

WAYPOINT

SWAPAFamily Newsletter

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SWAPAFamily

REUNION TOUR

2022



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ABOUT



SWAPAFamily was created to bring Pilots and their families together to meet one another and to share information about SWAPA programs and services as well as our current status and position in contract negotiations.

SWAPA leadership believes that our families form the bedrock of our strength and help provide the unity that makes possible the improvements we are seeking for our Pilots and their family's quality of life.

Stay connected with us
on Facebook & Instagram!



facebook.com/groups/SWAPAFamily



[@SWAPAFamily](https://www.instagram.com/SWAPAFamily)

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Casey Murray, SWAPA President

I want to spend some of this article talking directly to the CEOs of each of our households. I believe that if you asked our Pilots what SWAPA does, the vast majority would say “negotiate contracts and answer the phone when I have a pay question.” But I would argue that this is only about 10% of what we do on a daily basis. Fundamentally, our Association’s strategic plan speaks much more to SWAPA as a customer service organization.

That is the point I want to communicate to each of you. Your Pilot knows who at SWAPA to call to address things like pay and contract issues. But whom should you call? If 10% of what we do daily is negotiating and contract administration, that leaves about 90% of our time focused on customer service. From experts to help guide you through medical, disability, and retirement benefits to our Pilot Services Group focused on the mental and emotional health of our Pilots and their families to SWAPAFamily, a team I hope you’re already familiar with, to many others — SWAPA is there to serve you.

For many years, SWAPA’s motto was “Negotiate, Administer, and Defend our Contract.” We have redrawn our strategic plan to reflect an expanded focus on customer service and a desire to promote support for not only our Pilots, but their families as well.

I want SWAPA to be the go-to entity for anything that happens in your household. You’ve probably heard me say this before, but it

bears repeating: If your child falls off her bike and hurts herself, I want your first thought to be ... call SWAPA. And by that, I mean if anything happens, call us. Half the month or more, your Pilot can't be at home. Nobody at SWAPA wants you to feel alone. So much has happened in the last 18 months that we've practically had to redefine stress and uncertainty. You, your children, and your Pilot need support in these difficult times. It's the message I've publicly and privately delivered to the highest levels at Southwest Airlines in recent months. Please know that SWAPA is committed to doing everything we can to support not only your Pilot, but your entire family. That is why you pay dues. It is my belief that by providing assistance to the entire family, the entire family can provide stronger support for their Pilot.

Let's be honest. Most of us (Pilots) aren't good at asking for help. We rely on our spouses and children for support, but who supports you? You can call SWAPA anytime. For anything. We will provide you with that support. And we will point you to resources and the right people when you aren't sure where to turn. We are here for each of you and each of your Pilots.

We are going through one of the most stressful and turbulent times, not just at our airline, but in our country and the world as a whole. Children, spouses, and Pilots recognize and cope with it in different ways. We are all in this together and we will all come out the other side. Together.

Case **W**

HAPPY HOLIDAYS AND A WELCOME RETURN

Jean Peck, SWAPAFamily Outreach Chair



Almost two years have passed since our lives were turned upside down by the worldwide pandemic. There is no doubt that COVID-19 has been a game changer in so many ways. From locking down the country to mandatory mask directives and now the vaccine mandate, it's been a struggle for even the strongest of personalities, especially those who are battling non-COVID-related illnesses and other hardships. With the resurgence of flying this summer, I would bet that every Pilot on property has had at least one "JA," if not multiple. It's been stressful to say the least. Who knew the

majority of the country would show up for air travel despite having to wear the mask? With that said, I would like to recognize SWAPA committee members and execs and thank them for digging in and taking drastic measures to protect and defend our Collective Bargaining Agreement (CBA).

If you haven't had a chance to follow along with the storyline up until this point, SWAPA has taken steps to ensure the hard-earned language in our CBA is not disregarded. Southwest Airlines and SWAPA must operate within the confines of the Railway Labor Act (RLA) guidelines. The rules of engagement must be followed, or it is considered a "status quo" violation. Unilaterally implementing changes to our work rules, working conditions, and pay without consulting with SWAPA's Negotiating Committee (NC) is just that — a status quo violation! So thank you SWAPA. Moreover, thank you for also supporting all things SWAPAFamily! SWAPA President Casey Murray mentions in his opening letter in this issue of *Waypoint* that SWAPA not only represents the Pilot, but their family members as well. Whether you merely have a question about benefits or have an emergency at home and need help, call SWAPA first!

SWAPA's hotline number is 800-969-7972. Put it in your phone's favorites so you can find it easily.

Speaking of SWAPAFamily, the time has finally come! It's been more than two years since we've had the opportunity to get together in person. Without a doubt, now more than ever, we need to see one another. So, back by popular demand, your Outreach Committee is busy planning a few SWAPAFamily

Celebration Events around the country for us to reconnect in 2022! Since 2016, the sole purpose of these events has been to give our membership and their families the opportunity to meet one another and hear firsthand what is going on with negotiations and other pertinent topics related to protecting our Pilot profession. SWAPA executives, the NC, and a variety of other committee members will be there to meet, greet, and answer your questions as well.

