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# REPORTING POINT

THE OFFICIAL NEWSLETTER OF THE SOUTHWEST AIRLINES PILOTS' ASSOCIATION

VOLUME 10 + NO. 16 + SEPTEMBER 1, 2010



## Not a lazy summer

**Mark Richardson**  
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I can honestly tell you that I am ready for the summer to be over. The heat has been ridiculous. Any prolonged outside activities between 11 a.m. and 5 p.m. are simply miserable. Unlike Arizona, the humidity means automatic body water weight loss here in Texas. Otherwise, I hope all of you enjoyed some sort of rest and relaxation in the form of a vacation.

The SWAPA summer has been busy. There are many issues on the SWAPA plate. Many are in the initial talk stage, and on many others there has been actual movement. Let me tell you what is moving within SWAPA.

### AUGUST BOD MEETING

The board completed a very extensive meeting during the work week of August 16-20. The week started off with joint Just Culture training involving SWAPA domicile representatives and domicile chief pilots. This initiative was first broached by SWAPA Safety a couple of years ago and was re-energized by the committee earlier this year. The joint training marks a major move by Flight Operations toward a more consistent, logical and reasonable means of handling discipline and corrective action. Dialogue with Flight Operations will continue to ensure the program is properly incorporated in the near future.

### 737-800

The board also met with Gary Kelly, Mike Van de Ven and Chuck Magill. The discussions were based primarily on the possibility of SWA converting -700 options with -800s (175 seat configuration). The Company is required to give Boeing about 16 months notice on such an order change. The Company would want deliveries to start 1Q 2012. (Continued on page 3)



## Term Life Insurance offered for SWAPA

SWAPA Benefits  
benefits@swapa.org

SWAPA has entered into an arrangement with United of Omaha Life Insurance Company (A.M. Best rated A+) to provide the pilot group with a simplified method to purchase Level Term life insurance. Level Term, as the name implies, provides policies with no rate increases over the duration of the insurance policy. The durations are typically 10, 20 or 30 years.

This level term approach has been prompted by portability and cost issues associated with the Company's Optional Life plans. Portability is the ability to maintain insurance coverage during disability or separation from active service (including retirement). Typically, life insurance portability premiums are 400 percent higher for those in the Benefits Plus health plans and life insurance conversion costs for those in the Regular health plan are over 3000 percent higher (see SWALife for specific costs). Additionally, total paid premiums for level term life products are considerably lower than those of the same duration of annual renewable term policies.

As the month of October is the Benefits Enrollment period for your 2011 elections, you may wish to review your life insurance needs. The United of Omaha pilot specific website is [www.LifeInsurance4Pilots.com](http://www.LifeInsurance4Pilots.com).

### BELOW ARE THE COMPANY'S 2010 OPTIONAL LIFE COSTS PER \$1000 / MONTH.

Age Breakdown	BenefitsPlus
30-44	\$.05 per \$1000
45-49	\$.09 per \$1000
50-54	\$.14 per \$1000
55-59	\$.26 per \$1000
60-64	\$.45 per \$1000

### EXAMPLE 1 — BENEFITS PLUS

An age 50 pilot would pay \$140 per mo. (\$1680 per yr.) for \$1.0M.

### EXAMPLE 2 — BENEFITS PLUS

An age 55 pilot would pay \$260 per mo. (\$3120 per yr.) for \$1.0M.

(\$1,260,000 is the maximum life insurance available to pilots by the Company)

### UNITED OF OMAHA LEVEL TERM INSURANCE (FROM [WWW.LIFEINSURANCE4PILOTS.COM](http://WWW.LIFEINSURANCE4PILOTS.COM))

### EXAMPLE 3

Age 50, 10 yr. level term, \$1342.50 per yr. for \$1.0M. In order to accurately compare the cost of the above examples you must do the following calculation:

### BENEFITS PLUS — 10 YEAR PERIOD

From Example 1: 5yrs x \$1680 = \$8400  
From Example 2: 5 yrs x \$3120 = \$15,600  
Total Ins. Cost = \$8400 + \$15,600 = \$24,000  
for 10 years of yearly coverage.

COMPARING THE COST OF THE TWO PROGRAMS SHOWS THAT THE UNITED OF OMAHA 10 YEAR LEVEL TERM WILL SAVE YOU

**\$10,575**

As rates vary for each age bracket and length of Level Term coverage desired, individual savings will differ. Multiple Level Term policies could be purchased to cover more immediate concerns, i.e. education costs for younger children, and another for longer term financial planning goals. We know that life Insurance is a personal decision and our goal is to both inform and make your decision process easier. ☺



*The Reporting Point mission is to unify, educate and communicate with the pilots of Southwest Airlines.*

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The *Reporting Point* is the official twice-monthly publication of the Southwest Airlines Pilots' Association. Editions will be published on the 1<sup>st</sup> and 15<sup>th</sup> of each month, with the exception of the Jan. 1 edition.

The Editorial Board (EB) is nominated by the SWAPA President and approved by the SWAPA BOD. The EB will implement the SWAPA Publications Policy. A review of publications policy will be conducted annually.

**Policies & Standards:** All articles are published for the interest and education of our readers and as such must be consistent with Association policies and standards. The Editorial Board has authority over all content with the exception of domicile columns as noted in the domicile column section of this policy s.

Personal attacks or the use of profanity are prohibited. Constructive disagreement is allowed but disparaging or insulting remarks, or promoting hostility toward individuals is prohibited.

We will not publish articles or letters that advocate the abuse of the sick leave policy or that could be construed as a reference to illegal job actions—either for or against.

**Letters to the Membership:** The Letters to the Membership section is intended as an open forum where a wide range of opinions can be expressed. Letters must pertain to the issues of the Association and should be guided by respect for one's fellow pilot and Association and must conform to policies and standards. The final determination to include a letter will be made by the EB. In the event that an Association member is dissatisfied with decisions of the EB they may appeal to the SWAPA BOD.

Letters are limited to 600 words in length per pilot per publication. Members may not have more than one letter printed in the same edition. Letters will be published in the order they are received.

Members may submit a title for the letter and it will be used. If no title is submitted, the EB will choose one.

**Submission requirements:**

- E-mail all submissions to: rp@swapa.org.
- Submissions must state "For Inclusion in the Reporting Point."
- Include: Author's name, employee number, base, and highest seat position.
- Anonymous letters will not be published.

**Editing**

All submissions are subject to editing for clarity, content, accuracy and length. All attempts will be made to contact the author, on revisions (except layout style, typos or grammar) for approval prior to publication.

**Deadlines:**

- 1st monthly issue: 15th at 12 noon CT
- 2nd monthly issue: 30th at 12 noon CT (Feb. 28/29 as applicable)
- No exceptions will be made to these deadlines.

**President:** Capt. Carl Kuwitzky  
**Vice President Pro Tempore:** Mike Morrissey  
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### RE-UNITED

Continental and United shareholders will vote September 17 on the merger that will create the latest "world's largest airline," a title formerly held by the new Delta after its merger with Northwest. One stumbling block in the merger is a lawsuit from 49 passengers who filed to block the merger saying it will reduce competition and increase fares. A preliminary injunction hearing was set for August 31 with testimony from both CAL and UAL CEOs. Another lawsuit from three CAL investors was settled in early August. As part of the settlement, CAL agreed to disclose details about the merger talks as requested by shareholders.

### FEES ARE HOT

Peak travel dates in the summer and holidays are generating surcharges of as much as \$60 for Delta and American passengers. The extra fees are not necessarily clear to passengers booking travel for peak days, something that proposed regulations regarding fee "transparency" could address. Peak travel fees of \$20 to \$60 round trip are being added for Aug. 1-22; the two days prior to Labor Day weekend; Thanksgiving week prior and weekend after; and Dec. 17-Dec. 31 except for Christmas Day.

New "fare bundling" computer systems and pricing rules are making the extra amounts easier for airlines to charge. United, American and Delta led global carriers in collecting ancillary fees for baggage, food and other "a la carte" offerings. United was first with \$1.9 billion in ancillary fees. Airlines worldwide (96 airlines reporting) bagged \$13.5 billion in 2009 fees, a 43 percent boost from 2008.

Germany is proposing to add a \$33 per passenger departure tax for long-haul flights, such as between Germany and the U.S. A \$16 departure tax would go on shorter flights, such as within the E.U. The fee could add as much as \$1.3 billion in tax revenues for Germany starting in 2011. A similar move from The Netherlands, however, was axed in 2009 after the Dutch lost \$1 billion in travel business from passengers departing from neighboring country airports to avoid the tax.

### TARMAC DELAY DEBATE

Only three flights had a more than three-hour tarmac delay in June, a big drop from the 268 long tarmac delays

the year prior. The change in tarmac delays since the April 29 rule change with fee penalties is a subject of debate.

DOT says the new rule is working as expected and fears that mass cancellations would result have not materialized. U.S. carriers canceled 1.5 percent of their scheduled flights in June, about the same as in June 2009. Domestic airlines improved their on-time performance in June with 76.4 percent on-time arrival compared to 76.1 percent June 2009. Southwest ranked 10th in June with an on-time arrival rate of 78.4 percent.

