



REPORTING POINT

THE OFFICIAL NEWSLETTER OF THE SOUTHWEST AIRLINES PILOTS' ASSOCIATION VOLUME 12 + NO. 8 + JUNE 15, 2012

Fleet changes and impact on our pilot group

Airline Industry Research Committee
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Southwest Airlines announced on May 22, 2012, that they were entering an agreement to transfer Boeing 717 leases on aircraft currently operated by Southwest subsidiary AirTran Airlines to Delta Airlines over a three-year period. This transfer is to begin in the second half of 2013 and is contingent upon outside agreements, including the ratification by Delta ALPA of a tentative collective bargaining agreement that includes pay rates for the the B717. That vote closes June 30.

At the annual shareholders meeting on May 16, Gary Kelly also announced the Company is deferring orders for 30 737-800s until 2017 and 2018.

Many questions relating to these two corporate decisions have been asked by SWAPA pilots, mostly in the category of, "How is this going to affect the SWAPA pilot group as we transition the remaining AirTran aircraft and crews to the Southwest side of the partition?"

Following are facts that add background and may provide some insight.

HOW MANY AIRCRAFT ARE NOW SCHEDULED FOR DELIVERY OVER THE NEXT FEW YEARS?

SWA has 33 B737-800s scheduled to be delivered in 2012 and under the new schedule, now has 21 B737-800s on order for 2013 and 24 B737-800s and five B737-700s for 2014. Southwest has options with Boeing that allow for 15 more B737-700 to be delivered in 2014 if needed.

WHAT DOES THIS MEAN FOR SOUTHWEST'S OVERALL FLEET SIZE AND POTENTIAL GROWTH?

Gary Kelly stated at the shareholder's meeting that the Company is "more conservative right now in our ambitions with respect to expansion." The Company has stated that it plans to end 2012 with 691 aircraft which may indicate a retirement of 40 Classic aircraft to offset the scheduled delivery of 33 B737-800s. When announcing the B717 transfers to Delta, it was stated that the "...intent is to manage a relatively flat fleet as the 717s transition out, by substituting the needed lift with 737 aircraft."

In a recent Flight Operations memo, the Company expanded on their fleet plans: "Our long-term fleet plan gives us the flexibility to accommodate this transaction, and we expect to replace the retiring 717s by extending the life of our Classics and by purchasing NG aircraft."

WHAT DOES EXTENDING THE "LIFE OF OUR CLASSICS" MEAN?

SWA operates a fleet of 152 B737-300s and 25 B737-500s and had originally planned to end 2012 with 127 B737-300s and 19 B737-500s.

The 737 Classic is life-limited to 75,000 cycles by recent regulatory action. This means that there is a firm limit by which SWA must retire aircraft unless they petition the FAA to extend airframe life through

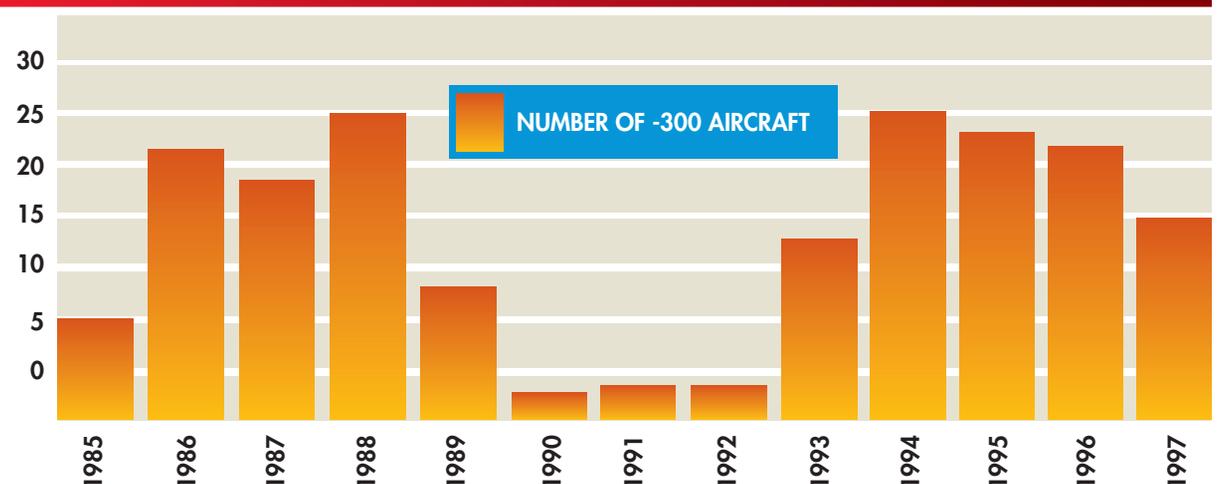
an approved maintenance program. SWA operates the fleet of Classics at an approximate ratio of 1.2 hours per cycle, which appears to yield about a 90,000 hour hull life under the present 75,000 cycle limit. It appears that SWA's fleet of Classics will be operated closer to the regulatory limit to extend their useful life in order to cover the loss of the 88 B717s. The current retirement schedule is in flux and has not been announced by Southwest Airlines.

HOW OLD ARE OUR CLASSICS AND HOW FAR CAN WE EXTEND THEIR LIFE?

SWA has a Classic fleet that is distributed by age in two distinct groupings. The chart below depicts the year of manufacture of the B737-300s. The depiction shows a clear grouping of aircraft delivered in the 1980s, a lull during the first Gulf War and then a second grouping ending in 1998 which coincides with the first delivery of B737-700s.

SWA is presently retiring from the left side of the chart. In a general sense, the retirement plan for the fleet will likely, at least in a rough way, mirror the delivery schedule above. SWA often retains its aircraft for about 25 years. The retention plan to be (CONTINUED ON PAGE 2)

SOUTHWEST AIRLINES -300 FLEET AGE



implemented will in all likelihood take advantage of the “lull years” to extend the fleet life of the B737-300s to replace the lift of the B717s transferring out of the fleet.

When comparing the hard cycle limit on the B737-300 with the stated requirement to keep the fleet flat, we find that it is possible to do — mainly due to the lull in Classic deliveries in the early 1990s.

DOES THIS CHANGE THE FLEET TRANSITION PLAN OF THE AIRTRAN B737 AIRCRAFT?

There was no announcement at the meeting of any delay or change to the AirTran 737 transition plan. Aircraft are currently being transitioned according to the proposed plan and on schedule as presented by the Company. There will be 11 aircraft transferred this year and that will leave 41 more aircraft to transition across the partition by 2015. At this time the Company has stated that it intends to have all of the 737-700s of AirTran across the partition by the contractual deadline of 12/31/2014.

WHY DID THE COMPANY DEFER THE DELIVERIES OF NEW AIRCRAFT?

The stated reason was to conform to the corporate strategic goal of achieving a 15 percent return on invested capital (ROIC). To achieve this, Southwest is deferring the \$1 billion in aircraft capital expense (CAPEX).

Analysts have also noted that the deferral may allow the Company to flex up its delivery of the more fuel efficient 737 MAX in the 2018 timeframe.

THE COMPANY ALSO ANNOUNCED A STOCK BUYBACK AT THE ANNUAL MEETING. HOW IS THIS RELATED TO DEFERRING DELIVERIES?

The Company announced an additional \$500 million to its ongoing stock buyback program, totaling a \$1 billion planned stock buyback. They also more than doubled the dividend yield to \$.01. Buying back stock and increasing dividends are strategies often used by companies to return value to shareholders. Money originally slated for aircraft renewal/growth is now scheduled to be returned to the shareholders through the repurchase plan and larger dividend.

WHAT ABOUT THE LONG-TERM ORDERS WITH BOEING?

Southwest placed the largest order in Boeing history for future aircraft with an announced \$19 billion aircraft purchase, designating Southwest as the launch customer for the B737 MAX for 208 aircraft, with deliveries beginning in 2018. This deferral has not changed that order, but it has been speculated that some of the deferred aircraft may now be delivered as B737 MAX and not Next Gens. 



Early arrival for budget process

Jason Pettit, 2nd Vice President :: jpettit@swapa.org

As summer begins to hit full stride, SWAPA is doing the same a bit early this year —our annual budgeting process. Typically, the budget is prepared in June and July to be present to your BOD in August. As a proactive measure, it was decided that the largest committees would prepare their budgets a month early this year to get ahead of the game. Accomplishing this earlier addresses issues preemptively and ensures that our budget is in line with our financial expectations as well as our forecast workload for the following year, while also providing the same level of dues value and service to our membership.

To be honest, I am glad we are doing this because last year was a unique and challenging year to forecast our budgeting needs for 2012. When the 2012 budget was presented, the AirTran MEC had just rejected Side Letter 9, sending both unions back to work on an agreement. We had no idea what lay ahead. SWAPA would either have an agreement or we would find ourselves in lengthy mediation, perhaps even arbitration —both of which come at a considerable cost to the pilots.

As an example, the Lead Mediator was on vacation when we were scheduled to begin mediation. His vacation home is in Jackson, Wyoming. Not exactly a location for the frugally minded. Teams of people, airline tickets, meals, hotel rooms, conference rooms, break out rooms, taxis, audio/visual equipment, etc. don't come cheap when the only place not booked for a conference during that time was the Four Seasons. I am not kidding. Suffice it to say, more than \$200K would have been spent for four days of mediation. That's a fraction of what arbitration would have eventually cost us. Ultimately, the Company picked up merger-related costs and we are now in a favorable cash position as a result. Thankfully an SLI agreement was reached and those expenditures were unnecessary in the end.

I offer that example to illustrate the difficult task of the 2012 budget. Our budgeting process is difficult enough without mergers and unforeseen expenses. Due to our agreement and many events not materializing as a result of the protracted process, we are spending less than budgeted and many committees are decreasing their budgets accordingly for 2013. I am glad to see that and proud of our committee chairs' proactive approach and not being tempted to submit that next year's budget should be at least last year's amount...plus a little.

Relying on old information and little planning is poor form. SWAPA has an obligation to commit considerable attention to the development of our budgets so our members get what they expect and are confident the BOD and committees are good stewards of member money.

From a financial health standpoint, we are in great shape. Our Reserve Fund sits at \$15.53M and posted an almost \$400K return. With that in mind, I believe we are very close to a Reserve Fund target that is attainable, sustainable and provides Southwest pilots the resources required should another significant event be forced upon us. The previous target of \$27M was too much in my estimation and now that we are at \$15.5M, getting to an appropriate \$18M target should be easier and much faster.

When we reach that target, I believe it will be time to provide a surplus-funded dues holiday. It's your money and with an appropriate budget and resources, a dues holiday makes good and practical sense. More money in your pocket, SWAPA is well resourced, and we are treating the members' money as we would treat our own - judiciously. 

Calendar

JUNE

19

Side Letter 14 vote opens, noon CT

JUNE

21

MCO Special Election vote opens, noon CT

JUNE

30

Reporting Point deadline, noon CT

JULY

04

SWAPA office closed for Independence Day

Contract Admin Top Five Questions

DOT 2100 CLOSE

Q: When does the DOT 2100 close go away?

A: The Company has until the end of the contractual Open Time test period to change the DOT process. Currently there are still four DOT closes daily: 0900, 1300, 1700, and 2100 - all Central Time. Once the change from Side letter 11 takes effect, then there will be three DOT closing periods and HOT for next day flying will start with the 1800 close.

GDO/TRAINING

Q: Does a GDO protect me from having training scheduled?

A: No. Only your TGDO protects you from having training on the day(s) specified.

RESERVE PAY ONCE YOU EXCEED YOUR GUARANTEE

Q: I have exceeded my reserve line guarantee on the 20th of the month. I have one reserve day left in my block on the 21st and a two day block remaining on the 29th and 30th. How is the pay calculated?

A: The remaining days are considered a separate reserve guarantee even if they are not in a continuous block. In this case you have a separate reserve guarantee of 18.0 TFP. If you are assigned a turn on the 21st that pays 8.0TFP and are not used the rest of the month, you will receive additional 18.0 TFP since the 8.0TFP is less than the guarantee.

RESERVE AND VACATION OVERLAP

Q: If I have a vacation overlap with my reserve block, may I drop the remaining reserve days left after the vacation overlap solution?

A: Yes, however you must have a full RAP that falls into your vacation block to be able to drop the remaining days. Otherwise, Crew Planning will simply adjust your RAP to remove the conflict and the whole reserve block will remain on your line.

SIX DAY RESERVE BLOCK

Q: Can Scheduling assign me a 6-day pairing or reserve block due to an overlap solution?