Offering a fun and inviting atmosphere for you is our goal so that we continue to build a strong network of relationships. It's the foundation for strength in our association to support one another as we navigate toward our next contract. Although we don't have all the venues determined yet for all the events, we are kicking off the SWAPAfamly 2022 FAM JAM Reunion Tour in [Las Vegas on January 20, 2022](#). So save the date!



Finally, I want to wish you all a happy holiday season. I also want to thank all of our spouses, partners, kids, and other family members for the support you give. In our family, both Dave and I have this crazy travel lifestyle, but oftentimes one of us must stay back to take care of the household, kids, or parents in need. It's not an easy job holding down the fort while our spouses are gone. In fact, it seems like the worst things happen while they are away, so we are faced with handling difficult situations by ourselves! Let's continue to hold each other up and stay focused on getting through this crazy time together! If you are on social media, remember that we have the SWAPAfamly Facebook Group. You will find friends there who have a lot in common with you — some have met in our group to find they live in the same neighborhood! Be safe, be well, and I hope to see all soon at a SWAPAfamly event in 2022! **W**

CONTRACT 2020 HISTORY AND UPDATE

Negotiating Committee



Your Negotiating Committee has concluded presenting our fully formed Contract 2020 proposal to the Company's team. It's taken a long time to reach this point — since April 2021. After resuming Section 6 meetings in earnest, SWAPA has painstakingly walked Labor Relations through each section, line-by-line, oftentimes word-by-word. While it has been frustratingly slow at times, it has been essential to the process.

Much of the language in the current CBA is based on our 1994 contract. It should come as no surprise to anyone that our airline, our management, our operation, and our industry has changed dramatically since then. Over the years, Southwest and SWAPA have interpreted and reinterpreted the language many times over. The result is that, in many cases, our Pilots can no longer count on the plain language of the CBA to understand how it applies. Add in scheduling policy letters and “techniques” that have established past practice, and our current contract is difficult to interpret and enforce.

The Company will argue that our current contract is the result of 40-plus years of negotiations that have ultimately led to the agreement we have today. The full rewrite that is Contract 2020 resets that dynamic and sets a new baseline on an equal basis for both parties going forward with more clearly defined language.

SWAPA's Contract 2020 proposal leans heavily into work rules and benefits. Our SMEs have laid out clearly how management's decisions over the last half-decade have led to a decrease in our Pilots' productivity and earning potential. Our proposal incentivizes smart scheduling decisions, which will preserve Southwest's strategic strengths and protect the operation from ever-increasing disruptions, and the current inefficient means of handling them.

Benefits are another key aspect we are seeking to improve in Contract 2020. Anything less than an industry-leading benefits package will prevent our airline from recruiting and retaining the best talent.

The next phase of our Section 6 bargaining will begin when Labor Relations presents its comprehensive counterproposal. Their counter will determine the pace and tone of the remainder of these negotiations. SWAPA is hopeful that the Company will make a meaningful offer, but we are prepared for any and all contingencies. **W**

CONTRACT 2020 SCORECARD

SWAPA completed our months-long line-by-line review of our Contract 2020 proposal, and we are now waiting for the Company's comprehensive counterproposal.

SECTION		STATUS
1	PURPOSE OF AGREEMENT	LINE-BY-LINE REVIEW COMPLETE
2	COMPENSATION	LINE-BY-LINE REVIEW COMPLETE
3	EXPENSES	LINE-BY-LINE REVIEW COMPLETE
4	BENEFITS	LINE-BY-LINE REVIEW WITH SUPPORTING DATA COMPLETE
5	RETIREMENT	LINE-BY-LINE REVIEW WITH SUPPORTING DATA COMPLETE
6	SCHEDULE PLANNING	LINE-BY-LINE REVIEW WITH SUPPORTING DATA COMPLETE
7	SCHEDULE ADJUSTMENTS	LINE-BY-LINE REVIEW WITH SUPPORTING DATA COMPLETE
8	RESERVE	LINE-BY-LINE REVIEW WITH SUPPORTING DATA COMPLETE
9	SCHEDULE EXECUTION	LINE-BY-LINE REVIEW WITH SUPPORTING DATA COMPLETE
10	TRAINING AND STANDARDIZATION	LINE-BY-LINE REVIEW WITH SUPPORTING DATA COMPLETE
11	VACANCIES	LINE-BY-LINE REVIEW COMPLETE
12	SICK LEAVE AND OJI	LINE-BY-LINE REVIEW WITH SUPPORTING DATA COMPLETE
13	ABSENCES	LINE-BY-LINE REVIEW COMPLETE
14	VACATION	LINE-BY-LINE REVIEW WITH SUPPORTING DATA COMPLETE
15	SENIORITY AND TRANSFER TO SUPERVISOR	LINE-BY-LINE REVIEW COMPLETE
16	FURLOUGH AND RECALL	LINE-BY-LINE REVIEW COMPLETE
17	GENERAL	LINE-BY-LINE REVIEW COMPLETE
18	PHYSICAL STANDARDS/FFD/HIMS	LINE-BY-LINE REVIEW COMPLETE
19	HOTEL STANDARDS	LINE-BY-LINE REVIEW COMPLETE
20	SAFETY PROGRAMS AND AIRCRAFT DATA COLLECTION SYSTEMS	LINE-BY-LINE REVIEW COMPLETE
21	INFORMATION TECHNOLOGY	LINE-BY-LINE REVIEW COMPLETE
22	INVESTIGATION, DISCIPLINE, GRIEVANCE, MEDIATION AND SBOA	LINE-BY-LINE REVIEW COMPLETE
23	DUES, CHECK-OFF, AND UNION SECURITY	CURRENT/PROPOSED LANGUAGE COMPARISON COMPLETE
24	DURATION AND PRIOR AGREEMENTS	LINE-BY-LINE REVIEW COMPLETE
25	DEFINITIONS AND CONVENTIONS	WALKTHROUGH OF KEY DEFINITIONS 100% COMPLETE



