his successor.

## AUGUST

SWAPA files a lawsuit on August 30 to prevent management from implementing unilateral policies not agreed to by SWAPA including the Vaccine Participation Pay Program and the Pilot Instructor Program. Vaccine mandates are issued, dividing the Pilot group and the country.

## SEPTEMBER

SWA President Tom Nealon steps down and is replaced by Mike Van de Ven for one year.

## NOVEMBER

After a frustrating year of operational chaos, SWAPA holds Operation in the Red Rally at the Frontiers of Flight Museum. New hire classes return.



# '22

## SWAPA GOVERNANCE

**President** Casey Murray

**Vice President** Michael Santoro

**2nd Vice President** Tom Nekouei

### DAL Chair

Matthew Wright

### DAL Vice Chair

Craig Schmidt

### HOU Chair

Doyle Hill

### HOU Vice Chair

Rudy Hachtel

### PHX Chair

Luke LeBeau

### PHX Vice Chair

Kevin Reece

### MDW Chair

Laurin Toriello

### MDW Vice Chair

Mike Anzalotti

### OAK Chair

Douglas Booher

### OAK Vice Chair

Chris Davis

### BWI Chair

Daren Black

### BWI Vice Chair

Mike Piscitelli

### MCO Chair

Scott Thatcher

### MCO Vice Chair

Dave Peck

### LAS Chair

Dennis O'Leary

### LAS Vice Chair

Matt Affenita

### ATL Chair

Brian Hagedorn\*

### ATL Vice Chair

Kris Takle

### DEN Chair

Jon Thompson

### DEN Vice Chair

Mark Powers

### LAX Chair

Chris Hall

### LAX Vice Chair

Mike Callaghan

## SWA GOVERNANCE

**Chairman** Gary Kelly

**President** Mike Van de Ven

**CEO** Bob Jordan

**VP Flight Ops** Lee Kinnebrew

**Total Pilots** 10,117 | **Aircraft** 795

**Airports Served** 121

## PAY RATE FOR 12-YEAR CAPTAIN

\$245.64

\*Resigns in October. Kris Takle wins chair seat in fall general election and Dan Mong wins vice chair seat.

## FEBRUARY

Bob Jordan takes over as CEO of Southwest Airlines.

## APRIL

SWAPA SPC begins the Leading Edge Program, meeting Pilots in the terminals to discuss Union issues.

## JUNE

SWAPA holds largest Informational Picket in aviation history at DAL Love Field on June 21 with more than 1,500 participants.

## SEPTEMBER

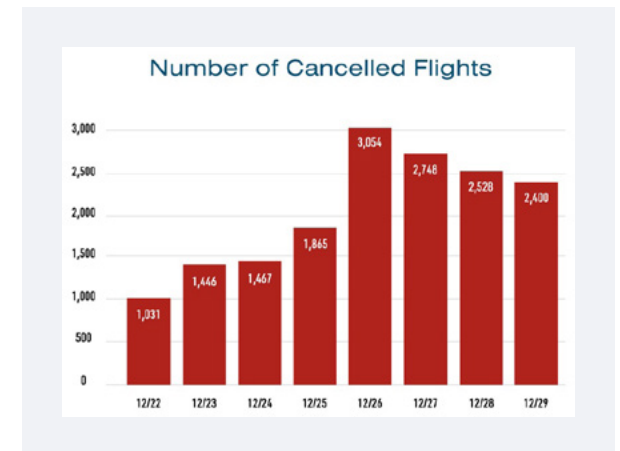
SWAPA files for federal mediation on September 14. SWAPA holds Informational Picket in BNA opposite the SWA Spirit Rally.

## OCTOBER

Membership passes a temporary dues increase effective January 1, 2023, to December 31, 2023, to support negotiations.

## DECEMBER

SWAPA holds an Informational Picket on December 7 on Wall Street, the same day SWA announces investor dividends. Southwest Airlines suffers the worst meltdown in airline history, canceling more than 15,000 flights for a loss of \$825 million.



November 14, 2022

"I fear that we are one thunderstorm, one ATC event, one router brownout away from a **complete meltdown**. Whether that's Thanksgiving, or Christmas, or the New Year, that's the precarious situation we are in."

SWAPA President CA Casey Murray on The SWAPA Number podcast







# '23

## SWAPA GOVERNANCE

**President** Casey Murray  
**Vice President** Michael Santoro  
**2nd Vice President** Tom Nekouei\*

<b>DAL Chair</b> Matthew Wright	<b>OAK Chair</b> Douglas Booher	<b>ATL Chair</b> Kris Takle
<b>DAL Vice Chair</b> Craig Schmidt	<b>OAK Vice Chair</b> Chris Davis	<b>ATL Vice Chair</b> Daniel Mong
<b>HOU Chair</b> Rudy Hachtel	<b>BWI Chair</b> Daren Black	<b>DEN Chair</b> Mark Powers
<b>HOU Vice Chair</b> Michael Inde	<b>BWI Vice Chair</b> Mike Piscitelli	<b>DEN Vice Chair</b> Kevin Hornburg
<b>PHX Chair</b> Kevin Reece	<b>MCO Chair</b> Scott Thatcher	<b>LAX Chair</b> Chris Hall
<b>PHX Vice Chair</b> Brian Marin	<b>MCO Vice Chair</b> Jim Archer	<b>LAX Vice Chair</b> Mike Callaghan
<b>MDW Chair</b> Laurin Toriello	<b>LAS Chair</b> Matt Affenita	
<b>MDW Vice Chair</b> Mike Anzalotti	<b>LAS Vice Chair</b> Michael Lik	