A: Yes, however you may elect to drop the trip in the current month with no pay if Scheduling leaves you with a pairing that contains four or more consecutive overnights. For reserve, a pilot may elect to designate one night in the 6-day reserve block as non-RON; however, that night must be taken in the current bid period and requested no later than 0900 CST on the 24th of the month.

OPEN TIME BIDS REMINDER

When bidding for Open Time in DOT/POT/HOT/MOT only, please verify that your bids were submitted to SWA in the order that you submitted them. There have been several occurrences where bids were not in the same order as submitted by the pilot. If you discover the bids have been reordered, contact Scheduling immediately to ensure the bids are resubmitted in the correct order. By doing so, you will gain assurance that your bid is correct and if a mistake occurs, there is a recorded conversation with SWA Scheduling to rely upon. Thanks for all you do and safe flying!!

GOVERNMENTAL AFFAIRS COMMITTEE

Good news from the Hill

Governmental Affairs Committee
gac@swapa.org

There is lots of good news to talk about this month here at Southwest Airlines Pilots' Association. As many of you have heard, at the end of May Houston Hobby Airport was finally set free! The Houston City Council voted overwhelmingly 16-1 in favor of Southwest Airlines' proposal for international expansion at Houston Hobby Airport. Our Chairman and CEO, Gary Kelly was present at the vote and thanked all those involved, especially the Southwest Airlines warriors who worked so hard to make this happen, but also the Houston community who rallied behind the cause to Free Hobby.

This vote isn't the last hurdle for Southwest Airlines, but it was the most contentious considering the United/Continental counter proposal. This service is going to bring competition and low fares to international destinations like Mexico, Caribbean and cities in Central and South America. This is great news for

all but it is also great news for the pilots of Southwest Airlines. With this expansion, SWAPA pilots should see some growth that we all desperately want and need!

Another issue that we received good news about in Washington, D.C. was funding for the FFDO program. The House Appropriations Committee approved the fiscal 2013 Department of Homeland Security (DHS) Appropriations bill in mid-May. This DHS Appropriations bill restores funding to the FFDO program. Under the current budget proposals submitted by the White House, there are drastic cuts being suggested that would cripple the program, or as most believe, destroy it. The House Appropriations Committee stated, "This bill strengthens America's homeland security efforts while at the same time reducing government spending. The bill provides \$39.1 billion in discretionary funding for DHS, a decrease of \$484 million below last year's level and a decrease of \$393 million below the President's request."

Reducing spending, deficit reduction...these are the popular buzz words in Washington, D.C. these days and rightly so. Our government has been spending like there's no tomorrow and it must stop. This DHS bill was adopted on a vote of 28-21.

Your Governmental Affairs Committee worked tirelessly to see this happen. We have walked the Hill on numerous occasions talking with the various

congressmen and senators and their offices about the importance of the FFDO program. Well, it looks like they are taking heed. What must be done now is to continue visiting these offices and convincing our congressmen and senators to pass this bill in the full House and Senate so the President can sign this into law. The cockpit door is not the last line of defense as many believe in this administration; the pilots sitting in the front of that aircraft, armed and trained to defend the cockpit is the last line of defense.

Your Governmental Affairs Committee will continue to keep our eyes and ears open and continue to work for the interest of the pilots of Southwest Airlines. Summer is upon us and we ask that everyone please pause to think about safety — safety not only in the aircraft, but safety at home with our precious families. Be safe and if there are ever any questions that you have concerning your Governmental Affairs Committee, please email us at gac@swapa.org. 

Fire and Forget

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

Why are so many pilots apologetic when they tell me they are in the SWAPA Custom Target Date Models, or the PLWA - Pilot Lifetime Wealth Allocations? After all, aren't more than 15 percent of the \$2.2 billion of SWAPA 401(k) Plan assets in these models; and hasn't their three-year performance trounced that of the popular newsletters?

Our PLWA models are blends of our core funds, custom-tailored by the 401(k) Committee and its consultant based on a pilot's birth year. These models then adjust automatically each year as the pilot inevitably, inexorably and relentlessly...ages. To see this in action go to: <https://www.401kaccess.com> >Investments>Investment Models and then select the year range containing your Date of Birth. Then grab ahold of the little cursor thingy and slide it slowly to the right to see how the models change with time. (See the yellow highlighted area in Figure 1.)

A recent conversation at FL390 put this in perspective. My coworker suggested in his direct New York manner: "You see, investing is like baking a cake." Hmmm, continue. "Well, some people want to make it from scratch, others from a mix, others want to pick it up from Costco, while still others want to hire a personal chef and have him make it. In the end, it's all cake."

Well put. As of the end of the first quarter we had 246 pilots who have hired personal chefs for their portfolio, and I'm guessing about seven times that number who have an advisor unofficially give them 401(k) advice or who subscribe to investment newsletters.

Most pilots want to go to the store and buy a mix by picking investment funds from our core line up and/or using the brokerage account (PCRA - Personal Choice Retirement Account). Others enjoy esoteric cake baking by using various strategies in the PCRA. There were 1,718 total accounts and \$311 million in the PCRA at the end of first quarter 2012. That's about 14 percent of total Plan assets.

Remember, some pilots have more than one account because of the Roth 401(k) option. The average PCRA account has around 7.5 trades per month, but the dispersion around the mean is fairly wide, meaning

some folks hardly trade and some folks trade a bunch. What investments are pilots putting in their PCRA? The top 10 mutual fund and equity positions for last quarter are shown below in Figure 2. These top 10 move around quite a bit from quarter to quarter. But I digress. Back to the main point of the missive...

Why are pilots apologetic, i.e. they always start out with "I just use the models?" I think it is because in the "Type A" pilot world "picking up a cake from Costco" seems like a cop out. The feeling of shame and guilt that one isn't a custom-cake-making-grind-your-own-flour-from-locally-grown-organic-red-winter-wheat-type of pilot is really illogical.

Each day several hundred thousand people engage us as a common carrier and sit back and relax. Do you think many of them worry: "I really should be walking from Denver to San Diego today, but instead I'm foolishly relying on these people and a purple jet to get me to SAN? No! One last point here. Portfolio construction is an art, like...well, baking a cake! We have a few pilots who pick some of every core fund. That's like baking a cake with 1 cup of flour, 1 cup of eggs, 1 cup of oil, 1 cup of sugar, 1 cup of cinnamon, and 1 cup of every-dang thing in the pantry.

Why does a Target Date portfolio (like our PLWA

The Schwab Self-Directed Brokerage Account Quarterly Report For the Southwest Airlines Pilots Plan as of 3/31/2012

charles SCHWAB

Plan Profile Information

Company Name	Southwest Airlines Pilots
Total PCRA Assets	\$311,045,990
Total PCRA Accounts	1,718
Total Advisor Managed PCRA Assets	\$99,225,898
Total Advisor Managed PCRA Accounts	236

PCRA Participant Profile Information

PCRA Accounts Opened This Quarter	80
PCRA Assets In and Out This Quarter*	\$21,566,025
Average PCRA Account Balance	\$181,051

Average Positions (Per Acct)

Cash & Equivalents	1.3
Equities	5.7
Fixed Income	0.1
Mutual Funds	1.2
Others	0.1
Total	8.4

Average Trades (Per Acct)

Equities	6.4
Fixed Income	0.0
Mutual Funds	1.0
Others	0.1
Total	7.5

Top 10 Equity Holdings	Ticker Symbols	\$ Equity Assets	% Equity Assets
APPLE INC	AAPL	\$10,884,231	6.38
SCH US REIT ETF	SCHH	\$9,198,353	5.39
SPDR GOLD TRUST	GLD	\$6,153,751	3.61
ISHARES TRUST DOW JONES DOW JO	DVY	\$6,083,969	3.57
GUGGENHEIM ETF	RYT	\$5,859,374	3.44
SCHW EMG MKT EQ ETF	SCHE	\$5,792,558	3.40
SCHW US SCAP ETF	SCHA	\$5,354,677	3.14
SCH US MID-CAP ETF	SCHM	\$4,484,400	2.63
PROSHARES TRUST ETF	TBT	\$4,052,147	2.38
ISHARES SILVER TRUST	SLV	\$3,324,899	1.95

Top 10 Mutual Fund Holdings	Ticker Symbols	\$ MF Assets	% MF Assets
SUNAMERICA FOCUSED	FDSAX	\$7,148,800	11.57
DOUBLELINE TOTAL RETURN BD FD	DLTNX	\$6,732,848	10.89
PIMCO COMMODITY REAL	PCRDY	\$5,268,515	8.52
SUNAMERICA STRATEGIC	SDIAX	\$3,314,686	5.36
DOUBLELINE TOTAL RETURN BD FD	DBLTX	\$1,498,483	2.42
TRIEX TACTICAL LONG	TLSNX	\$1,135,153	1.84
YACHTMAN FOCUSED FUND	YAFFX	\$1,066,207	1.73
PIMCO INCM CL D	PONDY	\$803,260	1.30
PERMANENT PORTFOLIO	PRPFY	\$786,174	1.27
IVY ASSET STRATEGY FUND CL Y	WASYX	\$659,808	1.07

Money Market Fund Balance	Ticker Symbols	Total Value
SCHWAB MONEY MARKET FUND	SWMXX	\$76,132,024

FIGURE 2

models) look the way it does? Let's look again at the table in Figure 1. Start at the bottom of the stock funds list and let's work up. The bottom three funds are international funds buying pieces of companies based in other countries. As the committee has repeated before, the world today has more than 65 percent of tradable stock market wealth overseas versus about 35 percent in the U.S. Not having sufficient investments outside your own country results in home country bias.

People in New Zealand tend to have New Zealand-centric companies in their portfolios; Germans have Germanic companies in their portfolios, and so on. We want more diversification out of our home country. Also, in a news flash, many international economies are growing faster than ours! This portfolio has 34.8 percent or more than a third of the total dollars in international companies. You ask: If emerging markets are now worth a third of all international markets, why are the emerging markets (Brazil, Russia, India, China, etc.) only 18 percent of the portfolio (6.4 percent of the 34.8 percent)?

Good question. In my opinion the percentage is low, but in the past the asset class was so volatile a lower percentage smoothed out the bumps in the math model. (Note, and read this slowly: We shouldn't model on the past for the future if the present already looks far different from the past. But we do it a lot in finance.) But the point is the average U. S. retirement fund only has around 5 percent in international stocks!

Moving up Figure 1, the next seven mutual funds are composed of domestic equity funds representing various combinations of large, small, out of favor and growth companies. These funds encompass 28.9 percent of the portfolio. The last stock fund is Waddell & Reed Advisor Asset Strategy Y, which charges only .84 percent and is hard to get into at that cost. It is almost like a hedge fund in that the managers can go close to home or far afield depending on market conditions. Also, the 401(k) Committee loves our annual talk with co-manager Ryan F. Caldwell, who makes Jim Cramer look like he is on Quaaludes! He must say one hundred thousand words in our one hour time slot! This fund tends to zig when others zag. Or, back to the baking example, it provides some consistency to the cake. This fund comprises 5.5 percent of this portfolio.

Next is the bond portion of the portfolio with 22.8 percent of total assets in this age range. A decent mix of domestic, international, inflation-protected, corporate and government bonds are represented. Their lower return but much, much lower volatility allows the portfolio to "rise" more steadily. It is worth noting the 3.2 percent in the PIMCO A4 (PIMCO All Asset All Authority Fund) has the ability to move around between any of the PIMCO family of funds to achieve its stated rate of return goal of C.P.I. (consumer price index) plus 5 percent.