Some aviation analysts, however, say their study results show the new rule puts a stress on already-stressed gate resources and will cause 5,200 flight cancellations impacting more than 400,000 passengers.

DOT says the study assumptions were not proper and that actual data is not bearing out fears of increased flight cancellations.

### OH, OH, MEXICO

Mexicana Airlines needs at least a \$100 million shot of cash to keep flying, company officials say. The airline filed for bankruptcy protection in both Mexico and the U.S. on August 2. Added to the company's financial woes was an FAA decision to downgrade Mexico civil aviation authority from Category 1 to Category 2, a move which prompted Oneworld partner American Airlines to stop offering codeshare with Mexicana.

The company has proposed salary cuts of 41 percent and 39 percent for pilots and flight attendants, respectively, and a 40 percent staff reduction to keep the company afloat.

### VIRGIN AMERICA LANDS MID-CONTINENT

After years of trying unsuccessfully to secure gates in Chicago, Virgin America this fall is bringing its first mid-continent service instead to Dallas-Fort Worth. VA will begin service between DFW and LAX on December 1 and to SFO on December 6.

O'Hare gates are leased through 2018 but DFW gates were available and ready to lease within a few weeks.

VA officials said they plan to add three cities a year through 2016 and add 22 aircraft to its fleet during the next 18 months. VA in July announced plans to buy 40 A-320s from 2013-2016. ☞

## Calendar of Events

### SEPTEMBER 1

LTD SPECIAL ENROLLMENT OPENS;  
ADOPT-A-PILOT REGISTRATION OPENS

### SEPTEMBER 5

FALL ELECTION NOMINATIONS OPEN, NOON CT

### SEPTEMBER 6

SWAPA OFFICES CLOSED FOR LABOR DAY

### SEPTEMBER 15

REPORTING POINT DEADLINE, NOON CT

... FROM THE 2ND VICE PRESIDENT (CONTINUED FROM PAGE 1)

The delivered -800s would be equipped for extended overwater operations (ETOPs). Gary sees the move opening enhanced long haul possibilities and options for SWA.

SWAPA has obviously many concerns. We know that the -300 fleet is aging and has to be replaced. SWAPA expects an "aircraft for aircraft" rather than a "seat for seat" replacement. Gary stated that he fully understood and that would be the Company's intent.

SWAPA was told that training would most likely be home study and that ETOPs training would require a trip to Dallas. Also, single pay rate versus a two-pay rate system would be an issue. Regardless, the current Collective Bargaining Agreement applies and any attempt to create a subset constitutes a reopening. These are but a few of the issues to be addressed. The SWAPA Negotiating Committee and Company are officially in negotiations over these and other -800 issues at this time.

## 2011 PROPOSED BUDGET

The board received briefs, discussed and eventually voted on a Proposed 2011 Budget to be sent to the membership via referendum to run concurrently with the 2010 fall elections. Please note that 2011 was budgeted with the Negotiating Committee team in full up mode. This means that contract preparation work is to be expected prior to the anticipated summer contract opener.

The 2011 budget is projected at \$10.1M, which marks a 9.4 percent increase over 2010. Projected net income for 2011 is \$771K with a very modest projected market gain figured in. Members have full access to the proposed 2011 budget by visiting the SWAPA website, tabbing Money & Benefits, then tabbing Financials & Budget and scrolling to the bottom of the page.

## CONTRACT BLANK SURVEYS

Very soon the SWAPA website will be displaying a blank sheet survey for Section 6 negotiations in 2011.

Our negotiating team has gone to great lengths to make this survey both accessible by all and user friendly.

Much like Training's home study, the survey will permit you to save your inputs and allow you to revisit and continue as time permits. The survey will also allow for as much detail as the SWAPA member deems necessary. Please remember that the survey, when coupled with routine polling, is a vital tool for the SWAPA BOD and NC to both hear and gauge membership concerns and sentiment. Please participate when the opportunities present themselves.

## FLIGHT PHYSICALS

As identified in earlier Reporting Point articles, flight physicals have been the never-ending pain for our membership. Well, it appears the Company is open to a fix. In an effort to remove the continuing problems that our pilots have with United Health Care and AMEs who drop in and out of network, we might have a fix in the works.

It would appear that the Company might be agreeable to a simple stipend for required flight physicals. The money would simply be paid directly to each member's account. Since it is a change to the CBA, the membership would be required to vote. A special thanks goes to the SWAPA Benefits Committee for "stirring the pot" on this issue. More will follow.

## COALITION OF AIRLINE PILOTS ASSOCIATION (CAPA)

The BOD discussed the benefits of SWAPA's continued membership in CAPA. There are obvious concerns that were expressed by individual board members. Concerns varied from dilution of SWAPA issues when other association unions and lobbyists don't share them, to SWAPA being overlooked when public memos of understanding (MOUs) were being discussed and acted on.

Anyway, there is a CAPA meeting the first week of September and SWAPA will definitely be expressing its concerns. Feedback from that meeting will be reported directly to the BOD for their consideration as to SWAPA's continued involvement.

## DONALD G. OGDEN AWARD OF AVIATION EXCELLENCE

This award is presented by SWAPA on an as-needed basis to individuals who have distinguished themselves by going far beyond what can be considered normal in their daily duties as a pilot. Only the highest feats of aviation professionalism are honored with this award. The SWAPA BOD will present Captain Atif Fareed and First Officer Jay Longhitano with this award in conjunction with the board meeting in December. If you see these two on the line, please make the effort to congratulate them.

## VICE PRESIDENT PRO TEMPORE

With Captain Scott Schlegelmilch's resignation, Captain Mike Morrissey has been selected SWAPA Vice President Pro Tempore in accordance with the SWAPA Constitution Article IV, Section 7.

The election process has commenced. Please look for the election campaign material in the mail and posted on the SWAPA website and in the Reporting Point. The vice president special election will run separate and staggered from the fall elections due to the Department of Labor requirement for election campaign material mailing to the membership.

## IN CLOSING

As discussed above, the fall elections are fast approaching. Nominations start on September 5. Two executive positions and eight domicile representative positions are in contention. Three to four weeks later, yet another executive position is slated for an election. These are important times for SWAPA as we are fast approaching yet another round of contract negotiations. This is a call to service. If you are truly interested and have that "fire in the belly" to serve SWAPA, I encourage you to please contact your domicile representative or an executive with any related questions. Fly safe! 🇺🇸

# VACATION BIDS UNDERWAY

Make sure you know your days and understand provisions for the new protest period. Some pilots may not be aware of days accrued for next year, especially those out on extended medical leave. Check CWA for your accrued days.

Also note that there is a new protest period for vacation awards that did not previously exist. See the new contract language below:

## 11.C. VACATION NOTICE, BIDDING AND AWARDS

3. After the first round, awards will be posted within ninety-six (96) hours of closing. For rounds two (2) through five (5), awards will be posted within forty-eight (48) hours of closing.

4. The protest period for vacation awards will end forty-eight (48) hours after the awards are posted.

## Second Round Open

SEPT. 1 CLOSE: SEPT. 15

## Third Round Open

SEPT. 20 CLOSE: SEPT. 27

## Fourth Round Open

OCT. 2 CLOSE: OCT. 9

## Fifth Round Open

OCT. 14 CLOSE: OCT. 21



# JUST SAY NO... FOR NOW

Scott Brewster  
401(k) Committee  
401k@swapa.org

Last month's article on asset allocation included a discussion on alternative assets. The alternative asset class is by definition all the investments other than stocks (equities) and bonds. If you remember, the class included real estate, commodities (including precious metals), timber, oil and gas, private equity (buying companies or parts of companies to develop them or turn them around) and not-in-the-mainstream management techniques usually encased in hedge funds.

Some of the best docile investments in this class are oil and gas Master Limited Partnerships, or MLPs. Most represent the sale of all or part of an energy development like an oil or gas pipeline by the developing cartel. Let me be clear at the outset: I personally believe at present (8/2010) is not the right time to entertain NEW investments in the MLP asset class, although I believe this is a place where over the next three-to-five years pilots should consider an entry point. Why write about something when it is not advisable to invest in the arena? As most of you know, it is the asset and the timing that make the investment. Knowing about the asset helps determine the entry point of the latter. A rule of thumb is: If Wall Street is rushing products to the market; it is probably advisable to take a deep breath and ponder for a while!

Oil and gas is often best represented in the alternative class by a Master Limited Partnerships (MLPs). Schwab, who oversees our 401(k) and provides the PRCA self-directed brokerage account, determined a few years ago MLPs are not allowable as standalone investments in our 401(k). The reasons were two-fold. First, these holdings due to their unique partnership structure could result in individual pilots owing personal income taxes (UBTI) on MLP holdings in their 401(k) accounts. Secondly, these taxes could be federal or state taxes. For example one gas pipeline MLP runs through 20 states in the U.S. and theoretically state taxes could be owed and create a need for filing in many of the 20 states! If those taxes were not paid a claim could be filed against the entire 401(k) trust for repayment. So the committee had the fun job of telling the two dozen pilots who owned these little jewels of investments they had several months to sell them.