## SWA GOVERNANCE

**Chairman** Gary Kelly  
**President/CEO** Bob Jordan  
**VP Flight Ops** Lee Kinnebrew

**Total Pilots** 10,746 | **Aircraft** 817  
**Airports Served** 121

## PAY RATE FOR 12-YEAR CAPTAIN

\$245.64

\*Runs for vice president in the fall general election, vacating his 2VP seat. Hank Ketchum wins special election in December.

## JANUARY

After 869 days since Contract 2020's amendable date, SWAPA executives call for a Strike Authorization Vote (SAV).

## FEBRUARY

SWAPA President Casey Murray testifies before Congress on the Southwest holiday meltdown.

## MARCH

SWAPA celebrates 45th anniversary.

## MAY

Southwest Airlines Pilots take their first SAV, with an astounding 98% participation and more than 99% voting "Yes."

## JUNE

SWAPA submits a formal request for release to the National Mediation Board (NMB). It would be denied by the NMB in August.

## DECEMBER

1,204 Days Post-Amendable Date: On December 19, after more than four years of negotiating, SWAPA and SWA reach an AIP. The next day, December 20, the BOD votes to send the Tentative Agreement to the membership for a vote.



SWAPA President Casey Murray testifies before the U.S. Senate Commerce, Science, and Transportation Committee on Thursday, February 9, to assist the committee in its investigation of Southwest's holiday meltdown and to offer lessons learned to ensure that all U.S. airlines take the steps necessary to prevent unnecessary service disruptions.





# '24

## SWAPA GOVERNANCE

**President** Casey Murray  
**Vice President** Tom Nekouei  
**2nd Vice President** Hank Ketchum

<b>DAL Chair</b> Matthew Wright	<b>OAK Chair</b> Chris Davis	<b>ATL Chair</b> Kris Takle
<b>DAL Vice Chair</b> Chess Fulton	<b>OAK Vice Chair</b> Scott Miller*	<b>ATL Vice Chair</b> Daniel Mong
<b>HOU Chair</b> Michael Inde	<b>BWI Chair</b> Mike Piscitelli	<b>DEN Chair</b> Mark Powers
<b>HOU Vice Chair</b> Don Calkins*	<b>BWI Vice Chair</b> Daren Black*	<b>DEN Vice Chair</b> Kevin Hornburg
<b>PHX Chair</b> Kevin Reece	<b>MCO Chair</b> Jim Archer*	<b>LAX Chair</b> Mike Callaghan
<b>PHX Vice Chair</b> Brian Marin	<b>MCO Vice Chair</b> Joe Mondello	<b>LAX Vice Chair</b> Brian Anderson
<b>MDW Chair</b> Mike Anzalotti	<b>LAS Chair</b> Michael Lik	<b>BNA Chair, DDR</b> Kelly Hanley
<b>MDW Vice Chair</b> Kelly Hanley**	<b>LAS Vice Chair</b> Dennis O'Leary	<b>BNA Vice Chair, DDR</b> Andy Sowell

## SWA GOVERNANCE

**Chairman** Gary Kelly  
**President/CEO** Bob Jordan  
**VP Flight Ops** Lee Kinnebrew

**Total Pilots** 11,585 | **Aircraft** 803  
**Airports Served** 117 | **Left** CZM, BLI, SYR, IAH

## PAY RATE FOR 12-YEAR CAPTAIN

\$317.25

\*Resign in January. Special election is held in March: HOU - John Fisher, OAK - John Lo, BWI - Tom Bake, MCO - Dave Peck  
\*\*Appointed BNA DDR in May. Rick Kim wins special election in June.

## JANUARY

The membership approves the TA that would become Contract #10 (Contract 2020) by a vote of 92.7% in favor.

## MAY

BNA becomes the 12th Pilot domicile on May 1. Captain Kelly Hanley becomes DDR chair and First Officer Andy Sowell becomes DDR vice chair.

## JUNE

Elliott Investment Management discloses a \$1.9 billion stake in Southwest Airlines, representing approx. 12% ownership, and pushes for significant changes within the airline, including the removal of several board members and the replacement of CEO Bob Jordan.

## OCTOBER

SWA and Elliott reach an agreement, ending the proxy fight. Chairman Gary Kelly, as well as six other board members, will step down and Elliott will place five new directors of their choosing on the board. Southwest announces poor third quarter earnings.