Okay, the baking tour is almost complete. The last category is alternatives. The real estate fund is SWAPA's top performing fund during the last three years with a 35 percent annual return. It goes to show that just because parts of the U. S. residential real estate market were down, there's always a bull market

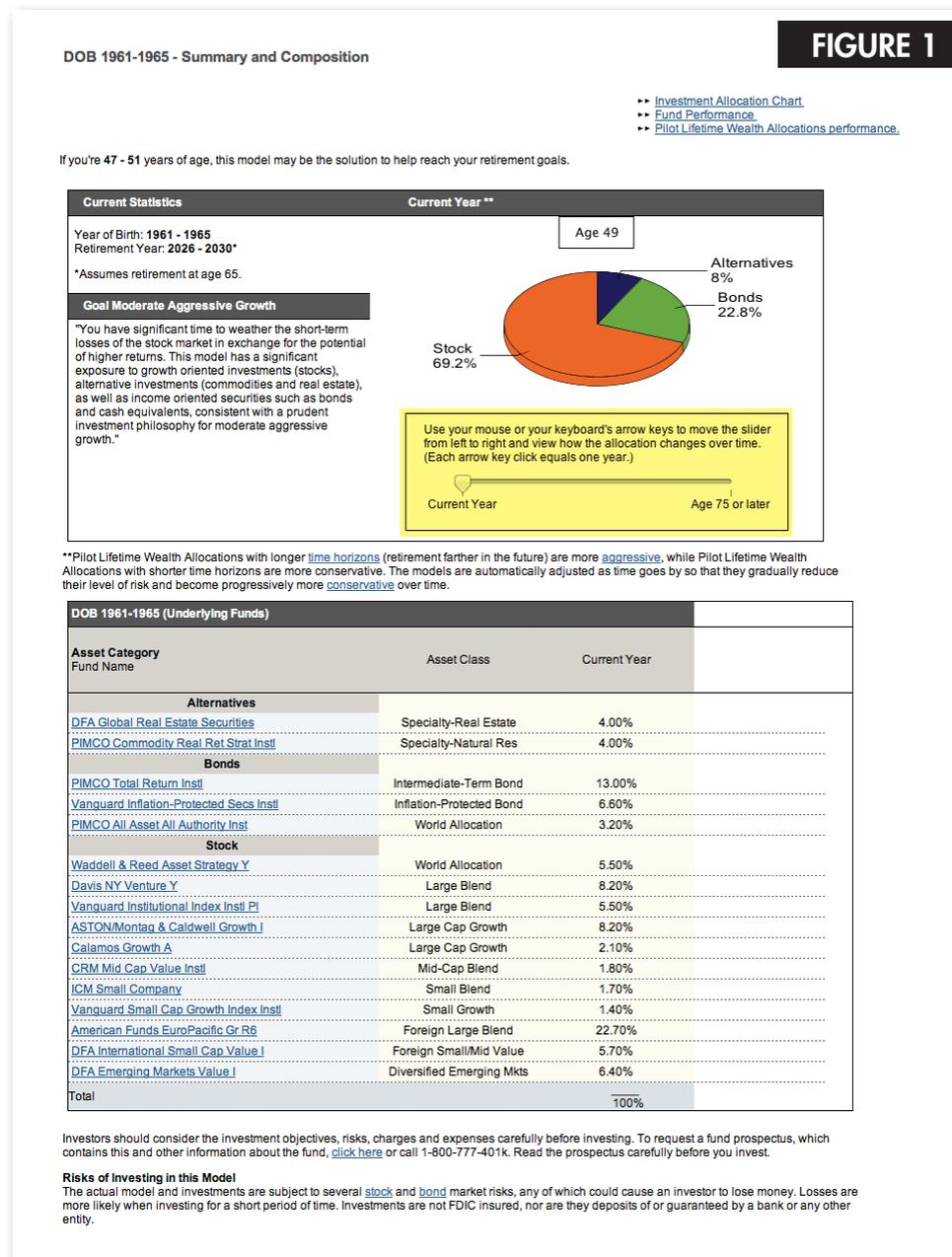
somewhere! This fund also tends to zig when others zag, providing additional consistency to the cake.

The PIMCO Commodity Real Return Fund which has been trash-talking its category cousins for quite some time buys exotic futures backed by commodities like gold, silver, oil, pork bellies, and other tradable contracts. This 4 percent weighted fund really doesn't play well with others; it's a loner who doesn't mimic the crowd, so it fits perfectly in a portfolio. Together these two alternative funds are equally weighted and comprise a total of 8 percent of the portfolio.

In closing, the PLWA models are complex portfolios that the Committee, along with our investment consultant, spends a fair amount time designing and monitoring. These fire-and-forget funds are nothing to be ashamed about. In fact, they are really good! So next time someone asks where you invest, proudly say: "I use the MODELS!"

An Added Note: This will be Scott's last RP Article as a 401(k) Committee member. He has an opportunity at his church where he has spent much time in different positions and working on different projects. Scott has also recently headed up our Negotiating Committee for the latest Section 6 contract in addition to being a past NC committee member and filling in as treasurer on short notice to help SWAPA. Scott is a smart guy who added to all aspects of our 401(k) and he will be missed. We wish him well. Please thank him for his service.

We are now looking for a qualified pilot to fill a position on the 401(k) Committee. If interested, please send an email with your experience, education and skill set to me, John Nordin, at j.nordin@cox.net. Thank you.



Training issues floating up as flying changes

Tom Gasparolo, Chair
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Greg Bowen, Chair
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Fellow pilots,

This has been a very busy year for your Training and Standards committees and there are many points we would like to discuss. The first item is the Remedial Flight Training Program. If you don't know what I'm talking about that's great; you've never needed it, but we all know anyone of us can have a bad day during training sometime in our career.

REMEDIAL FLIGHT TRAINING: To give you a little background, several years ago the FAA required SWA to come up with an approved Remedial Flight Training Program in the event a pilot has two failed training events in a five-year period. Basically if you failed a PC, had a PT or LOFT that needed to be repeated and you were not recommended to continue for a check ride, or a "failure to recommend," then you entered the Remedial Flight Training Flow. Prior to the change to the Flight Operations Training Manual (FOTM), if you followed the Remedial Flight Training Flow Diagram you could have gone directly to Performance Review Board and face possible termination without ever being seen by a Check Airman. Section 18 of our contract states the following:

"No pilot will be given a Line Check or Proficiency Check by any Check Airman not on the Master Pilot Seniority List."

The intent of our CBA is to not allow a pilot to be terminated for a training deficiency without being observed by a SWA Check Airman. Prior to the change to our FOTM you could have. Both the Company and SWAPA identified this issue and have agreed to the current change to the FOTM. The change basically states a line-holding Check Airman will perform training events that can lead to the Performance Review Board. I wouldn't lose sleep over this because our fail rate is less than one half of 1 percent and our repeat fail rate is such a low number the chance of being in this situation is minimal. But since there is a chance, we wanted to protect our pilots, and be sure there is a system in place that complies with our CBA. We believe

this change does. Section 18 also states the following:

"On critical check rides (i.e., re-check after failure, certificate action, or termination), a pilot may request that a neutral observer be present. The observer will be chosen from a list of pilots mutually agreed upon by the Vice-President of Flight Operations and the Association."

SWAPA and the Company have agreed that after a failure, the subsequent training events that can lead to the Performance Review Board will be considered a "critical check" and a neutral observer can be requested.

STUDY GUIDE: To help our pilots maintain proficiency we are continually updating the gFlash Pro study guide. Capt. Jeff Lagasse has been a member of the Training Committee for the past year and he is the one who will send you access to the study guides. If you would like to be added to the mailing list, send an email to training@swapa.org, include your name employee number and gmail address; Jeff checks this two to three times a week. At this time it will only work on the iPhone and iPad, but we are working with SWAPA IT to develop an application to make this accessible for free on most smartphones, iPads, tablets and computers. We tried to have this done last year but there was too much work for IT and understandably this was not a priority. Just a reminder: if you are going in for a PC make sure you download the Next Gen PC Study Guide from SWALife and review it. To find it click on the Flight Ops tab and then the Standards tab.

NOISE ABATEMENT: In clarification for the new noise abatement procedure in Orange County (Ops Binder Bulletin 12-46, SNA Close-In Noise Abatement Modifications), we would like to offer a review of the autothrottle modes applicable for this procedure.

During takeoff roll at 84 Knots the Auto Throttles revert to (Throttle Hold); this essentially means the Auto Throttles are locked out from making any input to the Thrust Levers. At 800' AGL the Auto Throttle system reverts from Throttle Hold to (ARM); this means the Auto Throttle system is now active but still not sending a command to the thrust levers.

If you review the procedure, during preflight you are directed to Takeoff Page 2/2 and you will notice the acceleration height has a default of 1000' AGL. To comply with the noise abatement procedure the acceleration height is changed to 3000' AGL. Therefore once the Auto Throttles revert from Throttle Hold to ARM at 800' they will remain at the cut back power setting until reaching 3000' at which time the Auto Throttles engage in the N1 mode and set climb thrust.

A complete review of the procedure is recommended and once you perform this maneuver you will find it less complicated than the previous one. The Company does not plan to send the Classic airplanes to Orange County but the procedure is there in case of irregular operations.

Clarification on ETOPS and Class II Navigation training: The Class II Navigation training we will attend later this summer or possibly fall will not

include ETOPS. There will be ETOPS language in our International Flight Operations Manual (IFOM) but we will not be trained to fly ETOPS until sometime in the future. The Company has to go through an FAA application process that takes a minimum of six months before we can begin teaching ETOPS. The number of pilots that will be trained to fly ETOPS is still to be determined, as well as where they will be based.

Class II Navigation training will include dry raft training and will qualify all pilots on the raft and equipment necessary for overwater flights. Once complete we will be qualified to fly the West Atlantic Route System (WATRS), which means we will be able to fly beyond 100/162 NMs offshore (100 NM above 35 degrees N. Latitude and 162 NM below).

An example of this would be to fly from Baltimore direct to San Juan. Currently we could fly that route but we would be restricted to the 100/162 NM rule. Class II training will allow us to fly beyond the service volumes of ICAO standard ground-based NAVAIDS (VOR, VOR/DME and NDBs) and is required to fly the most direct route to destinations such as San Juan and allow us the capability to fly to Bermuda. We will also be able to fly under Flag rules and this allows us to fly to destinations outside the contiguous United States. The Company published an explanation of this in the Flight Operations Publication titled International Flare. It's a very good article that I would recommend reading if you haven't already; keep it available for future reference.

UPGRADES: So far 94 pilots have upgraded this year and at least four more classes are planned with 24 in each class (128 total upgrades for 2012). Classes are scheduled for June, July, August and one more in the fall. If you are planning to go to upgrade please make sure you are prepared. If you have something going on in your life that will distract you from your training, consider postponing your upgrade for a later date. If you are not sure when/if you are going to upgrade make a call to Crew Planning to get an idea of when you might attend. Check your vacancy bid to ensure it is what you want, no surprises!

TRANSITION CLASSES: The fifth transition class is in progress with three more scheduled this year. Each class has 24 pilots; this will bring a total of 192 pilots across the partition for 2012. Remember, this is always subject to change.

If you have an issue while in training whether in upgrade, ground school a PC or PT, we are here to support you and answer any questions you may have. Email us at training@swapa.org or call 954.263.7362. 

ASK SWAPA



With the 717s slated to retire from the fleet, provisions in SL 10 resulting in Southwest captain upgrades, international training for all pilots, ETOPS training for the ETOPS Bid Group as well as a normal PC/PT schedule, can the Training Center physically handle the increased training requirements?

Training Center officials note that each of our six NG sims can support 1,800 events a year. With maintenance, outages, FAA certification and other limitations, the center schedules each NG sim for 1,440 periods a year or a total of 8,640 periods a year at a rate of four per day. Officials say they can increase into the D and E periods for a total of 16,200 events a year using all nine sims, but would need additional instructors. Some future PTs and transition training events may be handled in the Classic sims as the Company is retiring fewer

Classics under new fleet plans. Leasing additional simulators is also a possibility if needed. There is no simulator training required for international; only ETOPS training will require a simulator event with selected crews, which will be minimal simulator periods.

Adding all of the training requirements listed above totals about 15,300, so the short answer is "yes."

Family CONNECTIONS

SUBMIT YOUR FAMILY CONNECTIONS
TO FAMILYCONNECTIONS@SWAPA.ORG

Congratulations

FO LIAM BOOHER (MDW/#84729)

and wife, Kathleen, had a baby boy. Luke was born May 14, 2012 weighing 6 lbs. 10 oz.

FO DAVID LAMBERT (BWI/#82598)

and wife, Nichole, had a baby boy. Ethan Phillip was born May 29, 2012 weighing 10 lbs. 5 oz.

FO JUSTIN PEELE (PHX/#95759)

and wife, Hilary, had a baby boy. Daelen Matthew was born May 27, 2012 weighing 7 lbs. 2 oz.

FO RICHARD CARTER (DAL/#87993)

and wife, Susan, had a baby girl. Evelyn Sky was born May 4, 2012 weighing 8 lbs. 6 oz.

CA LANCE WAITE (PHX/#59877)

and wife, Laura, had a baby girl. Lindy was born June 1, 2012 weighing 7 lbs. 8 oz.

Condolences

FO CHRIS CAIN (DAL/#76199)

father, Thomas George Cain, passed away.

CA BRAD BURGMANN (LAS/#52774)

grandmother, Dorothy Schwinger, passed away.

FO SCOTT PLYLER (HOU/#69320)

grandmother, Elizabeth 'Betty' Cahmar, passed away.

CA CHUCK BECKUM (MDW/#57997)

mother, Doris J. Baker, passed away.

CA MARK CLAYTON (DAL/#4355)

father-in-law, Irvin S. Heflin, passed away.