What is so unusual about MLPs? Basically, and to quote CFA Mike Taggart from Morningstar:

*The distinction seems slight but it is not. When you own a share of a corporation, you own a portion of the equity. When you own a share of a partnership, you actually own a share of the partnership's business interests. Partnerships are not taxed at the business level [like corporations] but at the investor, or partner level.*

Basically, some payments MLPs distribute are a return of principal and some is income. The latter can be taxed, the former is not. So, you are saying at this point: You are telling us about an industry we can't invest in? What's the point?

Well, there are new products available eligible to the pilot investor allowing investing in this field. But remember the Galbraith quote in last month's article, "The world of finance hails the invention of the wheel over and over again, often in a slightly more unstable version."

MLP products are rushing to market wrapped in: 1) Mutual Fund, 2) Exchange Traded Fund (ETF) or their cousins - Closed End Fund (CEF) and 3) Exchange Traded Notes (ETN) formats. Hence they are starting to become available for pilots in the PRCA since these portfolio managers satisfy the tax paperwork requirements. Again, as for timing, demand for MLP funds has been very high recently as their higher, tax-efficient distributions appeal to investors who are searching high and low for sources of sufficient income. This high demand for MLPs has caused some to fret (including this committee member) that the underlying MLP sector is not large enough to handle such inflows of cash. Given that it can take a new fund

(CEM), and two weeks ago Tortoise MLP (NTG) was offered to the market. These fund estimates are that annual expenses will run to approximately 2.36 percent of net assets, in line with the MLP CEF group average. How does one overcome such a drag on income? Heaven knows. The managers would say by judicious MLP selection. The weight of the financial past would disagree.

Lastly, let's talk about ETNs. Exchange traded notes have been created to track all sorts of assets especially alternative assets. Most recently a trio of ETNs (AMJ, MLPI, and MLPN) have been created to track various MLP indexes. What's an ETN? Many retail and institutional lump ETFs and ETNs together because the acronym is so similar. Most ETNs are unsecured obligations (debt) of the issuing institution. For example, UBS (United Bank of Switzerland) recently issued two MLP ETNs purporting to track MLP indexes and the prospectuses state: "The Securities are unsecured promises of UBS and are not secured debt."

The pilot investor must know that just like most non-qualified retirement plans the assets backing the values on the quarterly investment statement are not "in trust" and that if UBS fails as Lehman Brothers did two years ago, there is a possibility (although a low probability) the investment will as well. This is very different from mutual funds, ETFs and their Closed End Fund cousins. These wrappers contain the physical shares or commodities (e.g. Gold) they claim. So, even though ETN MLP offerings sport much more reasonable .85 percent expense ratios, a default risk exists. Let the pilot buyer beware.

A couple of non-related items in closing. First, there is a chart on Page 5 explaining 401(k) Company match methodology. Due to the "summer of premium flying" we have had, some of you who are blowing past your 401(k) Company match thresholds. The chart explains the hydraulic diagram concerning Company match.

Next, the legal boilerplate for the amendment to our plans to allow the Roth 401(k) is bouncing around SWAPA and SWA. Schwab is addressing Web design and fiduciary concerns, and it appears the Roth will arrive on schedule Jan. 1, 2011. Should you participate, there will be opt-in requirements and as a review: After-tax dollars fund the Roth up to the participant limits (\$16,500 plus \$5,500 catch up if you are over 50); Company matching is still pre-tax.

There have been a couple of questions on saving for college via 529 plans. They have centered on just what counts for scholarships and aid - the parents' income? The student's? What about assets including 529 Plans? Table 2 accompanying this article gives a breakdown of the general ranges used to determine scholarships and aid. ☞



TABLE 2: EXPECTED FAMILY CONTRIBUTION (EFC)

	INCOME	ASSETS
STUDENTS	50%	20%
PARENTS	22% TO 44%	UP TO 5.6%

up to six months to invest its cash, the knock on trading effects on individual MLP shares remains to be seen.

Ongoing expenses are another matter. The mutual fund entrants are the Steelpath fund family out of Dallas. They hold shares of the MLPs, are actively managed and are experienced in many areas of alternative investments. They also solve the tax paperwork issues, but the extra layer of management adds expense - 1.5 percent for these funds. With several large MLPs yielding more than 6 percent, the management fee eats up a quarter of the yield. Whoa!

The second wrapper mentioned is the ETF (exchange traded fund) and the closed-end fund (CEF) format. There are several new filings by Van Eck Global and ALPS to begin selling MLPs in an ETF wrapper soon. Hopefully the expense ratios will be reasonable. Similar to ETFs, several Closed End Fund (CEF) offerings have hit the market in the last few months. Some of these will use leverage to attempt to juice returns. Legg Mason Partners recently placed a \$1B offering called the Clearbridge Energy MLP



# MATCH REMINDER

Andrew Payne • Richard Doherty • 401(k) Committee • 401k@swapa.org

THE COMPANY MATCH TO YOUR 401(K) IS CAPPED AT EARNINGS OF **\$245,000**. THIS IS THE CURRENT LIMIT, SET BY THE IRS. THE TOTAL CONTRIBUTIONS FROM AN INDIVIDUAL ARE CAPPED AT **\$16,500** FOR 2010.

## FOR OUR PILOTS UNDER AGE 50:

For our pilots under age 50: If you expect to earn between \$177,500 up to the IRS limit of \$245,000, please note the following: At \$177,500 your contributions and match of 9.3 percent will temporarily top out at \$16,500 on your 401(k) statements. Your match for earnings of \$177,500 up to \$245,000 will be credited to your 401(k) after a year end calculation by SWA.

## FOR OUR PILOTS OVER AGE 50:

For our pilots over age 50: If you expect to earn more than \$237,000 up to \$245,000, please note the following: At \$237,000 your contributions and match of 9.3 percent will temporarily top out at \$22,000 on your 401(k) statements. The Company will credit and fund your match on earnings above \$237,000 up to \$245,000 after a year end calculation. The age 50-plus is higher. The reason is federal law allows age 50 and older participants a "\$5,500 catch up provision," so this sets the limit higher at \$22,000.

## RECEIVING YOUR FULL MATCH

To receive the full match you must be contributing more than 9.3 percent to your 401(k). All participants will see the above matches credited to their accounts in late February 2011. The contribution follows a one-time post year end calculation by SWA. The 401(a)17 plan matches are credited at the same time in February as the above mentioned 401(k) matches are completed.



## WHAT IS THE 401(A)17?

Although the IRS sets a \$245,000 limit to Company 401(k) match, our contract does not. We have a provision that allows pilots to continue to receive the Company match money above the \$245,000 earnings limit in a special "non-qualified" account. This is known as the 401(a)17. Earnings from \$245,000 up to \$268,825 are automatically calculated, then credited to this account after year end. No enrollment is necessary on the part of the individual. Lastly, the maximum match limit for both the 401(k) and 401(a)17 plans is \$25,000 per our contract. Therefore  $\$268,825 \times 9.3 \text{ percent} = \$25,000$ , the contractual limit.



Adopt-A-Pilot  
adoptapilot@wnco.com

## This is your chance to make a difference. Register now!

Starting September 1, registration opens for the experience of a lifetime – making a difference in the lives of children through the Adopt-A-Pilot program. Adopt-a-Pilot is flexible - you can set your own schedule and number of class visits. It's simple – we provide all the materials and lesson plans. It's rewarding – you will make a lasting difference in the lives of a classroom of fifth-graders. It's inspiring – Students see your example of achievement and are inspired to achieve their own dreams. It gives back - your volunteerism and caring will speak volumes to the teachers, parents and larger community about the Southwest Spirit. Here's what to expect with the upcoming AAP season:

### NOW

- Learn more about the Adopt-A-Pilot program by visiting [www.southwest.com/adoptapilot](http://www.southwest.com/adoptapilot).
- If you don't have a class in mind, we can find one for you! We get lots of requests from classes coast-to-coast who are interested in adopting a pilot, and we can match one near you. Or if you know a fifth grader and want to

participate with their class talk to the teacher to discuss the program and confirm if the class would like to participate.

### SEPTEMBER 1 – OCTOBER 31

- Register at [www.southwest.com/adoptapilot](http://www.southwest.com/adoptapilot).
- We will assign you a class or if you have confirmed a teacher/class, let us know their info when you register.

### DECEMBER

- Southwest's Adopt-A-Pilot Crew will ship all the program materials to participating pilots and their classrooms (including your very own limited edition Adopt-A-Pilot 2011 Tie).

### JANUARY – MAY

- You and your teacher schedule the best time period for your program visits (typically one weekly visit for four weeks, but it's up to you to decide how many visits and how often).
- Be sure to avoid spring break and state testing dates.