BNA CA Chad Bawcaum, BNA Chair DDR Kelly Hanley, BNA Vice Chair DDR Andy Sowell, and BNA Assistant Chief Jason Laureys pose in front Tennessee One's bold livery.



Pilots and their families joined SWAPA executives and committee members at Circle R Ranch in Flower Mound, Texas, enjoying summer activities and camaraderie.

# CONTRACT # 10

Sept. 1, 2020 – Dec. 31, 2028

## Captain TFP Rates

Year 1	– \$291.02
Year 2	– \$293.30
Year 3	– \$295.60
Year 4	– \$298.00
Year 5	– \$300.42
Year 6	– \$302.82
Year 7	– \$305.21
Year 8	– \$307.60
Year 9	– \$310.04
Year 10	– \$312.35
Year 11	– \$314.80
Year 12	– \$317.25

## First Officer TFP Rates

Year 1	– \$116.41
Year 2	– \$161.32
Year 3	– \$192.14
Year 4	– \$196.68
Year 5	– \$201.28
Year 6	– \$205.92
Year 7	– \$207.54
Year 8	– \$212.24
Year 9	– \$217.03
Year 10	– \$218.65
Year 11	– \$220.36
Year 12	– \$222.08

## Rewrite

- Eight-year term
- Pay: 29.15% snap-up, then 4% per year through January 1, 2027, and 3.25% January 1, 2028
- Section 1: Increased time for notification to the Association for mergers, acquisitions, and fragmentation; New Exception List of SOE carriers with which SWA is allowed to partner; added additional reopener two-Pilot minimum cockpit manning
- New pay multiples; overrides expanded
- Improved Expenses: Increased per diem, uniform allotment, headsets, physical exams reimbursement
- Benefits: Improved disability, increased basic life insurance, strengthened Regular Plan language
- Added Market-Based Cash Balance Plan; Pilots eligible for PS on seniority date
- Schedule Planning: Monthly Timeline reflow; new block and FDP extensions; reduced FDP buffers; improved schedule quality; added co-terminals; OTP used more and automated
- Exchange of Flying: Pick up from TT/GA over non-fly blocks allowed; clearer language on Jetway trades; new reserve ELITT function added
- Additional Flying: Defined uncovered duties that must be offered in OT; all OT fully rigged; added Last Resort Flying (LRF); removed pre-Open Time splits; all pairings will be awarded to premium bidders before being split or exported
- Schedule Execution (new): Removed all references to IROPS; minimum scheduled rest increased; release from DHs language defined; new footprint protections; new commuter rules
- Reserve: Pairings offered in POT before exporting to another domicile; new release until check in option; new Reserve Proffer Process; auto release on the last RAP upon return to base if assigned additional flying
- Implementation of “any two weeks” vacation bidding process; vacation weeks may be shifts by up to 3 days; eliminated floating vacations
- New Training Bid for CQT and ETOPS initial; no jeopardy events in e-period sims; sunset Lance Captain program
- New and improved Leaves language
- New supplemental OJI program
- New drug and alcohol testing procedures; new HIMS Manual
- Added new IT section

# '25

## SWAPA GOVERNANCE

**President** Jody Reven

**Vice President** Tom Nekouei

**2nd Vice President** Hank Ketchum

### DAL Chair

Chess Fulton

### DAL Vice Chair

Daniel Hoskin

### HOU Chair

Michael Inde

### HOU Vice Chair

John Fisher

### PHX Chair

Kevin Reece

### PHX Vice Chair

Brian Marin

### MDW Chair

Mike Anzalotti

### MDW Vice Chair

Rick Kim

### OAK Chair

John Lo

### OAK Vice Chair

Dan Rogers

### BWI Chair

Mike Piscitelli

### BWI Vice Chair

Michael Santoro

### MCO Chair

Joe Mondello

### MCO Vice Chair

Ben Bohlman

### LAS Chair

Michael Lik

### LAS Vice Chair

Dennis O'Leary

### ATL Chair

Daniel Mong

### ATL Vice Chair

Kathryn Pennell

### DEN Chair

Mark Powers

### DEN Vice Chair

Kevin Hornburg

### LAX Chair

Brian Anderson

### LAX Vice Chair

Matt Affenita

### BNA Chair

Kelly Hanley

### BNA Vice Chair

Andy Sowell

## SWA GOVERNANCE

**Chairman** Rakesh Gangwal

**President/CEO** Bob Jordan

**VP Flight Ops** Lee Kinnebrew

**Total Pilots** 11,585 | **Aircraft** 803

**Airports Served** 117

## PAY RATE FOR 12-YEAR CAPTAIN

\$329.94

\*Resigns in January, Brian Fitting wins special election in March.

## FEBRUARY

February 13, Southwest's partnership with Icelandair officially begins and red-eye flying launches.

## MARCH

SWAPA celebrates 45th anniversary.