CA LUIS ENCARNACION (MDW/#66202)

mother, Carmen Julia Gonzalez, passed away.

CA DARRELL WHITLEY (HOU/#32462)

mother, Patricia Whitley, passed away.

CA MATT SEAMON (MCO/#31560)

mother, Nancy Seamon, passed away.

CA DARREN BOND (MDW/#52135)

father, William Bond, passed away.

CA RICHARD ZADOW (HOU/#40983)

father-in-law, Charlie Lingenfelter, passed away.

FO STAN BURNS (LAS/#81701)

grandmother, Norma Burns, passed away.

CA KYLE HANSEN (MDW/#49193)

mother-in-law, Laurie Herrmann, passed away.

CA DAVE CARLSON (BWI/#34707)

mother-in-law, Lucille Lynd, passed away.

CA DAVID EGGERS (OAK/#66195)

mother, Patricia Eggers, passed away.

CA BRAD THOMPSON (PHX/#62751)

brother, Bob Thompson, passed away.

CA MIKE BIALKA (HOU/#4789)

mother, Marion Bialka, passed away.

CA CHANCE BARBER (MDW/#49813) grandfather, retired United Capt. C.J. Stropes, passed away.

FO STEPHAN GAFFORD (BWI/#82871)

grandmother, Jean Gafford, passed away.

FO JUSTIN TESINSKY (OAK/#95805)

father-in-law, Tom McCollum, passed away.

FO RANDY REYES (OAK/#97890)

father-in-law, Emeterio Punzalan, passed away.

CA TOM VERLIN (MCO/#15020)

sister, Patricia Pietris, passed away.

FO KYLE MOORE (MDW/#85675)

father-in-law, Tom Garrey, passed away.

CA BRIAN DIGE (PHX/#3906)

mother, Zelma Dige, passed away.

IN MEMORIAM

Capt. Sam Cohn, Employee #213, one of our 20 original pilots, passed away on May 28 in Dallas at age 69, leaving behind legacies at our Union, our Company and the Dallas area.

Sam was instrumental in the formation of our Union. He served as president of the Pilot's Council in 1977 and served as our first official Union president in 1978. He was among the original pilots hired on July 1, 1971 and flew for Southwest for 30 years before retiring in 2001. He was a Vietnam Veteran and served in the Air Force flying KC-135 Stratotankers.

A former basketball player at Clemson University, Sam continued his love of the game after retiring from his commercial pilot career by playing in the Senior Masters basketball tournaments. He was an active volunteer with Challenge Air, a scholarship organization that takes special needs children on flights.

Sam is survived by his wife, Jill; daughter Carey and husband, Brian Kint; son Eric; and daughter Erin and husband, Jeff Flowers; grandsons, Matthew, Colby and Connor Kint; and sister, Regina Mullins.

The Human Factor: The Dance

Steve Swauger
Human Factors
safety@swapa.org

IN THE NEWS

The pilot profession flashed across the news headlines recently with the chilling tale of a JetBlue captain exhibiting erratic behavior before and after being locked out of the flight deck by his concerned first officer. By every account, this was a sudden and dramatic change in the captain's behavior – long regarded as a highly respected and experienced aviator.

So, it raises questions like, how does this occur, how does behavior change so quickly, how do I recognize it, and what can I do about it? Very few of us are experts in neurochemistry or abnormal psychology, so instead of focusing on clinical aspects, let's look at the things that all of us can do at our current level of knowledge and experience.

PERSONAL READINESS TO FLY

Dial your aviation career back to the time when you started learning to fly. While you may not have been schooled in the "I'M SAFE" checklist, I'm sure you learned something similar. Simply stated, it is a checklist to self-assess your suitability and physical/mental readiness for flight.

Three of the checklist steps are pretty self-evident and should be clear stop signs for responsible pilots – illness, medication, alcohol. We should remember, however, that the grounding medications lists don't cover combinations of approved over-the-counter

medications. So anytime you are taking anything for an illness or medical condition, make the conservative choice and stay on the ground if you aren't 100 percent.

The three remaining steps are more subtle, temporary, or easily discounted by experienced pilots – stress, fatigue, and eating. Eating is easily solved during a work day. Still, some pilots engaging in weight-loss diets can convince themselves that they "are eating" even though they lack adequate nutrition to feed their brains.

Fatigue is an impairment that has gained much attention recently. We currently have a Fatigue Incident Worksheet (FIW) on SWALife that we can complete following fatigue calls or anytime we wish to document fatigue events. A Fatigue Risk Management Working Group actively investigates all fatigue events with the goal of correcting operational factors that contribute to them.

Stress, is far more nuanced. We all experience stress as a natural byproduct of our lives. A little stress is fine. More stress is generally manageable through practice and professional discipline. Too much can bring us to the point of the proverbial straw that breaks the camel's back. Our language is well stocked with phrases that describe this breaking point – he snapped, she went postal, he melted down, and more. Our can-do culture looks upon these conditions as weaknesses. "He couldn't handle the pressure." "She is weak." "If you can't run with the big dogs, stay on the porch."

Back to our JetBlue captain, what caused his breakdown? As of now, we don't know – and frankly, it doesn't matter. Why? Because each and every one of the conditions in the "I'M SAFE" checklist could have caused the behavior he demonstrated. So, what do we do with this conclusion?

THE FRAGILE BRAIN

We take our mental health pretty much for granted, but neuroscience shows us the brain is one of the most chemically complex organs of the body. We know from our hypoxia training that the absence of oxygen for even six seconds causes the brain to shut down. Dozens of chemical processes are

equally precarious – and each results in a different manifestation of mental and behavioral breakdown.

Significant medical events can leave lasting or even permanent impairment. Cancer chemotherapy and strokes can leave permanent damage, yet both offer the opportunity for a pilot to regain his/her FAA Class 1 medical. Even mild and unnoticed medical events can leave lasting impairment, problems that progress unnoticed by the individual. Finally, disease can erode one's mental skills – slowly, at an almost imperceptible rate. Even aging carries the unavoidable slowing of mental processing. Each can cause us to exhibit problems with decision making, information processing, dexterity, and mood swings.

While significant events and illnesses can generate mental impairment that we can self-recognize, the vast majority of them are first detected by others – typically others who know the individual well. Additionally, the ailing pilot may view the event as temporary or something they "can handle." "Yes, I've been drinking, but it's been over eight hours, so I'm okay;" "My allergies are really flaring up, but I took something for it, so I'm good to go;" "I'm going through a divorce, so I really need to fly extra to pay the bills."

As line crew members, we don't have the medical training to classify mental impairment, whatever the cause. We need tools that are more general, more useful.

THE DANCE

I was expressing my struggle with writing about this topic to a first officer with whom I flew recently. Brian put it perfectly, "It's like a dance. We all do it differently, but we all recognize *when someone isn't doing the dance.*" I think this is a useful tool for each of us to use. If your crewmate isn't doing the dance, you'll quickly notice it. It has been reported that the captain from the JetBlue incident was very late arriving for work (dance misstep) and that he was uncharacteristically agitated (another dance misstep). Both were atypical behaviors.

The same can be stated about many of the stories of pilots under impairment – acting with paranoia, making irrational decisions, freezing up, unable to speak clearly in normal sentences, etc. All are dance missteps that we can easily recognize. Still, we all have our bad days, right? What's the difference? If you witness dance missteps, what should you do next?

WHERE AND WHEN

It is best to resolve these questions as early as possible. Meet in the lounge before a pairing or down in the lobby before the flight. Engage in normal crew banter to open the work day. If there are warning signs, they should show up there. If possible, resolve all questions of impairment before stepping into the aircraft. With chemical or alcohol impairment, successful intervention is complicated after a pilot passes through the forward entry door. Of course, resolve your concerns as privately as possible to avoid a scene in front of passengers or inflight crew members.

FLIGHT FITNESS - THE "I'M SAFE" CHECKLIST

I	ILLNESS	Do I have an illness or any symptoms of an illness?
M	MEDICATION	Have I been taking prescription or over-the-counter drugs?
S	STRESS	Am I under psychological pressure from the job? Worried about financials matters, health problems or family discord?
A	ALCOHOL	Have I been drinking within eight hours? Within 24 hours?
F	FATIGUE	Am I tired and not adequately rested?
E	EATING	Am I adequately nourished?

YOUR INITIAL QUESTION

If you witness evidence of impairment in your crewmate, you need to open a dialog. Now, the easiest, most common way we do this is to ask, "Are you okay?" Now, I'm not discounting this approach, but it is easily dismissed, closing the discussion without gaining any useful information; "I'm fine." We need to avoid closed-ended or one-word-answer questions.

It is better to start with an observation of the observed behavior to make the person share information *about that observed behavior*. For example, "You seem upset. What's up?" or, "You seem very distracted. What's going on today?" Both of these approaches express an observed behavior and invite the pilot to answer specifically about that behavior. How they answer this question is important.

THEIR INITIAL ANSWER

Ideally, the impaired pilot will immediately respect your concern, explain the problem, realize that he/she is out of step, and return to "the dance." "Sorry, Joe, I just got a call from my daughter. She was in a car accident." At this point, keep the dialog going. Ultimately, you and the impaired pilot need to assess whether he/she can safely move forward. Look for eye contact. Is the person continually avoiding eye contact

with you? Do they try to change the subject? Do they snap back at you in an effort to bury the issue; "None of your business, just read the damn checklist!"

As a general rule of thumb, if they won't answer your concerns and they cannot return to "the dance," you'll need to raise the stakes.

THE CONFRONTATION

The next step is to confront the impaired pilot, clearly stating your concern and your standard for continuing. "Joe, you are avoiding eye contact with me and I smell alcohol. We can't continue this flight." "Sally, you are slurring your words and you appear to be unable to grip with your left hand. I think we need to call the paramedics." "John, you seem extremely upset. I am not comfortable continuing this flight until we resolve this." The important components in the confrontation are:

- A clear statement of the problem, and
- A clear statement of your intended course of action or standard for continuing

It is still possible to return to the dance at this point, but the standards are higher. Maybe the pilot needed your confrontation statement to realize how distracted he/she was and how serious you were. You'll need to see an immediate change of behavior, "Sam, I'm really sorry. I hadn't realized how upset I was. Let me tell you what's

going on in my life right now." Perhaps the friendly ear is what that pilot needs to get back on track and continue. You'll need to see an immediate reduction and eventually, elimination of the concerning behavior. You may still conclude that the level of distraction is too great and that the best course is to replace the impaired pilot.

One thing is clear, if you remain unconvinced that the impaired pilot is back in "the dance" after your confrontation, seek help from a higher authority. If you are seated in the flightdeck, leave it, and call your chief pilot's office for help. Don't think you can handle this person, or that it will get better after we get flying. The reduced oxygen level at cruise flight almost always intensifies impairment. It never gets better in the air.

SUMMARY

We use the JetBlue event as a showcase, but similar events have happened here – as they have happened at every airline, at every workplace, and in every setting where humans live. The important thing to remember is that you may be the last line of defense keeping an impaired pilot out of the sky. Embrace this responsibility and ensure that both you and your crew satisfy the I'M SAFE checklist. 

SIDE LETTER 12 VOTING RESULTS

SIDE LETTER 12 – ETOPS AND NEAR-INTERNATIONAL FLYING RATIFICATION VOTING CLOSED AT NOON CT ON JUNE 13 WITH THE FOLLOWING RESULTS:

IN FAVOR: 63.05%

REJECT: 36.95%

SIDE LETTER 14 VOTING
JUNE 19 – JULY 19



FEELING FATIGUED?

MAKE THE 'CALL' TO SCHEDULING AND COMPLETE A FATIGUE REPORT (SWALIFE>FLIGHT OPS>FORMS/REPORTS>FATIGUE INCIDENT WORKSHEET).

EMAIL ANY QUESTIONS TO FATIGUE@SWAPA.ORG



MILE HIGH MOVES

COMMUNICATIONS COMMITTEE
COMMUNICATIONS@SWAPA.ORG

The Company earlier this year announced a new pilot base in Denver scheduled to open October 1. The contractual time period for qualifying for a paid move is twelve (12) consecutive months from when the base is open. With an eye toward summer when families might want to think about relocation, we are providing some of the information included in the DEN move packet that you will find posted on the SWAPA website. Please refer to the packet for details on vacancy bidding or call your SWAPA Contract Admin at 800.969.7972.