# Compare and Contrast

THE STRATEGIC PLANNING COMMITTEE PROVIDED THE FOLLOWING CHARTS AS PART OF A BRIEFING TO THE AUGUST BOARD MEETING. THE "TAKE AWAY" NOTES FROM THE DATA WERE

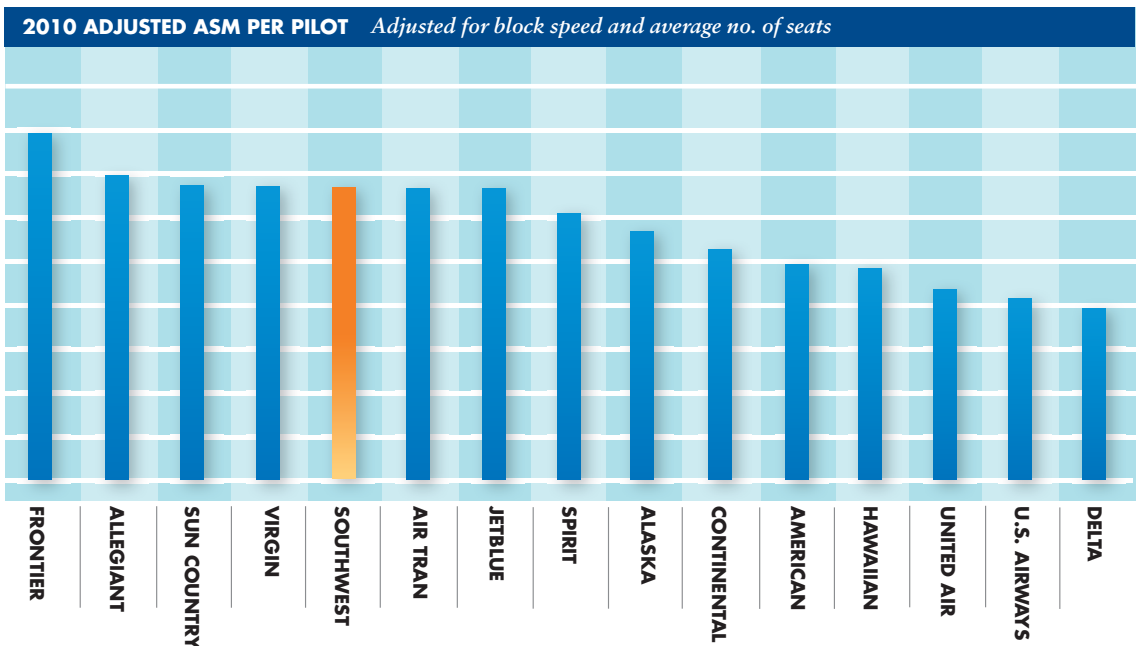
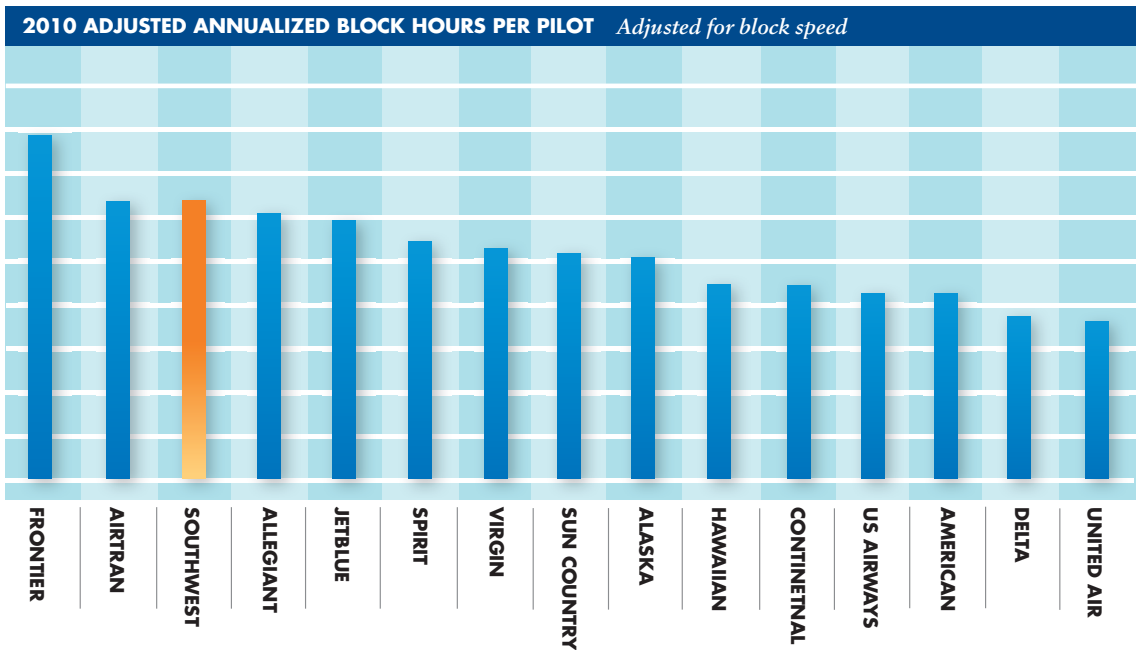
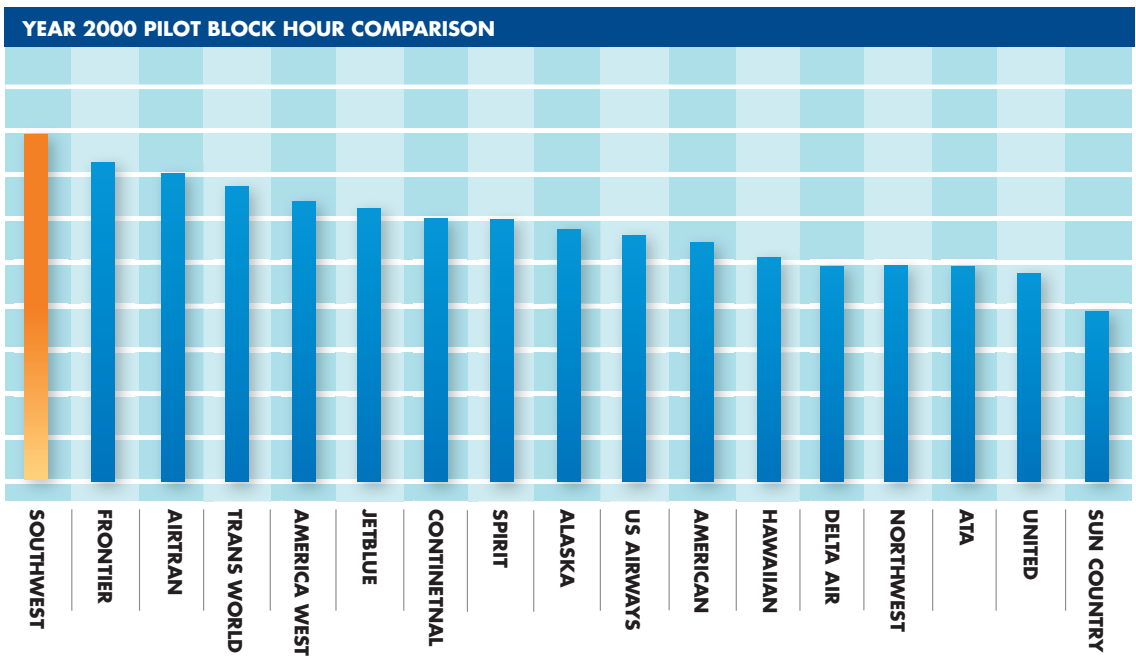
- 1) Southwest pilot productivity has decreased, but a large part of this trend is the result of a reduced schedule and the welcome lack of furloughs; and
- 2) Southwest still remains in the top tier on both an ASM and Block Hour Basis, but other efficient carriers have joined the market at the same time that competitors have improved their productivity.



**In the year 2000, Southwest led** pilot block hour productivity among all 17 U.S. mainline carriers with almost **800 block hours** per pilot.



**In 1Q 2010, Southwest pilots flew fewer than 700 hours per year**, making SWA number three among the 15 remaining U.S. mainline carriers. Frontier led with almost 800 block hours per pilot. AirTran is now neck and neck with Southwest, having closed the strong advantage Southwest had in past years.







# “LIVE HEALTHY...LIVE WELL”

*Dedicated to providing pertinent information on health, fitness, and nutrition to foster a culture of wellness among Southwest Airlines flight crews and their families.*

Compiled by Larry Kline  
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Past issues of “Health News” are available at <http://livehealthy-livewell.blogspot.com/>. It includes a search engine; just enter a key word to find past articles. LK

## PROS AND CONS OF PSA TESTING

Before having a PSA test for prostate cancer, discuss the merits of testing with your doctor. A recent survey in the Archives of Internal Medicine found that only 70 percent of men who had been tested said their doctors had actually talked to them about the test, and of those only one-third said they had been told about the downsides. PSA screening remains controversial because there is no convincing evidence that it saves lives, and often leads to unnecessary biopsies and treatment, which can have serious complications. *University of California Berkeley Wellness Letter 12/09.*

## LOSE THE SODA FOR YOUR SMILE’S SAKE

It is not just the sugar in soda that harms teeth. Acids in both regular and diet sodas erode tooth enamel, according to researchers at Southern Illinois University. They made the discovery after testing 20 commercial soft drinks. Citrus-flavored sodas like lemon-lime were more harmful than colas. Even diet versions of these fruity drinks caused significant enamel loss due to high levels of citric and phosphoric acids, which eat away at the outer layer of teeth. *Men’s Health 6/07.*

## THE CALORIE RACE

Which burns more calories – running a mile or briskly walking it? Some people claim that either exercise burns the same number of calories since the same amount of weight is being transported over the same distance and you just burn the same number of calories – just faster.