MILE HIGH MOVES

MOVING

Moving Expenses are paid by the Company in two specific instances. Section 10.A. of the contract states: a “new domicile” for a period of twelve (12) consecutive months. Flight Crews transferred during such period; and (see Section 10.C.), pilots who have been involuntarily displaced. A pilot must meet the following conditions to be eligible for a Company-paid move:

1. The pilot is transferring to the new crew base, or
2. The pilot is displaced from his base as the result of a reduction in force, and
3. The move commences within 24 months from the effective date of the award, and
4. The move is to a location within two hundred (200) highway miles of the new crew base or to a location which is a Southwest city that is not greater than the equivalent of one and one-half (1.5) TFP from the new crew base. If the pilot elects the trip equivalent move, the move location must be within fifty (50) highway miles of the online airport.

For Denver, there are four (4) cities within 1.5 TFP of DEN: ABQ, AMA, LBB and SLC. To verify that an address would meet the requirements for a paid move, get the

driving distance from Google Maps or MapQuest from the desired address to either DEN or the appropriate 1.5 TFP from the airport. Ensure that the driving distance is within 200 miles of DEN or 50 miles of one of the 1.5 TFP stations. If in doubt check with your chief pilot to verify that you are eligible for a Company-paid move. The chief pilot will need the following information from you:

1. Original Domicile.
2. New Domicile.
3. Date of Transfer.
4. Current Residence.
5. New Residence.
6. Reason for eligibility (transfer, displacement).
7. What month transfer is effective.

For a displaced pilot, Section 10.C.2. states: “In lieu of a Company-paid move, a pilot who has been involuntarily displaced will be eligible for Company reimbursement of hotel accommodations up to one (1) night per number of pairings in his original line. The pilot will secure his accommodations. Upon submission of the receipt to the base coordinator, the pilot will be reimbursed for actual room costs not to exceed seventy-five dollars (\$75.00). A displaced

pilot will be eligible for reimbursement for a period of up to three (3) months. These rules will also apply to Reserve pilots with the following exception: A Reserve will be eligible for up to two (2) nights’ reimbursement per number of Reserve blocks in his original line.”



BIDDING AND MOVING Q&A

Q. Will the Company pay for my move if I move before the new base opens?

A. Pre-paid moves are allowed and will be paid under the normal CBA rules: the pilot must receive a Vacancy Bid award into DEN within the first 12 months of the domicile opening. Should a pilot not receive a bid award into DEN within the first 12 months of opening, he is liable for all expenses and will be required to repay the Company for these expenses. See your chief pilot for details.

Q. How long do I have to be awarded a position at DEN and still qualify for a Company-paid move?

A. You have twelve (12) months from the effective date that the base opens, i.e., for DEN you will have from October 2012 through September 2013. Section 10.A. of the contract states: “A newly established domicile will be considered to be a ‘new domicile’ for a period of twelve (12) consecutive months. Flight crews transferred during such period will be considered as transferred at Company request and their moving expenses will be paid by the Company per Section 10.E.”

Q. How long do I have to physically move after I am awarded a position in the new base?

A. You have 24 months from the award date. Section 10.E.8. of the contract states: “The Company’s obligation for a paid move to the new domicile will terminate if not

used within twenty-four (24) months of the award date. The move will commence on the date when the mover loads the household effects where the move originates.”

Q. I bid into the base during the first 12 months. Can I bid out of the base after the 12-month period and still qualify for a Company-paid move?

A. No. Moving must be accomplished while still assigned to DEN. If you move out on a voluntary basis the Company’s obligation to pay for your move is terminated.

Q. As a junior captain in OAK I am displaced to PHX as an FO as a result of a reduction in OAK due to the opening of DEN. Am I eligible for Company-paid move?

A. Yes. See Section 10.C.-E.

Q. I am a non-captain qualified first officer in PHX. I want to go to DEN only if I can be upgraded. How do I bid?

A. You should bid in the top 3.2 percent of DEN first officers.

Q. Is there a seat lock if I am a captain and voluntarily bid as a lance captain?

A. Yes. Per Section 23.N.1.: “If a Captain changes seat position voluntarily, he will be designated a LC if he falls within the designation criteria and locked in

the First Officer seat position for four (4) bid periods.”

Q. I am a PHX FO who has not been through upgrade. I am awarded a DEN captain position for October 1, 2012. How long does the Company have to qualify me as a captain? Am I subject to a training freeze?

A. Per Section 23.N.3.b.: “In month one, four (4) full calendar months following the date of the original vacancy award. In month two, three (3) full calendar months following the date of the original vacancy bid award. In month three and beyond, two(2) full calendar months following the date of the original vacancy award.”

Q. I am a non-captain qualified FO awarded a first officer position in the top 3.2 percent in DEN. Am I required to go to upgrade?

A. No. Per Section 23.N.3.a.: “The pilot must inform the Company by submitting his preference via the Crew Management System (CMS) [i.e. CWA] by the close of the vacancy bid period.”

MAKING A MOVE TO DEN?

HERE'S A BOOTS ON THE GROUND VIEW OF THE DENVER AREA



NEAR THE AIRPORT

If you have dreams of getting from your driveway to the pilot lounge in less than 45 minutes, there are some close, convenient options for you. Just 10 minutes northwest of the airport is Reunion, a relatively new community whose small hometown feel hosts an array of recreational opportunities for its residents, including a 52-acre park, an award-winning rec center, eight acres of lakes, athletic fields, trails, picnic areas and more.

About 15 minutes southwest you'll find Stapleton, a master-planned community built on the former grounds of Denver's Stapleton International Airport. They even left the control tower standing!

Aurora is probably the closest "full service" city to the airport. Aurora has a mix of older and newer properties, shopping malls and big box stores, and is also home to Buckley Air Force Base.

NORTHERN SUBURBS

Some popular suburbs for SWA pilots already living in the area include Westminster, Broomfield, Erie, Lewisville, Longmont and Superior. All offer the modern conveniences you'd come to expect in a big city suburb and consist of mostly-newer housing. Broomfield is home to the 1st Bank Center, where you can catch concerts and minor-league sporting events. You'll be about 30 minutes from the airport, 20 minutes from downtown and an hour and a half from the ski resorts. For those who like to play around in the Boulder area, these areas offer easy access via a short 20-minute drive on the Boulder turnpike.

BOULDER

Located about 30 minutes northwest of Denver, Boulder is an eclectic town. Home to Colorado University, the city resides at the base of the Flatirons.

For the outdoor-inclined, there are several mountains, valleys, and canyons in which to get "lost." Whether you enjoy hiking, mountain biking, or mountain climbing, Boulder has something for everyone. You can get some breathtaking views of the city and the CU campus from the top of adjacent Flagstaff Mountain. Even in the summer it's nice and cool at the summit.

The heart of the city is on Pearl Street, an outdoor pedestrian mall with dozens of boutiques, diverse shops, and several street performers. It has been described as a mountainous version of Key West. If yoga's your thing, you'll find more yoga studios per capita in Boulder than any other city in the country.

WEST SUBURBS

If you want quick access to the mountains, the west side has that for you. West side suburbs include Golden, Arvada, Wheat Ridge and Lakewood. You'll be a one-hour drive on I-70 away from the ski resorts. Most of these west side towns are about 30-40 minutes from the airport and about 15-20 minutes from downtown. The tiny western suburb of Morrison is home to the Red Rocks Amphitheater.

SOUTH SUBURBS

The south side has the bookends of Parker on the east and Littleton on the west; in the middle as you head south down I-25 you'll find Cherry Creek, Centennial, Highlands Ranch, Castle Pines and Castle Rock. You'll be about 40-45 minutes from DEN, about 20-30 minutes from downtown and about an hour and a half from the ski resorts. You'll find that the farther you get from Denver proper, the newer the neighborhoods tend to be. If high-end shopping is on your list of must-haves (or that of your significant other), the south side is a good place to be. As can be expected, there's

some great dining in and around these areas as well. The south side is also known for great school districts, as Douglas County routinely ranks highly.

THE FOOTHILLS

If you come to Colorado to enjoy mountain living, there are some options that still keep you within Denver's reach. Evergreen and Conifer are good options if you just want to be a little further away from it all. You'll be an hour from the airport in good weather, but you'll have to contend with mountain driving in the winter. Also, these areas do tend to be a bit pricey, as you'll be paying a premium for living up in "God's Country." You won't find any big-box stores up here. It truly is like living on vacation.

UP AND DOWN THE FRONT RANGE

There are other options in Colorado if you don't particularly care to be near the airport, the city or the ski resorts. About 70 miles south of Denver, you'll find Colorado Springs and Monument. A similar distance north of Denver will have you near Fort Collins and Greeley.

Any of these locations will have you over an hour from the airport and over two hours to the ski areas. Having said that, these locations have at one time or another been listed amongst the most desirable places to live in the country. Great schools with a small-town feel is what you'll find here.

Thousands of college students abound in these locales, as Colorado State is in Fort Collins; Northern Colorado is in Greeley, and of course, the U.S. Air Force Academy is in Colorado Springs.

If you don't mind driving, you can find some beautiful neighborhoods in great areas for more modest prices than you might find in and around the Denver metro area.



“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 e-mail: livehealthy-livewell@cox.net

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.

CAN GLUTEN-FREE AID WEIGHT LOSS? – A gluten-free diet (one where you cut out foods that contain gluten, a protein found in wheat, barley, and rye) may help people lose weight because people who go on the diet tend to eliminate foods like bread, muffins, and pastries – baked goods and desserts that often pack unhealthy refined carbohydrates, and instead opt for meals that emphasize fruits, vegetables and whole grains like quinoa.

On the other hand, if all you do is swap your usual snack foods for their gluten-free counterparts, you might actually end up gaining weight. Gluten-free muffins, breads and crackers are much higher in sugar and fat and they tend to have more calories.

If you are looking for a way to drop weight, a no-gluten diet is not the solution, especially if you are eating gluten-free junk food. You will get better results by eating whole grains (including those with gluten), fruits, vegetables and lean protein sources. A gluten-free diet is beneficial to the one percent of Americans who have celiac disease, an autoimmune disorder that causes damage to the lining of the small intestine in response to ingesting foods containing gluten, plus the 6 or 7 percent of Americans who have gluten sensitivity – meaning they have celiac-like symptoms (abdominal pain, bloating, gas, nausea, fatigue, persistent diarrhea) but test negative for celiac disease. *Health 11/11.*

GET YOUR VITAMIN D – More than three-quarters of cancer patients have insufficient levels of vitamin D and the lowest levels are associated with more advanced cancer. The five most common primary diagnoses were breast, prostate, lung, thyroid and colorectal cancer. Seventy-seven percent of patients had vitamin D concentrations either deficient or sub-optimal. *American Society for Radiation Oncology, 10/11.*

DIET: A SLICE OF WATERMELON – Watermelon reduces atherosclerosis in animals. The study involved mice with diet-induced high cholesterol. By week eight, animals given watermelon juice had lower body weight due to decreased fat mass. They experienced no decrease in lean mass. Plasma cholesterol concentrations were significantly lower, with modestly reduced intermediate and low-density lipoprotein cholesterol concentrations. *University of Kentucky, 10/11.*

VITAMIN B FOR ANTI-AGING – Bananas are rich in vitamin B, something that the body needs more of as you age. Tufts University researchers found that

women of childbearing age, particularly those taking oral contraceptives, are much more likely than men to have inadequate amounts of vitamin B6. The nutrient is necessary for estrogen metabolism and the Pill adds more estrogen to your body. B6 is also vital for red blood cell function, a healthy immune system, and normal brain activity – low levels can lead to a form of anemia.

Boosting levels of another B vitamin – B12 – may reduce the risk of Alzheimer’s disease. Bananas, baked potatoes and chicken are good sources of B6. Eggs, meat and milk are high in B12. *Health 10/08.*

MORE LIKELY TO CATCH A COLD ON A COMMERCIAL FLIGHT? – Cabin air in commercial aircraft is no more likely to spread colds and other infections than the air in similar crowded, enclosed spaces, according to the Australian Transport Safety Bureau. People often blame poor ventilation, especially the recirculation of cabin air, but the air is refreshed and filtered many times every hour (much less so when sitting on the ramp or taxiway). Simple human proximity is the real culprit – passengers get sick on planes by sitting near people who are sneezing or coughing. For colds, hand-to-hand contact via contaminated objects is also a risk. Frequent hand washing is the best defense.

Additionally, staying active can help ward off colds, according to a Swedish report. The study of 1,500 people found that the most active folks were 18 percent less likely than infrequent exercisers to develop upper-respiratory infections during the 15-week study period. The effect was even stronger with those who indicated high stress. Exercise temporarily releases immune cells into the bloodstream. Maximum benefit was derived from one hour of exercise a day. *University of California Berkeley Wellness Letter 02/11, Men’s Health 11/11.*

Y CHROMOSOME RISK – A Columbia University study of 40,000 men found that the dads who had only daughters were 40 percent more prone to prostate cancer than the men with at least one son. A mutation on a man’s Y chromosome may reduce his odds of having a boy and raise his cancer risk. *Men’s Health 5/07.*

ACETAMINOPHEN WARNING – If you take acetaminophen, make sure you are not taking too much. It is easy to take too much since this pain reliever (Tylenol and generics) is also found in many headache and cold/flu remedies (such as Excedrin and Theraflu) and other over-the-counter drugs, as well as in some prescription pain relievers. Overdosing with acetaminophen is the leading cause of acute liver failure in the U.S. Adults should not take more than 4,000

milligrams a day from all sources (equal to eight Extra-Strength Tylenol). Read the ingredients list carefully. Drinking alcohol while taking acetaminophen greatly increases the risk of liver problems. *University of California Berkeley Wellness Letter 02/11.*

BROCCOLI FOR YOUR PROSTATE – A test-tube study conducted by Oregon State University revealed that a phytochemical in broccoli may kill prostate cancer cells. Surforphane inhibits enzymes that allow cancerous cells to grow. Clinical trials are planned to see if the effects would be similar in humans. *Men’s Health 11/11.*

REMEMBER YOUR FLUIDS – Drinking plenty of fluids may provide men with protection against bladder cancer as the fluids may flush out potential carcinogens before they have the opportunity to cause tissue damage that could lead to the cancer. High total fluid intake (more than 2,531 milliliters per day) was associated with a 24 percent reduced risk for bladder cancer among men. *Cancer Prevention Research 10/11.*

GOOD TO START EARLY – There is good reason to start measuring cholesterol at age 20 and take steps to improve undesirable results. People in their 20s and 30s who have elevated cholesterol are at increased risk for developing signs of coronary artery disease in midlife, according to a large, long-term study in the *Annals of Internal Medicine*. Researchers repeatedly tested cholesterol levels in people age 18 to 30 for two decades and also measured calcium deposits in coronary arteries, an indicator of plaque buildup (atherosclerosis). Those with high LDL (bad) cholesterol when young were three to five times more likely to have calcification at age 45 than those with low LDL levels. *University of California Berkeley Wellness Letter 01/11.*

FISH AND ALZHEIMER’S RISK – 5.1 million people in the U.S. have Alzheimer’s disease. Eating fish once a week is good for brain health, as well as lowering your risk of developing Alzheimer’s disease and mild cognitive impairment. This is the first study to establish a direct relationship between fish consumption, brain structure and Alzheimer’s risk. Consuming baked or broiled fish promotes stronger neurons in the brain’s gray matter by making them larger and healthier. This simple lifestyle choice increases the brain’s resistance to Alzheimer’s disease and lowers risk for the disorder. Eating dried or fried fish does not seem to help preserve brain volume or lower Alzheimer’s risk. *University of Pittsburgh School of Medicine, 12/11.*

Wealth Management 101: Tax and Estate Planning

Communications Committee
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Editor's Note: This is the fourth in a series of articles on wealth management and what pilots need in order to build a lifetime financial plan.

Death and taxes – life's only certainties. While unpleasant to discuss, both events can fortunately be planned. Well thought out tax and estate plans provide numerous benefits: defer and reduce taxes while earning; minimize tax liability in retirement; preserve wealth after your death; and ensure that your wishes are carried out. Like all other elements of financial planning, the sooner you lay out your plan the more effective. It's also important to update your plan as your life progresses.

TAX PLANNING

While earning, we look for legal ways to reduce tax liability. After retirement, often times we pay those deferred taxes. A well thought out tax plan will help determine the most efficient way of structuring your finances. This can be complex because your income is typically higher while working yet tax rates could be higher during retirement.

Through both your lifestyle and retirement savings, we as individuals have ways to reduce income tax liability. The most common are retirement plan 401(k) deferrals, deductible IRA contributions (if you qualify), child tax credits, mortgage interest and property tax deductions and charitable contributions. Of these, pre-tax retirement plan contributions could come back to haunt you. Although earnings grow tax free, all withdrawals are treated as ordinary income.

The greatest tool to combat this is a Roth IRA or, even better, a Roth 401(k), which is now available to Southwest pilots. Roth contributions are made post-tax; your earnings not only grow tax-free but also your withdrawals are tax-free after five years so long as you take a qualified distribution. Because Southwest contributes to your defined contribution 401(k) plan on a pre-tax basis, all funds drawn from these accounts upon retirement will be treated as ordinary income. Coordinating these withdrawals in conjunction with your Roth funds will help provide more reasonable tax consequences.

Holding investments in appropriate accounts can also decrease your tax liability. For example, U.S. Treasury bonds in a taxable account will generate

significant income taxed at your ordinary tax rate. It would be more efficient to house them along with mutual funds in a tax-free account. Taxable accounts should hold tax-free municipal bonds and growth stocks that do not pay dividends.

Some of you have retirement income streams outside of Southwest. Often times you are given the option of receiving them while working or upon retirement. Be sure to carefully consider the ramifications of taking it early:

- Will you receive a higher payment by waiting?
- If you become medically disabled, will your payment be offset by the amount of your disability income?
- Will the tax consequences of an increased Adjusted Gross Income (AGI) negate the benefit of taking it early?

ESTATE PLANNING

Careful estate planning can help reduce taxes for your heirs upon your death, avoid the costs and delays associated with the probate and ensure that your wishes are carried out. It can also protect your assets from creditors and allow for orderly succession in closely held or family businesses. A few tools at your disposal when planning your legacy are wills, trusts and life insurance.

I. Wills

The most important estate planning document is a will. A will is a legally enforceable declaration of how an individual's probate property is to be distributed at death. It may also:

- designate individuals to administer the will or to care for minor children.
- specify how funeral arrangements are to be made.
- describe how debts will be paid.
- define what should be given to favorite causes or charities.

Dying without a will (intestate) causes numerous problems, the first being that the assets are distributed based on the state's generic estate plan through probate. This may or may not be in line with your wishes. Furthermore, transfer tax planning will be next to impossible since you will not control the distribution of property. Ultimately, the probate process will be lengthy and costly.

II. Trusts

A trust is a legal relationship in which one party, the trustee, manages property for the benefit of another, the beneficiary. Once the property is transferred to the trust by the grantor, the trust has legal title to the property but the beneficiaries are the real owners.

Trusts have several roles in estate planning:

- Manage property for the grantor.
- Protect assets from creditors.

- Accumulate income for later distribution to a beneficiary.
- Enable the grantor to provide lifetime benefits to one beneficiary while ensuring the remainder will go to another person upon the primary beneficiary's death.
- Provide income, gift and estate tax savings.
- Eliminate the need for property to pass through probate upon the death of the grantor.
- Provide privacy.
- Hold property for the benefit of a minor.

The most common use for trusts is to care for minor children. In the event both you and your spouse pass away, a trust is necessary to hold your property for the benefit of your children. Legally minors cannot own property. Having a trust will ensure that your wishes for your children are carried out.

III. Life Insurance

Life insurance is most commonly used to provide for your family in the event of your untimely death. Because the proceeds are transferred by contract to a named beneficiary, it is also an important estate planning tool.

In most cases, life insurance proceeds are tax free. However, if they are included in your estate upon your death, they could be subject to estate taxes. If structured properly, life insurance proceeds can bypass your estate and go directly to your heirs to help pay taxes on your estate. This can be valuable in cases of small businesses or family farms as it could alleviate the need to sell the entity just to pay taxes.

As with other elements in financial planning, tax and estate planning represent your personal values. As such, there is no one-fits-all solution. Tax and estate laws change regularly. While a comprehensive planner can help with these issues, we do recommend you see tax and estate planning professionals periodically to ensure you have a plan that meets your wishes and needs. 

SKIN CANCER (PART DEUX)

Please pay attention to the articles from the last RP regarding skin cancer prevention and regular dermatologist visits. Dan Lipperman revisits many very important and alarming points about the hazardous effects of the sun and cosmic radiation.

It is true that we (pilots) are more likely to have skin-related problems due to our work environment and lifestyles. UVB (burn) is what gives us sunburn, but the real hazard is the UVA (radiation). This is the deep penetrating radiation that is exponentially more damaging at the higher altitudes. As we continue to fly longer legs, plan to service more southern and tropical climates and expand our overwater operations, we must remember to protect ourselves at altitude and on the ground at the gate. Wear high quality sunglasses, apply sunscreen with UVA and UVB protection, and put up a UV thermal barrier on the windows. These three things will keep you cooler, protect your eyes and skin, block the sun and also reflect the hazardous cosmic radiation.

Neither the aircraft manufacturers nor the Company has provided us with safe, effective sun and UV protection on the aircraft, yet the hazards of an "angry freckle" on your neck or face could end your career or life! All these sun protection "pilot accessories" are on the market, and even advertised in the classified section of the RP. Please take heed to this advice, get checked out at least once a year by a dermatologist, and protect your skin and eyes.

Capt. Greg Meunier — BWI/#61065

SWAPA SEEMS CONFUSED

On the heels of the constitutional vote down, the forum smack down, and the Paris show down, SWAPA has now presented us with SL 12. Central to SL 12 is the ADG issue and how we should be paid for pairings that have a duty period that crosses the 0300 HERB beginning of the SWA day. SWAPA now wants us to believe that based on our CBA language, we are entitled to another day's pay if any flying crosses the 0300 SWA day beginning. SWAPA could not be more wrong on the issue and apparently did not want to ask anyone contractually knowledgeable before embarking on their campaign of their interpretation of ADG.

In the normal world and in the past even in SWAPA, if there was a question about the meaning of contract language, the person inside SWAPA who needed to gain that information would turn to those more knowledgeable and experienced to gain insight into the meaning. The basic premise of due diligence and using members' dues dollars in a responsible manner demands such an investigation. In the past doing such work, I inquired many times to the pilots who had actually negotiated contract and SL language to find more detailed information on the intent and meaning. Sometimes this was done even when the language seemed very clear. The historical perspective is invaluable in determining the total perspective on the meaning of the language.

This brings us back to SWAPA's interpretation of

ADG (Average Daily Guarantee). SWAPA's stance is as stated above. However, anyone knowledgeable (but was not asked) would know that if those duty periods do not average 6.5 for the number of days in the pairing, then the ADG rig ensures that pay. ADG is and always has been based on the pay attached to the duty periods on each day of flying. Normally, all of those duty periods are within a calendar day or the SWA day. Historically, many pairings that contained a duty period that either through schedule or overfly have crossed the 0300 start of the SWA day. Because it was a single duty period which crossed that barrier, it has always only paid one day's pay for that duty period. Not two as argued by SWAPA. There is a mountain of historical precedent on this issue. It was also specifically discussed at the last Section 6 negotiations. The definition of duty day/period specifically states that crossing the calendar/SWA day is only one duty period.

SWAPA seems a bit confused on the topic in arguing one stance but publishing another. In the March 15 RP, an article about rigs states the following about DPM and ADG: "...but even these aren't as good as our ADG which overrides our DPM for turns. Speaking of ADG."

Our contract also provides for an Average Daily Guarantee (ADG) of 6.5 TFP per day per pairing. But none of these carriers' schedules have as good a daily density as SWA; our schedule at SWA maintains a daily TFP density of 7.1 to 7.3 TFP/day, which effectively minimizes the amount of rig that SWA has to pay in our schedule. The ADG rig encourages our Company to create efficient and productive pairings of flying by stimulating DPOS to generate productive blocks of flying benefiting both the pilot group and the Company.

DPM and ADG have always been about duty periods of flying in our pairings. That's how we have always been paid and it has never been altered by crossing the 0300 start of the SWA day. Maybe SWAPA should get informed before wasting our dues dollars arguing factually inaccurate stances.

Capt. Brink Cobb — DAL/#6035

STAFF UPDATE

SWAPA welcomes new Information Technology Manager Cliff Mace who began work April 30. Cliff has more than 20 years of management experience. He spent 18 years in the US Army as a Battalion Motor Sergeant and 13 years with the Ohio Secretary of State as the department's Information Technology Manager.

Also new is Eddie Carrington, IT/Desktop Support. Eddie began work May 1 as an employee after working at SWAPA the past few months on a contract-to-hire basis. Eddie formerly worked in Dallas at Exco Resources, an oil and gas company. His job responsibilities include both hardware and software service for SWAPA committees and staff.

Kate Herman began work April 23 in a new position of Communications Coordinator; she moved from her Statistician/Production Coordinator position in another department.