This is another “urban myth” – as it takes more energy to move the body at higher speed, but running also requires more strenuous arm, leg, and upper-body movement and it raises the heart rate more, all of which burn extra calories. To achieve the longer stride of running, you have to repeatedly lift your body weight off the ground so that both feet are in the air at the same time. When you walk, one foot is always on the ground. Race-walking, with its hip-swiveling, arm-pumping motion, also burns more calories per mile than regular walking.

Research shows that for a 132-pound person, walking 3 miles per hour burns on average 70 calories per mile (in 20 minutes), but running 6 miles per hour burns 100 calories per mile (in ten minutes). Studies from Syracuse University measured energy expenditures in test subjects and found that running a mile on a track or treadmill takes 30 percent more calories than walking it at half the speed.

Brisk walking is still a great way to burn calories, and many people prefer it to running, in part because it is easier on the body. If you want to burn as many calories as you would running, you have to walk farther. *University of California Berkeley Wellness Letter 12/09.*

## BLEACH AS A CLEANER

Bleach is an effective sanitizer – that is it kills bacteria and viruses. But for most people, plain soap or detergent and water will get rid of dirt on kitchen counters, utensils, and floors. This will not kill most germs, but they won’t survive long if surfaces are clean and dry. A clean kitchen or bathroom does not need to be disinfected.

Bleach kills a wider range of microorganisms than ammonia, vinegar, and detergents. It also does not contain any free chlorine, so properly diluted bleach is not corrosive and does not cause environmental harm.

Undiluted bleach, however, should be handled with care. The fumes are unpleasant and can irritate the eyes and skin. If you do use bleach, one teaspoon in a quart of warm water is plenty. Do not mix it with ammonia-containing compounds, toilet bowl cleaners, or similar products – that can produce chloramines gas, which can be harmful. *University of California Berkeley Wellness Letter 12/09.*

## PROCESSED MEAT-THE REAL HEALTH RISK

Eating bacon, sausage, hot dogs and other processed meats can raise the risk of heart disease and diabetes. Eating unprocessed beef, pork or lamb appears not to raise risks of heart attacks and diabetes suggesting that salt and chemical preservatives may be the real cause of these two health problems associated with eating meat according to a study released in the journal *Circulation*.

The study, an analysis of other research called a meta-analysis, did not look at high blood pressure or cancer, which are also linked with high meat consumption.

To lower risk of heart attacks and diabetes, people should consider which types of meats they are eating. Processed meats such as bacon, salami, sausages, hot dogs and processed deli meats may be the most important to avoid.

Most dietary guidelines recommend eating less meat. Individual studies looking at relationships between eating meat and cardiovascular diseases and diabetes have had mixed results. But studies rarely look for differences in risk between processed and unprocessed red meats.

Processed meat is defined as any meat preserved by smoking, curing or salting, or with the addition of chemical preservatives. Meats in this category included bacon, salami, sausages, hot dogs or processed deli or luncheon meats. Unprocessed red meat included beef, lamb or pork but not poultry.

The study found that on average, each 1.8 oz (50 grams) daily serving of processed meat a day -- one to two slices of deli meats or one hot dog -- was associated with a 42 percent higher risk of heart disease and a 19 percent higher risk of developing diabetes. They found no higher heart or diabetes risk in people who ate only unprocessed red meats. The researchers adjusted for a

number of factors, including how much meat people ate.

Processed and unprocessed meats contain similar amounts of fat and cholesterol, but processed meats contain, on average, four times more sodium and 50 percent more nitrate preservatives. *WebMD 5/17/10.*

## METS

No, not the baseball team from New York, METs are usually listed on cardio-machines at many gyms. METs is short for metabolic equivalents, a measure of the intensity of physical activity. One MET is the equivalent of resting metabolic rate – the rate at which the average person burns calories when at rest. At 2 METs, you are working at twice the resting metabolic rate. In general, 3 to 6 METs is considered moderate exercise, depending on age. Activities with METs higher than 6 include singles tennis, jogging, cycling (more than 10 miles per hour), and cross-country skiing.

Scientists often use METs to evaluate and compare the health benefits of various types and intensities of exercise. METs are also the units used in exercise stress tests to estimate a peak “exercise capacity” – the maximum level of exercise a person can do. People with higher exercise capacity tend to live longer. *University of California Berkeley Wellness Letter 10/09.*

## VITAMIN B-6 AND COLON CANCER RISK

Several studies indicate that people with higher blood levels of vitamin B-6 had lower risk of colorectal cancer.

Participants in the studies who were diagnosed with colorectal cancer had lower blood levels of vitamin B-6 up to 20 years earlier – when they entered the studies – than those who were not diagnosed with colorectal cancer. Two other B vitamins (B-12 and folic acid) were not linked to the disease.

It is too early to conclude that vitamin B-6 can prevent colorectal cancer but it is a good idea to load up on healthy foods that are rich in B-6 (like whole grains, beans, bananas, chicken, salmon, avocado, and sunflower seeds). *Nutrition Action Healthletter 12/09.*

## AGAVE

Derived from the same cactus-like Mexican plant as tequila, agave syrup is being added to an increasing number of foods and beverages as a “natural” sugar alternative.

Agave syrup has only a few more calories than table sugar (20 versus 16 per teaspoon). White table sugar (sucrose) is half fructose and half glucose while agave syrup contains up to 90 percent fructose, depending on how it is processed. That is more fructose than what is in high-fructose corn syrup. Agave syrup is often called a “fructose sweetener.” ☞



# BWI

**Matthew Beck**  
**BWI Chair**  
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Hello Baltimore,

The results of the dual referendum on the constitutional proposal and Side Letter 3 have been tallied, and they are disappointing. For me the disappointment lies not in the outcome, but in the distinct lack of voter participation. If you are unaware, the side letter passed, but the constitutional vote failed to reach the required two-thirds majority. The constitutional vote brought out the yawns in the group, with only 21.6 percent of the group bothering to cast a vote. By comparison, the side letter vote seemed like a hot issue, with a whopping 25.9 percent of you making the arduous trek to your computers to cast a vote. It is understandable that these issues would not reach the interest that a contract vote or an election receives. Ballots like this don't bring out the activist in everyone, but this level of disinterest is surprising. Considering the amount of forum discussion and overall angst I witnessed regarding TA1, TA2 and the implementation schedule, I expected more. It may seem counter-intuitive since I was part of the committee that wrote

the proposal, but I am pleased that no action took place as a result of this vote. Had we adopted these changes with only one in five voters casting their ballots, I would be haunted by the notion that we had not done the members' will. There are some who claim the issue failed because of the manner in which the issues were presented, but I disagree. I don't think we can reach any conclusion from the votes cast, but we can assume something from the votes not cast.

When so few of the populous cast a vote, I believe the outcome of the vote nears the point of statistical insignificance. In other words, we can't accurately predict the will of the group with this small a sampling. It would be akin to calling a hotly contested election with only a small percentage of the vote counted. No one knows how the other 79 percent of the pilots might have voted. If there is any information to be garnered from the numbers it is that the group as a whole didn't care enough to voice their opinion. What the BOD decides to pursue in regard to these initiatives is undecided. I believe there are good and necessary reforms in the failed proposal and would like to see them enacted, but it is difficult to justify constitutional action without the will of the pilots as the motivator. We do not have this motivator, and you do not want us taking action without it.

One of the issues I do feel is worth pursuing further at this time is a shortcoming in the SWAPA Constitution regarding the standard required to affect constitutional change, strike ballots, and recall attempts. At the present, there is no minimum participation level required to enact these items. That leaves these important issues vulnerable to being decided by a small number of motivated pilots. Fixing this was a part of the failed proposal, the irony being we might have remedied this shortcoming with a such a lackluster turnout. It's probably best that we address this first, before we attempt other constitutional change. That way, further change will carry the power of a larger sampling of the group. The BOD will have decided on this item by the time my article is published. Hopefully, more of you will join us in deciding. ☺



# MDW

**Robert Glenn**  
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Deb Lane's June 15 RP column about cartels and cap avoidance has generated quite a bit of SWAPA Forum traffic as well as quite a few e-mails. I'm currently at the August board meeting and expect that our Scheduling Committee and polling guys will be addressing the issue.

For those of you who missed Deb's column, a quick recap is in order. She talked about how some pilots are able to avoid the cap for the purposes of DOT and MOT. The general idea is that by temporarily "parking" a trip on a buddy's board, the pilot can lower his line total below the cap when the Open Time bid closes. After the pilot gets a trip out of Open Time, by virtue of being under the cap, they can then take back the trip that was temporarily off their board. There are other schedule manipulations that happen; some are fairly benign and some arguably subvert the intent of the contract.