REPORTING POINT

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 monthly publication of the Southwest Airlines Pilots' Association. Editions will be published on the 15th of each month. The Communications Committee 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 Communications Committee has authority over all content with the exception of domicile columns as noted in the domicile column section of this policy. 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 Communications Committee. In the event that an Association member is dissatisfied with decisions of the Communications Committee 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 Communications Committee 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.

DEADLINE

- Monthly issue: 30th at 12 noon CT (Feb. 28/29 as applicable)
- No exceptions will be made to these deadlines.



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Editor's note: These columns were written prior to the close of the Side Letter 12 vote. Due to the print schedule for the Reporting Point, they were not altered to reflect the June 13 vote results.



BWI

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Hello Baltimore,

The SWAPA BOD has voted to send you Side Letter 14 with a recommendation that you vote Yes. The vote was not unanimous, and there will obviously be much discussion and debate on the issue. I was a Yes voter for both the vote to send it to you for consideration, and the recommendation for a Yes vote. My counterpart in BWI was one of the No voters and while I won't speak for her decision, I will tell you based on my knowledge of her character that she made her decision with your best interests in mind.

This is a perfect example of how different people with the exact same goal, to best represent our group, could come to very different conclusions. We might have a disagreement on ideas, but that does not imply malfeasance or ill intent. In this era of divisive politics, and value judgments based on one's political positions, I can tell you this is the opposite. We simply disagree on ideas.

As to my vote, it was simple. We started this process intending to give you a complete near-international, red-eye, side letter. We came to an impasse on the interpretation of ADG. The Company's definition was totally unacceptable to us, and we believed it would be unacceptable to you as well. We would not send you a side letter that compromised ADG as we defined it. We didn't negotiate quality rigs to protect us from poor quality pairings, just to give them away when SWA wants to create poor quality pairings.

Despite our efforts to convince them that this group wouldn't cave on this very crucial rig, they were unmoved. So SWAPA took the strategy of separating the issues, believing that we had locked in solid gains in SL 12 and had a unified group on the single-issue talks over red-eye\ADG. It quickly became apparent that the group rejected that strategy. So we went back to the Company to solve this problem. Once the flight attendant vote failed, (likely due to ADG), we had a window of opportunity to fix our situation. To give credit where it is due, the Company agreed.

As a result, we now have an MOU and two side letters. They are inextricably linked, though we could possibly vote Yes on SL 12 and No on 14. I doubt this is likely. Once the group sees SL 14, I believe they will see that we have negotiated a favorable agreement, especially as it compares to the rest of the industry.

Is it perfect? Nope. Is it complex and convoluted? Yes. But any agreement between two parties will involve compromise, and if our management had understood their pilots, we likely would have had a much cleaner document. Is the presentation perfect? Hell No! In my little fantasy world, the Company would have understood its pilots and realized in SL 12 that we were highly unified on ADG. Had that been the case, we could have wrapped this into one neat package. That didn't happen. It wasn't until your voices were heard in the lounges, on the overnights and electronic means that they got the message. SWAPA did not seek to make this so complex. We are only looking to make the best of an unfavorable situation.

Here's what I ask of you. Please consider SL 12 with the backdrop of an agreement on ADG. I recognize this agreement is contingent on another vote. So then read SL 14, and ask these questions. Did we get everything we wanted? NO. Are there issues of concern in SL 12 and 14 that can be improved? Yes. Do we get everything we desire in negotiations? Nope. Does SL 14 position us favorably to the industry as it relates to red-eye flying? I believe it does, and will be much easier to see the good in SL 14 than it was with SL 12. This is a package. It hinges on several different items and is not the way we like to do business. But we are where we are. SWAPA will try in the future to avoid this complex scenario, but when another party with its own set of needs is involved there will always be compromise. The complex structure of this deal is part of this compromise. I believe that the merits of the side letters justify the complexity.

There is an alternative strategy; that is to reject SL 12 and try to combine this all in one package. This strategy carries its own risks, and while I hope you know me to not be an alarmist, there are parts of these combined deals that the Company wishes undone. There are no guarantees we will come to the same set sum of agreements in a follow-on, combined agreement. We may gain, we may lose. The only certainty is the vote before you. Therefore, my only request is that you decide both issues based on whether the sum total of the two adds up to an acceptable solution. I believe it does.

Thanks for reading and staying involved. Deb and I will be in the lounge all week to answer your questions. I look forward to the debate. 🍷



BWI

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Baltimore pilots,

By now you are probably aware that the SWAPA board has voted to send Side Letter 14 to you for ratification along with a separate resolution recommending that you vote Yes. While I respect the BOD's collective decision on this issue, I was unable to join the majority in making this recommendation and I voted accordingly — against forwarding SL 14 to the membership and against the BOD's recommendation that you vote in support of it.

I wish that I had been able to vote in the affirmative because I had high hopes that the process and the product of our negotiations and deliberations would warrant my support. It is unfortunate, but they do not.

I will provide the basis for my decision, but first it is necessary to review the events behind the evolution of SL 14 and how SL 14 is contingent on SL 12. An understanding of events is relevant to the outcome in this instance, and may be key to your evaluation of SL 14. It was for me.

First, a quick recap of how SL 14 came to be. After forwarding SL 12 (ETOPs/Near-Intl flying) to the membership, it became apparent that it was in jeopardy of not being ratified due to uncertainty related primarily to ADG and red-eye flying. The details of ADG/red-eye are not available in SL 12, and the omission was intentional, with SWAPA and the Company effectively "punting" the negotiations on contentious items in order to facilitate the ability to initiate international flying as soon as it becomes operationally viable. Whether or not this negotiating strategy would have had merit is a moot point right now, because the pilot group made it quite clear to anyone who was listening that they were not in favor of something that they viewed to be the product of incomplete negotiations. SWAPA and the Company were both paying attention and wanted to do something positive to remedy the situation. This is good news I think, and certainly not a given at most airlines where management and labor typically approach negotiations as a zero sum game.

But what happened next was where things began to fall apart. In an attempt to alter course on a ballot that may have appeared doomed, the Company and SWAPA went back to the bargaining table in the middle of the voting cycle and extracted an agreement on ADG and red-eye overrides. This created the package you now have before you — SL 12 and SL 14. To repeat, in order to fully understand SL 14 you must also consider SL 12 and vice-versa, because the two are inextricably linked. Your ability to even vote on SL 14 is contingent upon the passage of SL 12.

As a reminder, SL 12 (ETOPs/Near-International

Flying) was forwarded to you in April with the ballot period opening on May 14 and ending on June 13. While these two side letters may seem straightforward at first glance, they are in fact quite complex and will require extra due diligence on your part in order to fully understand the potential impact on your paycheck, productivity and quality of life.

My concern is that despite good intentions, the process has now been distorted to the point where the product cannot truly be evaluated independently from the path. We are not making widgets when we negotiate, and so process and outcome are intertwined. Current negotiations and their outcomes set the stage for future negotiations, so it is a fallacy to focus on the ends independently of the means. In evaluating potential outcomes I must ask a series of questions:

- What if SL 12 passes but SL 14 fails, or conversely what if SL 12 fails preempting SL 14? I do not believe the potential failure of SL 12 represented an emergency requiring remedial intervention, but as a result we must now deal with these contingencies.
- Will the vote be a valid reflection of the membership's will, given the new complexities and short window to assimilate new information? I believe the voting data will be much harder to interpret than if SL 12 had been allowed to run its course.
- What are the implications of the process on unity and leverage going into Section 6? A narrow win or defeat will be indicative of voter confusion, a splintered pilot group or quite possibly both. None of these alternatives sets a positive stage for Section 6 negotiations in my opinion.
- Are we creating a bad precedent by allowing the Company to first gauge the pilot group's reaction to SL 12 and then intervene mid-vote to facilitate an end? I personally would prefer to avoid anything that could even remotely be construed as encouraging this practice in the future.

I have provided you many of the considerations that factored into my decision on SL 14, but there are more tangible deficiencies that concern me as well. SL 14 contains a guarantee of ADG pay for multi-day pairings and a 1.15x override for red-eye flying. However, the details of how this will be applied in practice need to be rigorously analyzed. It is important to note that in many instances, the Company's scheduling optimizer, DPOS, will preclude the construction of pairings in which overrides or rigs apply because they are not efficient. For example, it will avoid, when feasible, constructing pairings in which red-eye flights conclude on the final day. This is because side letter language specifies that the pilot be released at the conclusion of these flights, and DPOS will likely optimize out of constructing this type of pairing because of the costs associated with ADG. To us, the last day guarantee of ADG pay represents an incentive to fly through the night, but to the Company it represents a cost disincentive that their scheduling system will avoid. Instead, DPOS will tend to schedule red-eyes within a

multi-day pairing in order to improve the Company's operational efficiencies. These pairings could look quite onerous in actual construction. Due to this example and others, I believe there are implications on fatigue and quality of life for which ADG and red-eye premium as defined in the SL 14 will prove inadequate to many pilots.

Another factor to consider is that the number of red-eye flights will not be inconsequential. The Company estimates that at our peak, we will be operating 40 such flights on a given day, with approximately 15 to Hawaii and 25 domestically. That translates across our system to possibly well over a thousand to two thousand lines each month being embedded with at least one of these red-eye pairings. Furthermore, the Company has indicated that domestic red-eyes could likely impact East Coast bases, including BWI, MCO and MDW. The bottom line is this: if you think red-eye flying probably won't affect you, you might want to think again.

To be fair, there are reasons to vote in favor of SL 14 and SL 12, and to me that involves the benefit of removing the codeshare piece from the table for future leverage and facilitating the Company's ability to pursue international flying. I am just not willing to commit in a manner that in retrospect could prove to be haphazard.

I have a great deal of confidence in the membership's ability to make an appropriate decision on SL 12 and SL 14. Please review all the information objectively. SWAPA recognizes the burden the membership has ahead of itself in assimilating the various perspectives and facts. 🇺🇸



DAL

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"We are different." That is the sentiment of a recent thread started on the SWAPA Forum by a former BOD member. And while I agree with that sentiment I think it should be stated a little differently: "We are STILL different.....for now."

The membership's dissatisfaction with what SL 12 did not contain gave the Company the incentive it needed to rethink its position on the definition of ADG and Premium Pay for red-eyes.

And while the process that brought us to SL 14 seemed convoluted and haphazard, let me assure you that without cooperation and a collaborative effort between SWAPA and SWA we would not be where we are today. The negotiations between SWAPA and SWA were at times contentious and pointed but always respectful. And without respect, our union/management relationship would start to look like every other airline's.

We know how to keep the respect of management. Do they know how to keep OUR respect? I think they do. If I can help it, SWAPA will not be the first to break the trust and understanding we have with the Company that has led to this mutual respect. We have all seen changes lately that cause us some concern, but I am hopeful we will have many more years of the same level of cooperation and respect with management. And if not, we should always take the high road when representing the best interest of the pilots. 🇺🇸

MCO SPECIAL ELECTION

Voting in the MCO Special Election opens at noon CT on Thursday, June 21 and closes at noon CT on Friday, July 6.

Candidate:
Kent Roper, #18895

To vote, go to swapa.org; find complete information on the Elections & Voting page of the website.



HOU

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HOU Chair
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Houston Pilots,

On June 2, your BOD voted to send Side Letter 14 out to you for vote. SL 14 deals with red-eyes and includes language regarding Average Daily Guarantee as specified in the MOU agreed to a little over a week ago. Also, as per the MOU, SL 14 voting is contingent upon ratification of SL 12.

This was a much debated vote, not only on the content of the side letter, but more on the process of getting here. We made it no secret since December that SWAPA was negotiating an ETOPS, international and red-eye side letter in accordance with the reopener language in I.M. of our contract. In February and March, while having most of the agreement tentatively complete on ETOPS, international and red-eye items, it became clear that the Company was not moving on their position on Average Daily Guarantee by duty period. We believed (and our polling then and your subsequent action has confirmed) that you would not settle for red-eye pairings covering three calendar days to not pay competitively with a normal AM/PM 3-day pairing.

In order to facilitate an agreement on ETOPS and near-international, your BOD decided on a strategy to separate the ETOPS/international from red-eye negotiations. We believed it was in our best interest to get an agreement to allow the Company to plan and move forward into higher yielding international markets, thus supporting our industry-leading contract. We also believed that our pilot group would be supportive of holding the line against sub-standard red-eye compensation in the separate red-eye negotiations. There was the negotiating position of a threat of an ADG grievance and the threat of ELITT and Open Time market forces (a better argument in my opinion) driving sub-standard red-eye pairings to Premium that brought the Company to the table for an equitable agreement.