It isn't an easy problem to fix; if it were, I think it would have been fixed before now. Some of the fixes sound pretty good, but when you delve into the mechanics it is quite possible that they won't slow down the very good cartel players but will limit flexibility of the average pilot. For example, the "once you trade a trip, you can't get it back" idea sounds good and it may be, but I suspect that the guys with 20 or more buddies on their list would be able to move trips around in such a way that they never get the same one back but still avoid the cap at Open Time close. There are other ideas that might work and I'm sure our committee guys will investigate them.

I suspect this phenomenon has been around a while, but the visibility has gone up now that we're not growing. The overriding issue here is a morality vs. legality

dilemma. The CBA determines what is legal with regard to trip trading. All of the activity that I've heard about falls within the confines of how the CBA is currently written; not that cap avoidance was intended but neither was it prohibited. So, this cap avoidance behavior appears to be legal and I'm not one to say whether or not it is moral. Many of our pilots may not like the behavior (morality), but as long as the CBA allows it (legality), there isn't much that can be done as the CBA stands now. SWAPA's job is to negotiate and enforce the CBA. If a majority of pilots want a change to our CBA, then we'll do our best to negotiate that change.

I think that any effective fix will entail modifying our rules and probably will take away some of our flexibility. But, if that is a tradeoff that we as a pilot group are willing to make to ensure fair play, as the majority sees it, then I hope that we can find an acceptable solution. Another twist is the new Open Time Alert System will very likely impose some new dynamics that none of us anticipate.

Finally, I hope that our Scheduling Committee is able to come up with some hard numbers on how prevalent the behavior is. It will likely take a fair amount of time and effort to fix it and if the number of pairings affected is low, it might be better to let it go. Then again, if you are the pilot who thinks he'll be getting a juicy charter but it ends up going to another pilot who was over the cap and then is way over the cap... well, it reminds me of Ronald Reagan and his recession/depression joke. It is annoying when we hear that cap avoidance is taking place, but it is downright infuriating when it happens to us.

The recent Move Up MOU explains how we get paid for a move up but it doesn't address how long it takes us to get ready to push the jet safely. Scheduling will move our push time around as they need to and the MOU will determine how we get paid, IAW our CBA. However, only you, the pilot, can determine how long you need to get to the gate, do your preflight and push safely. Please take the time you need, i.e. the Move Up MOU doesn't mean that we should rush to make an unrealistic push time.

Fall elections are upon us. Nominations are set to open September 5 and close September 20, so please run if you are interested. Contested elections are a good thing. ☺





# PHX

**Denny Granquist**  
PHX Chair  
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## PHX PHLIERS:

I must start this article with a sincere apology to all the PHX-based pilots for not attending the memorial for Capt. Cliff Lopert. You deserve better performance from your reps. One of us should have been there. Unfortunately, we were both flying. We were unable to get our trips pulled in order to attend his service. The SWAPA BOD will try to make the necessary changes to the SWAPA Policy Manual to require a rep to be present and provide a gift representing service to SWA and support of SWAPA.

I am writing this article prior to the BOD meeting in August. Here are my comments on some of the key agenda items.

## STRATEGIC PLANNING/POLLING/FOCUS GROUPS:

Our strategic planning is based on your feedback to elected reps. Please take the polling and blank survey opportunities seriously. The BOD directs the Negotiating Committee to bargain based on member concerns. We begin negotiations with the Company next summer. Stay involved and engaged

on your future contract. The focus groups have been especially helpful in feeling the pulse of the membership. Thanks to those of you who have participated in this effort while in Dallas during your training events.

## SWAPA PROPOSED BUDGET:

Amy and the SWAPA staff have done an outstanding job maximizing the value of your monthly dues. It appears we are under budget and stand a great chance to add to the Reserve Fund at the end of the year. We will also approve a budget for your review and approval this fall. The BOD is well aware of the needed oversight to ensure that SWAPA does not expand to spend the extra money just because we can. We owe you the most “bang for the buck.” Hopefully you feel that way, too. Next year will involve funding for the next contract. I am confident the lessons we learned in 2009 will be incorporated in the planning to prevent wasteful spending.

## ORGANIZATIONAL AND STRUCTURE FUNCTIONALITY:

The BOD is concerned about giving the member the best form of representation possible. We have had a very prominent airline union expert look at our organization to look for improvements in efficiency. I am anxious to see his presentation because I think there are ways to do the job better.

In early August, you were mailed the SWAPA nomination and election notice. Please note this year SWAPA will be electing a new president, 2nd vice president, and one domicile representative in each domicile. Remember, nominations open September 5 and close September 20. If you plan to run for office, be sure to read and follow the rules provided for the election schedule. Pay close attention to campaigning rules.

In closing, one of your reps will be in the lounge at the end of the month. Stop by or say hello. I’m sure this BOD meeting will provide plenty of material for discussion. Please call Griz or me if you have any questions. ☺



# MCO

**Tom Gasparolo**  
MCO Chair  
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Hello Orlando

It’s hard to believe summer is over! It’s been a busy summer and we’ve been dealing with a few issues in Orlando. My older son graduated high school so I took him on a trip to Italy. What a fantastic trip! I never knew I had so many cousins.

I’m happy to inform you the Orlando pilots involved in the dual spindle failure while on approach to Chicago Midway will receive the SWAPA “Donald G. Ogden Award for Aviation Excellence.” They will be invited to the December board meeting to receive their award and the jumpseat riders who assisted will receive a letter of appreciation from SWAPA.

One issue I’ve unsuccessfully tried to change since I’ve been on the board is the input of the delay codes on the DR. Those of you who have had representation in the past know we have always told you to tell the truth because the truth always comes out. On a daily basis, the Company allows falsification of records when it comes to delays. Pilots have nothing to lose or gain by advising the Company of the actual cause of a delay and one would think the Company would want to know the correct reason. The only way we can fix this problem is to submit an IR when we see a discrepancy. As pilots we do not get disciplined for reasonable delays but our back end crew does, so please look out for your fellow employees and make sure there is always an accurate account.

During the board meeting, we had an presentation by one of our captains about hearing loss. This hit home for me since I lost hearing in one ear for over a week in August. I was lucky because the majority of my hearing came back or as my doctor put it, I was his miracle patient for the year. I have not had a hearing test since I was in the reserves so I have no recent tests to compare. If you haven’t had a test I highly recommend you get one. I plan to do this annually. You can expect to hear more on this in the future.

As you know by now, the Company has expressed interest in the 737-800; this is a reopener of our contract. We discussed this with the NC at the board meeting and they will have meetings with the Company to come up with an agreement. The results of the negotiations will be in the form of a side letter which will require a membership vote.

Fall elections are just around the corner and my seat will be up for election. If you are interested in running and have any questions, please feel free to call. I won’t lie and say it’s an easy job because it comes with unique challenges but it has been one of the most rewarding jobs I’ve had in aviation.

Scott Schlegelmilch stepped down as vice president. If you see him on the line, please thank him for 15 years of service to SWAPA. Mike Morrissey has stepped in until a special election is held.

If you have a special event or a day you don’t want to fly, don’t put yourself on the VJA list. This has been a pretty typical summer where JA and VJA have been up. Use a Golden Day Off if needed and if you see an “unknown caller” on your phone don’t answer unless you want to fly. There’s not much the chief on duty or your Union can do when you answer a call for VJA after you put yourself on the list.

When you have an issue that needs an immediate answer, as you know you can always call or e-mail your reps. If it is during normal business hours, feel free to call SWAPA and speak to a staff member. But remember they are not elected officials. Treat them like you would anyone in a business setting. Screaming or using foul language is not appropriate. Yes, this has happened in the past. When you speak to me I would prefer you keep it professional but as most of you know I don’t get offended when the talk goes south. ☺

## LETTERS TO THE MEMBERSHIP

### CARTELS

Capt. Lane stated in her 06/15/2010 BWI RP column that, "I have a begrudging sort of admiration for the cartel participants for their savvy, enterprising nature, and their dedication and commitment to their members." Qualities one could ascribe to violent street gangs, drug cartels, and Al-Qaeda. The misapplication of these positive qualities by self-serving cartels does not advance the common good.

The naked ape has a tremendous capacity for self-delusion and the rationalization of destructive behavior when short-term gains are in sight. "That new bike is unlocked; the last rider wants me to have it. That unattended purse has my new smart phone and credit cards inside. I see a way to circumvent the restrictions my union has erected for the common good and enrich myself... aren't I clever?"

This trading cartel behavior has been observed and reported for some time, ergo, the participants must be known. I propose that punishment and reparations fit the anti-social behavior. Current and past participants should be barred from all current and future versions of MOT, DOT, EF, VJA, ELITT and Trip Trade / Give Away for a period of time equal to their cartel participation.

Perhaps these two restrictions or something similar would prevent cartel behavior going forward. First, a trip traded or given away in the following month prior to the close of MOT must be flown by the recipient. Second, place a two-week freeze on all other trades and giveaways; the recipient must keep the trip on his board for two weeks.