As it turned out, you voiced your concerns over red-eyes and ADG to SWAPA and to the Company in a much stronger way than anticipated, and you made ADG an issue for Side Letter 12. In short, you did not agree with the strategy of separating the issues. With the backdrop of the flight attendant agreement failing (partially over them not getting ADG), the Company agreed to come back to the table to clarify ADG and finish the red-eye agreement which we now have as Side Letter 14.

Here is where the process has been less than optimal. Collectively, your BOD believes that between these two agreements we have a reasonable path forward for ETOPS, international, and red-eyes. However, we have two side letters that are related with different timelines

and Side Letter 14, by request of the Company via their MOU and our side letter language, is contingent on Side Letter 12 passing. We recognize that this will be an issue for some of you. We also recognize that ADG was the major open issue with SL 12 and that has been addressed in SL 14. Here are some of the Cons and Pros that I see with SL 14. Please refer to the actual side letter language and the red changes document on our website that shows what has changed in the context of our CBA.

CONS:

- Red-eye premium only for the red-eye legs, not the entire duty period (legs operating in or across 0200-0400 local departure or arrival city time).
- No specific language preventing Reserves or line holders from being rerouted/added on to different timed duty periods (AM/PM/RE).
- ELITT treatment of red-eye pairings based on calendar days, not duty periods (makes a two duty period red-eye pairing count as three "days" in ELITT).
- ADG for single duty period red-eyes only counts as one "day."
- DPOS solutions to minimize ADG (red-eye premium still pays) are likely to produce pairings with red-eye duty periods in the middle of the pairing than at the beginning or end.
- Red-eye premium not paid if you do not fly the event (vacation, sick, training pull, fatigue).
- Red-eye premium only paid on straight value of the leg.
- Exemption to near-international definition gives the Company an 18-month reprieve from far-international negotiations unless addressed in Section 6.

PROS:

- ADG per calendar day (only major airline to have it).
- 15 percent red-eye premium for red-eye legs (higher than industry standard).
- RAP change protections for Reserves starting a pairing with a red-eye duty period.
- Red-eye pairings (non-ETOPS bid group) can be ELITT'd for traditional AM/PM pairings.
- Red-eye premium paid for deadheads.
- Exemption to near-international definition (from SL 12) allows the Company to explore service to five additional countries for three years but then reverts to far-international rules (TBD).
- Pilot cannot be JA'd for the same domicile day as his terminating red-eye flight.
- Reserves can voluntarily accept a red-eye duty

period beyond their reserve block for premium and a reduction of a later reserve block by one day.

- Monthly bid lines can only contain one block of working days with red-eye flying.
- No flights can be scheduled following a red-eye flight that departs after 0400 local time (exception for deadheads).
- Red-eye duty periods cannot have more than 2:30 ground time (prevents Continuous Duty Overnights).
- When requested, automatic release from deadheads back to base at the end of a red-eye duty period (excluding Reserves with days remaining).
- Fatigue policy remains unchanged.

My personal opinion (reflected in my votes) is that SL 12 and SL 14 both set the stage for the Company to take advantage of higher yielding international flying and increased aircraft utilization through red-eyes while protecting our interests as pilots. We have an enviable position in the industry as leaders in compensation, with or without international overrides (we didn't get that), red-eye premiums (got that) or ADG for calendar days (unique in the industry for red-eye flying into a new calendar day).

Our CEO has repeatedly stated that we need to increase our returns and margins in order to initiate growth. These two side letters do not guarantee growth, but they do allow our Company to explore opportunities which offer the possibility of enhancing our revenues and supporting our current contract and compensation levels.

If you have questions or feedback on SL 12, SL 14 or your BOD's process going forward, both Jody and I will be available by phone, email, in the lounge and sometimes on the forum to answer your questions and hear your concerns. Most importantly, please read and consider Side Letter 14's language and vote on www.swapa.org. 

LAS

Mike Lik
LAS DDR

Las Vegas pilots,
Right after Memorial Day, I received a phone call from Tony McCoy asking if I would like to serve as his Duly Designated Representative during his brief absence out of the country. SWAPA has taken its share of criticism lately, so I decided to seize the opportunity become involved and take a peek inside our Union.

On Thursday, after signing my life away in non-disclosure agreements, I was given a detailed briefing. I learned that the Negotiating Committee had finished writing final language on what would become Side Letter 14, and that there would be a conference call on Friday followed by an electronic board of directors meeting on Saturday, where the board would discuss and decide whether the proposal warrants membership ratification.

Before I go into my thoughts on SWAPA, I would like to take a minute to explain my vote. I voted Yes to send SL 14 to the membership, and abstained from the vote on a recommendation to the membership. My reason for voting Yes to send SL 14 to the membership for a ratification vote was simple; I believe that you the pilots should have a final say as to whether SL14 is acceptable to you.

The reasoning behind my decision to abstain from the recommendation vote was two-fold. First, I was not involved during the negotiation of the proposal, and more importantly, I did not have the opportunity to vet feedback from the Las Vegas pilots. Personally, I plan to vote in favor of both SL12 and 14. While the path taken to reach the agreement was undoubtedly non-standard, the end result is what is important. Considered together, both letters constitute a valuable addition to our contract.

I would also like to offer my thoughts on what I have seen at SWAPA. From Friday, when I was officially named DDR, until the conclusion of the board meeting, I have spent hours on the phone talking with other board members and sifting through over a hundred emails. I am absolutely amazed at the sheer amount of work that your BOD accomplishes on your behalf. I am convinced that your board of directors and committees are doing everything they can for you. They may not get it right 100 percent of time but they are trying and they need our support. By the time you read this I will be just a "regular" line pilot again and will happily be back on the outside looking in. 🍷



LAS

Mark Stewart
LAS Chair
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Las Vegas pilots,
Tony and I have been talking with many of you since voting opened for Side Letter 12. As you know, Side Letter 12 deals with ETOPS and Near-International flying. This side letter also reduces the Company's codeshare ASMs to 2 percent, effective January 1, 2016, thus preserving SWAPA members' jobs. Since the Company and our Negotiating Committee were unable to reach agreement on Average Daily Guarantee and Red-Eye Premium, the Negotiating Committee felt it prudent to take the codeshare gains and address these issues at a later date. Thus, Side Letter 12 was sent to the membership for a vote.

With the failure of the flight attendants' side letter and our pilots' negative Side Letter 12 comments, I believe Southwest's management heard its employees' concerns, loud and clear. So once again, our Negotiating Committee engaged with management and Side Letter 14 was crafted. While the SWAPA Board of Directors did not unanimously vote to send Side Letter 14 out to the membership, the vote was affirmative and Side Letter 14 has been sent out for your review. The highlights of this side letter are Average Daily Guarantee and Red-Eye Premium. These were items which our pilot group wanted incorporated into Side Letter 12.

Now a caveat about Side Letter 14; it will only be up for a membership vote if Side Letter 12 is ratified by the membership. While both Side Letters 12 and 14 will not meet the wants and concerns of every pilot, I believe they both provide a common ground for labor and management to move forward with ETOPS, Red-Eye and Near-International flying. Why did I vote Yes for these side letters? Side Letter 12 limits the Company's ability to codeshare while Side Letter 14 sets the table for additional flying for Southwest Airlines pilots.

On another topic, I would like to thank Capt. Keith Olsen for filling in as my designated representative at the last SWAPA Board of Directors meeting. Also, a thank you goes out to First Officer Mike Lik for recently filling in as Tony's designated representative for our Las Vegas pilots. As always, Schedule with Safety. 🍷



MCO

Kent Roper
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MCO pilots,
This communication piece will be published after the closing of the SL 12 vote. I hope we see a large number of our pilots voting. I won't speculate as to the outcome but I want to say THANK YOU for voting. Whichever way the voting goes we will arrive at an answer that will most likely accommodate our Company's desire to fly ETOPS, near- international and red-eye flights. If SL 12 is voted in we have a starting point. If not we will move forward and start the process again.

The unconventional system that evolved during the SL 12 vetting and voting process should never be repeated. I propose that we research and try to formulate some type of system that allows our pilots to view proposals before they are forwarded to our membership for a vote. We need to get better input BEFORE we finalize the document and vote on it as your Board of Directors. Some have suggested focus groups that would review the document and give inputs?? There are people out there who have some darn good ideas and maybe they can submit other suggestions. I'm just thinking out loud but I hope you get my point that something different has to happen. We need to generate true trust which evolves from our actions. We need to negotiate FULL and COMPLETE proposals for our pilots that they can sink their teeth into and hopefully applaud. We need to finalize side letters and contracts that hit their targets, what the pilots want (obviously within reason). As a new guy to the BOD I barely know what I'm talking about but I do know we have identified some areas that need improvement.

Now to step off of my soapbox, I want to thank our entire SWAPA organization. I told Don Renfro I would step in as his DDR (temporary rep) and see if I could help. Had I seen or sensed that our reps or execs were "out to get anyone," hurt our Company or in any way act other than in the true interests of our pilots I would have dropped out and let someone else carry on for Don. I have been totally impressed with the professional attitudes exhibited by everyone. We have some very hard-working folks trying to do the best job possible!

We are a work in progress and we always will be. Every year new people are elected and the training continues. Please help by answering the surveys and polling requests. Vote every chance you get. What little I've learned so far is we have to know what you want and we need you to weigh in with your vote. Thanks for listening. 🍷



MDW

Paul Krella
MDW Vice Chair
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Fellow MDW Pilots,

Have you ever thought about our relationship with the Company in terms of what it takes to maintain that relationship or what it took to achieve it? I have. When I ponder this relationship I can't help but think of the difference between us and other carriers. There is little doubt in my mind that we aren't perfect (us and the Company), but from where I sit I appreciate how hard we try and fight feverishly on both sides but ultimately come to agreement far more often than not. That being said, I will feel that this relationship is worth fighting to preserve and we will be better because of it.

I am deeply convicted about our responsibility to be loyal defenders of our pilots or permit anyone to violate our contract. Boundaries exist, as they should. We all must keep one another in check and when something runs too far beyond those boundaries, it is our responsibility to offer correction where we find the chance. Even with our differences, it is OUR Company and OUR stake in the game that provide for our families. Not only do we have a right to protect it, we have an obligation. Having said that, I have witnessed differences in opinion and disagreement on execution, but never an open and blatant attack on our pilot group.

Take recent events, for example. Many hours of work on the part of the Company and our NC went into an agreement SWAPA felt was good for our pilots. It adds job protections, establishes the responsibility of the Company for certain measures when we are abroad on their behalf and enhances our collective bargaining agreement. Side Letter 12 is born. After much discussion and concern from our pilots, we addressed those concerns with our Company leadership and they responded. We could have sat there, done nothing and let the vote run its course. However, as fiduciaries responsible to this group, we felt it important that those concerns be resolved and language solidified in order to give us the confidence that current language and protections apply (see ADG) and red-eye flying be pulled back into play so our group understands exactly what it is planned to be and what to expect (see MOU). Now we have another side letter (SL 14) that addresses the previous concerns mentioned by you and ties them directly to the benefits already negotiated in SL 12. Perfect process? No. Do I care? Not really. What I do care about is the preservation of the process of working with the Company by any means available to secure any and all protections possible for Southwest pilots. The product is what I care about, not what it took to get there. It's not where you start but where you finish.

I feel that recent events aren't to be feared but to be

appreciated that both the Company and SWAPA took what was said to heart and made the changes needed to give the voters – you – more confidence in their agreement. This is a testament to working together regardless how untimely, ugly, messy or frustrating it is. Sometimes when things get stuck in the mud, someone is going to have to get muddy to get you out. Who cares as long as you are out of the mud, right? We have a long way to go before we get to the point of not cooperating with one another and until then, I think it is worth every effort to maintain what has served us well for almost 35 years: focusing on the product and getting things done. ☺



PHX

Griz Adams
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Fellow pilots,

Side Letter 14 final language is now available for your review on the SWAPA website, SWAPA Forum and via email as an attachment to Steve's June 2 blog. A hard copy should be in your base mailbox. Voting for SL 14 will not begin until June and only if SL 12 is ratified on June 13. We will not vote on SL 14 if SL 12 is rejected.

Basically, SL 14 incorporates the red-eye language that the two negotiating committees have been working on since January. It also clarifies the ADG language that we previously couldn't agree on. As a result of your concern and uproar over ADG not being a part of SL 12, the Company agreed to return to the negotiating table sooner rather than later in hopes of satisfying those concerns.

Now, please put aside what you think of Griz Adams. Put aside how you feel about the SWAPA BOD or SWA management. Please try to overlook the unconventional process we just experienced resulting in SL 12 and 14 and check all emotions at the door. Take an objective look at the final product and then decide whether ratifying the two is in our best interest.

As always you can reach Dave or me via phone, text or email. Thanks for getting involved and casting an informed vote! ☺

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