There are people who use their talent constructively to better many people's lives i.e. Herb, Edison, Washington, and there are Walter-One-Ways who take all

they can, any way they can, and everyone else be damned, i.e., B. Madoff, Pablo Escobar. Horse thieves were purportedly hanged for stealing another's property and chance to survive. Near Eastern cultures cut off the thief's hand. Western organizations fire employees they can't trust. Banished, branded, shunned; the anti-social deviant has been punished by his group since there have been groups.

There is good reason that "Thou shalt not steal" and "Thou shalt not covet thy neighbor's goods" made the top 10 list and were already carved in stone 10,000 years ago. Taking what is not yours is very corrosive and detrimental to the ties that bind a civil society.

To my knowledge and experience, SWAPA is unique among pilot unions in its "All for one and one for all" ethos. United's ALPA-negotiated contract with PBS in contra-distinction apparently gives "All for the top ten per domicile and nada for the remaining serfs."

For many RP issues I've read about much hand wringing and waffling typified by comments like, "Oh, I don't know. It's a grey area. We really didn't foresee and specifically prohibit this type of Internet CWA enabled cheating and stealing, so it must be legal." My question for the SWAPA BOD and executives is: Did you lose your spines the same day you lost your moral compass?

Just lucky to be here,

*Capt. Dan Costello*  
MCO / #35391

### BAD IDEA

I totally disagree with Capt. Brewster and the logic he used in his Reporting Point letter suggesting we need to increase executive officer pay. His primary point being that the most qualified among us will not step forward because the pay is too low; "you get what you pay for" was the quote he used. If there was just one shred of evidence to support that statement I might agree, but in fact there is none. In reality, the opposite appears to be true. I can give dozens of examples off the top of my head where pay and performance run contradictory to each other. Who among us would like to have the CEO of American Airlines, United, Delta or US Airways running this company? Exorbitant pay is never a guarantee of superior performance; just ask the share holders of Citigroup, GM, AGI, Enron or MCI to name just a few. Are the executive officers of ALPA or APA more effective than ours just because they are paid more? If they are, it's not evident in their membership's paychecks.

Here is the most compelling reason why we should not increase executive officer compensation. The last time our Union elected an executive officer who took the job for the financial benefits, it cost us dearly. In a no-contract, no-accident, nothing abnormal year, SWAPA was spending money faster than a fat kid in a candy store. A forecast surplus at the beginning of the year quickly turned into a substantial deficit. There was dissension and mistrust between the executive officers, the rest of the board and the membership. In the end, the board asked for his resignation and when he refused they had to schedule a special ballot to remove him from office.

We do not want people running for executive office in this Union based on financial remuneration ever again. When executive officer compensation becomes more lucrative than flying the line, we will not be electing the most qualified

candidates, just the most financially motivated. The \$260,000-plus a year to run SWAPA is more than adequate compensation. If we further increase executive officer pay, we run the risk of making SWAPA a financially attractive career path and that would be a colossal mistake. Professional union pilots are not in the best interests of this membership. Too much union experience can become a detriment. This occurs when pilots spend so much time in the SWAPA offices they lose touch with the needs and wants of the line pilot. TA1 is a good example.

Despite dozens of letters in the Reporting Point over the reduction in lance captains in TA1, SWAPA President Carl Kuwitzky refused an offer from the Company to grandfather all lance captains in exchange for returning the reserve manning to pre TA1 levels. In over six weeks of debating TA1 in lounges, on the line, in the RP and on overnights I never heard a single word or read one letter from any pilot demanding more reserve lines. However, I did hear endless complaints about the lance captain situation and the new Open Time program. Eventually, we surrendered more than \$35 million in compensation in TA2 to obtain something we could have had for free in TA1. We got the lance captains grandfathered and an option to get out of a new Open Time system that SWAPA never asked us if we wanted in the first place.

If we ever run short of qualified pilots to run this Union then we need to shrink the SWAPA Empire, not increase SWAPA pay.

*Capt. Bob Grzywa*  
MDW/#41139

## Side Letter 3

Longevity Accrual While on Maternity Leave voting closed Saturday, August 14, 2010 with **75.43 percent** voting in favor and 24.57 voting against.

The side letter addresses a change in federal law. There were 5819 eligible voters; 1507 or **25.9 percent** cast ballots.

# LETTERS TO THE MEMBERSHIP

## BUNDLES, BONES AND AGENDAS

The failure of the recent CRC's referendum that bundled together several proposed constitutional changes is a good thing for the membership – if the membership is willing to pay attention and demand that the changes be un-bundled and stand on their own merit, and demand the specific language that the CRC used in its arguments presented in educational communications be included in the constitutional changes.

The language to allow the BOD to assess a 25 percent levy on a member's dues in the event of a merger and acquisition (M&A) does not contain constraining language used in educational communications which say that this special dues assessment during an M&A event also has to be in conjunction with "...multiple expensive events, aircraft accidents, lawsuits, stock market crash, etc.,...." (RP, July 15, 2010). The current proposed language says: "In the event of a merger or acquisition, a one-time per event assessment may be levied on all members of the Association....."

Failure to include the aforementioned language can lead to a loss of continuity of thought and decision making for future BOD and SWAPA Execs or, to just flat out "selectively forget" the reasoning and interpretations of previous BOD and committee discussions. There is evidence the BOD and execs "selectively forgot" when they instituted SL1 without a membership vote. (Former BOD member's "Letter to the Membership," RP, Feb. 1, 2010: "During my tenure, the board oversaw the rewriting of the SWAPA Constitution in 2002. .... I can tell you the implementation of Side Letter 1 that the board just voted on with our new TA is not what was intended by the 2002 change. .... It was never the 2002 board's or the membership's intent to allow a contract to be voted in and then later have a board-only vote on a side letter that impacted the new contract. Said more bluntly, what just happened should not have occurred.")

Another former BOD member in the July 15, 2010 RP called the SWAPA President's edict for the changes to be bundled and be an all-or-nothing vote a bone hidden in the mashed potatoes and gravy and an attempt for the BOD to manipulate the vote. It does give the appearance of an agenda or deceptive sleight of hand. Is it our constitution or the SWAPA president's and BOD's?

I queried my domicile rep about the constitutional change to allow the BOD to assess additional dues money and he basically chanted the CRC's informational argument of "multiple expensive events." He also said that the BOD has a goal of having \$27M in the kitty vs. the roughly \$10M to \$11M we have now. So what constitutes an M&A event, a rumor in some newspaper? Without further constraining language will the president or BOD call for a vote to assess additional dues to make some stated goal at the mere mention of M&A?

Gang, the CRC has said it will conduct polling to see what the membership wants to do to proceed with the proposed changes – don't wait on the polling! Take a few minutes and e-mail your reps and let them know what you want done. We should: 1) Un-bundle the proposed changes to our Constitution and let the proposed changes stand on their own merit and vote. 2) Make sure any constraining language used in educational communications is incorporated so that future execs and BOD members know what they can and can't do, when and why.

Thanks for your time,

*Capt. Jon Pejka*  
MDW/#39906

## US AND THEM

In July we hosted two English professors from Szechuan University. Their visit focused on understanding American culture and idioms of American English. The deeper we delved, the closer we got to values. Culture comes from the Latin word "cultura," which is also the root for "cultivate." Culture is literally that-which-you-tend or that-around-which-your-life-revolves. Think of a mother and her children, a shepherd and his sheep, a soldier and his sword or a fiddler and his violin. In the Middle Ages, a serf's culture was loyalty to his lord. Trade guilds such as weavers, masons and smiths provided escape from the fickleness of the landed gentry; soon, however, factories engulfed free workers into corporate feudalism, like Walmart engulfed mom-and-pop stores. Over the last century, Americans engaged in agriculture declined from 40 percent to 1.6 percent. Manufacturing jobs rose from 20 percent in 1900 to 30 percent after WWII and then declined to 16 percent due to automation and the export of U.S. jobs. By necessity, service jobs filled the void by increasing from 30 percent to 80 percent.

How did these trends affect American culture? How is that-which-your-life-revolves-around affected by changes in employment? For those in service jobs, can life possibly be 100 percent about the customer, like a farmer's life is 100 percent about his farm? I'd venture to say No and thus American culture has shifted from that-which-you-grow to that-which-I-own (materialism). For the have-nots, culture narrowed to that-which-makes-me-feel-good (consumerism). It should be obvious that because of the lack of homogeneity, there can't just be one American culture.

How about the culture of Southwest Airlines? Our mission drives our culture. We provide Freedom to Fly. Since this "product" is what we do anyhow, we narrow the focus to customer interaction by catering to that-which-makes-the-customer-feel-good. Thus, the loop is complete. For this privilege we get paid, which enables us to feed our own materialistic consumerism. Is it any wonder that we tire of this banality and seek more concrete goals like monthly trip totals? What's lacking is pride-of-ownership. That was the idea behind our stock options and is still the idea behind profit sharing. A sharecropper will always be more productive than a serf, but how does the sharecropper keep up his motivation after multiple seasons of failed crops? Amongst our pilots, the cartels and sick leave abusers are stealing from the share-croppers. Formerly, there was only us; now there's us and them. What gives you the right? Do you really believe "he who dies with the most toys wins?"

At this point the conversation needs to be elevated to values. Culture cannot just be about things, it also needs to be about choices. There was a time in our service academies when you could trust that no one would touch your stuff. Common purpose cemented a common bond. Now that we're getting closer to football season, imagine if the offense thought of themselves as us and the defense as them? What kind of a team would they be? Us is cohesion – them is separation. Us is absolute – them is relative. Us is a value - them is a culture.

As values degenerate, culture becomes the default value. What we're yearning for is for values to once again be the common basis of our culture. That's what this country was founded upon. We can't change the country, but we can change our family. Visit the Southwest website careers / culture to see what we value at Southwest Airlines. Focusing on safety, low cost, and high Customer Service delivery, demonstrating integrity in all actions. Be honest; Be ethical; Be trustworthy. Are these your values?

*Capt. Hermann Weidemann*  
PHX/#26576



**Reporting Point  
Publication  
changes during  
the election cycle**

During the election cycle letters to the membership that refer in any way to the election or to candidates for that election will not be accepted for the Reporting Point.

The Editorial Board will be the final arbiter of what is acceptable for submission. Additionally, portions of Domicile Columns or executive officer submissions that refer to the election (other than generic "get out and vote"-type statements) and/or candidates will be excised. As always, decisions of the Editorial Board may be appealed to the SWAPA Board of Directors or the execs, as applicable.

**Editorial Board**  
eb@swapa.org



SWAPA recently conducted a detailed review of past election details as part of a strategic initiative to address the historical disparity in first officer representation. The SPC presented those findings to the August board meeting. The question for study was: "Are there structural impediments to the election of junior representatives?"

The findings indicated that first officer participation in elections is historically lower than that of captains. Other statistics showed that first officers were more willing to split their vote, or willing to vote for either a captain candidate or first officer candidate more so than captains were. Captains generally voted for other captains. This tendency to "split the vote" may dilute the probability of first officers winning elections to a board position.

The SPC studied results from elections conducted 2000-2009, measuring FO/CA turnout, voting preference, runoff results, voter eligibility and total vote turnout.

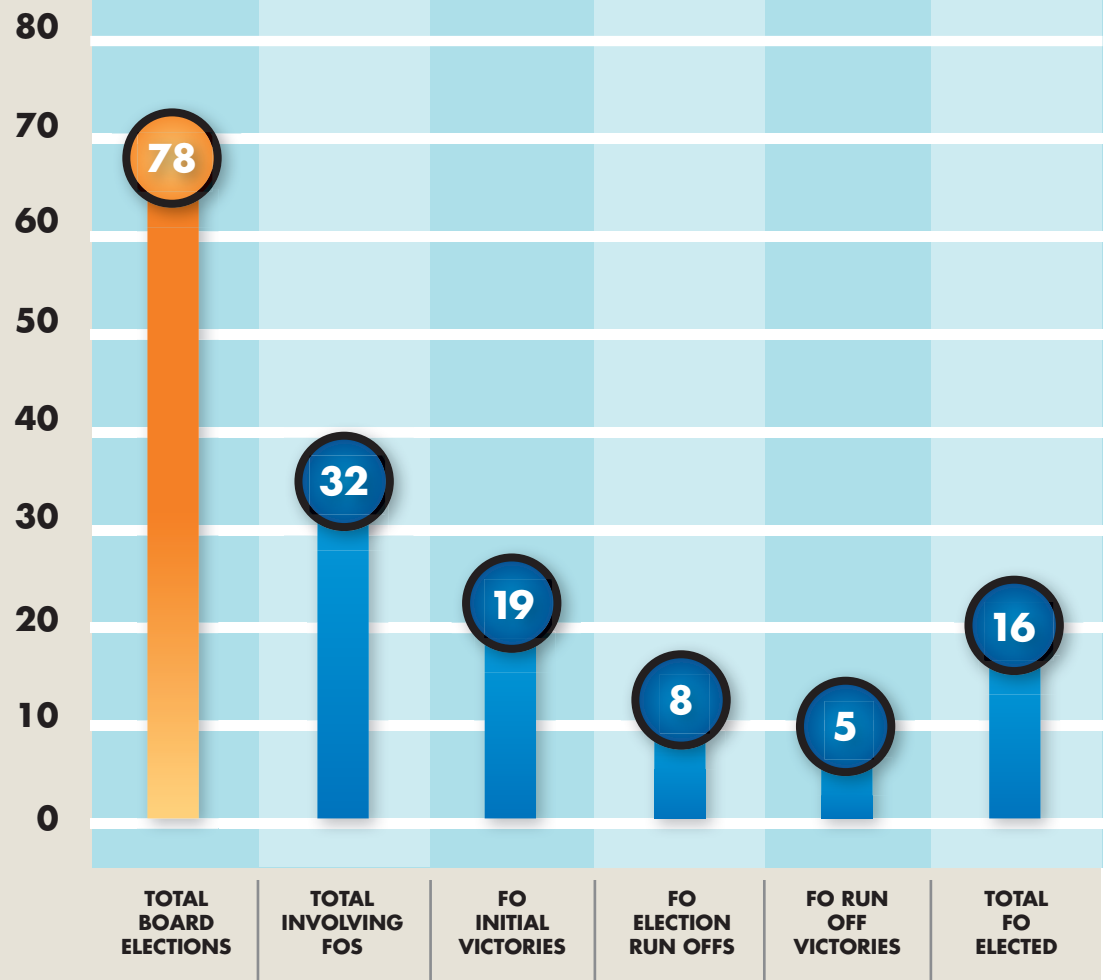
#### FINDINGS INCLUDED THE FOLLOWING:

- FO turnout in all board elections was 39 percent.
- CA turnout in all board elections was 47 percent.
- In FO/CA candidate elections, 49 percent of FO votes were for FOs; 51 percent of FO votes were for captains.
- In FO/CA candidate elections, 30 percent of CA votes were for FOs; 70 percent of CA votes were for captains.

As the average tenure of FOs increases, the odds of FOs winning an election seem to be improving. Out of 72 board elections 2000-2009, there were 32 FO candidates and half (16) of those FOs won election. FO votes for their fellow FOs in those 72 elections was an overall 49 percent. That percentage is trending upward, however, with 56 percent of FOs voting for other FOs in both 2008 and 2009.

SWAPA Board of Directors is reviewing this data and will work within the SWAPA Constitution and Bylaws in proposing any structural changes to Union governance. ☪

## BOARD ELECTION SUMMARY



## 2010 Fall General Election

Nominations open noon CT on Sept. 5, 2010

DATE	ELECTION	EVENT
9/5	2010 Fall General Election	Nominations Open
9/20	2010 Fall General Election	Nominations Close
9/26	2010 Fall General Election	Campaign platform from candidates are accepted at any time until noon
9/27	2010 Fall General Election	Budget distributed to Membership
10/11	2010 Fall General Election	"Candidates Forum" booklet distributed to the membership
10/12	2010 Fall General Election	Balloting Opens
10/26	2010 Fall General Election	Balloting Closes
10/26	2010 Fall General Election	Results posted to membership
11/2	2010 Fall General Election Runoff	Balloting Opens
11/16	2010 Fall General Election Runoff	Balloting Closes & Results posted to membership

## FAMILY CONNECTIONS

SUBMIT YOUR FAMILY CONNECTION TO [FAMILYCONNECTIONS@SWAPA.ORG](mailto:FAMILYCONNECTIONS@SWAPA.ORG)

#### CONGRATULATIONS

**FO SCOTT ARDILLO (DAL/#79132)** and wife, Jennifer, had a baby boy. Nathan Carter was born August 6, 2010 weighing 9 lbs. 1 oz.

**FO WES BOYANSKI (MDW/#89527)** and wife, Tara, had a baby girl. Ella Kathryn was born August 3, 2010 weighing 7 lbs. 6 oz.

**CAPT. CHRIS HARVEY (MDW/#43471)** and wife, Michelle, adopted a baby girl. Audriana Evelyn was born June 20, 2010 weighing 4 lbs. 8 oz.

#### CONDOLENCES

**FO DOUG STERRITT (MDW/#79750)** mother, Betty Sterritt, passed away.

**CAPT. JOHN BOND (DAL/#49195)** father, James Bond, passed away.

**CAPT. SHAYNE HAMEL (BWI/#61412), FO KRAIG HAMEL (MCO/#68800)** and **FO KYLE HAMEL (PHX/#68805)** mother, Joyce Peterman, passed away.

**CAPT. STEVE RITUPER (PHX/#32458)** mother, Natalie Rituper, passed away.

**CAPT. TRES FLOOK (PHX/#3516)** father, ret. Capt. Howard Flook (#2918), passed away.

**FO JOE TICHY (OAK/#80330)** father, James Tichy, passed away.

**FO BRENT FONTANA (MDW/#62760)** grandmother, Therese Couture, passed away.

**CAPT. MARGARITA FONTANA (MDW/#42988)** grandmother-in-law, Therese Couture, passed away.