On December 7, after months of operational inefficiencies and scheduling frustrations, members of our Pilot group, their families, SWAPA execs, your entire BOD, and committee members all came together for one night at the Frontiers of Flight Museum to express our frustration and to send a message to management that our front-line employees need more support.

What follows are images from that night. Please continue to read your Union emails, newsletters, and follow SWAPA on Facebook for the latest on contract negotiations and next steps.





Government Affairs Committee

The events of the last year have been a reminder that commercial airline Pilots operate in one of the most heavily regulated professions in the country. The role of the SWAPA Government Affairs Committee (GAC) is to represent and advocate for our Pilots on a myriad legislative issues that affect our livelihoods. The GAC is made up of SWAPA Pilots who work to implement the SWAPA National Airline Policy, a roadmap approved annually by the Board of Directors. The National Airline Policy addresses legislative issues such as labor, trade, taxation, safety, healthcare, security, and many others. The GAC is a critical committee as there are no other organizations advocating for the interests for our Pilots and our families in Washington, D.C. Unless SWAPA has a presence on Capitol Hill, your voice cannot be heard.

The SWAPA GAC is regularly in D.C., engaging with the policy makers and the regulatory agencies that have direct impact on our profession. These agencies include the FAA, the Department of Transportation, the Department of State, and others. It is critical that we engage with Members of Congress from both sides of the aisle in a bipartisan and apolitical manner. In recent years, some of the key issues we have engaged on included: Flag of Convenience carriers, the Cadillac Tax on our healthcare plans, First Officer Qualifications, drones, safety and security issues, the COVID-19 crisis, and the Payroll Support Program (PSP).

A new session of Congress convenes every two years. GAC's activities follow the legislative cycle: educating on the issue at hand, introducing proposed legislation, advocating for committee support, creating bipartisan coalitions, and then pushing for floor consideration. Additionally, our engagement is

closely tied to the budget and appropriations cycles to ensure the issues and programs critical to the Pilots of SWAPA will endure and are properly funded.

A key part of being successful in these endeavors is having a presence on Capitol Hill and developing lasting relationships with the candidates. The SWAPA Political Action Committee (PAC) establishes relationships with candidates to build a “pro-Pilot” majority in Congress. These relationships are essential for SWAPA – without them, we risk not having friends who are educated and informed on the issues that matter to our jobs and our families.



Please consider joining the SWAPA PAC today by simply using this QR code or going to the SWAPA homepage and clicking “**Donate to the SWAPA PAC.**”

The value of SWAPA's relationships were on display in October when we hosted the “SWAPA Touch and Go” event in Washington DC. This annual event provides the SWAPA GAC and executives the opportunity to engage with lawmakers and discuss the issues that are important to the livelihoods of the SWAPA Pilots and our families. This year, nearly 50 Members of Congress attended and met with SWAPA President Casey Murray and Vice Presidents Michael Santoro and Tom Nekouei. Members of Congress heard directly from our execs on issues such as: vaccine mandates, the negotiation process, operational challenges, COVID-19 recovery, and others. This event was very well received and helped further SWAPA's reputation in DC. As one Member of Congress stated, “SWAPA is the model for engagement on the Hill.”

Whether looking at the past few months or the past few years, it is clear that SWAPA Pilots must be engaged and have a presence in Washington DC. Your SWAPA GAC will continue to work on the issues that are critical to the Pilots and families of SWAPA. **W**

What is the SWAPA PAC?



The most effective tool for building relationships we need in Washington.



The best method to educate candidates on pro-Pilot issues.



100% funded by voluntary Pilot donations – you can help!

How much should I give to the PAC?

A strong PAC helps secure a stable, prosperous career for you & your family

\$20 EXECUTIVE CLUB

\$10 CAPITOL HILL CLUB

\$5 COFFEE CLUB



What are the issues & threats?



Market Access



Healthcare



KCM



Aeromedical



Maintain two Pilot flight deck



Green New Deal



Retirement Savings



FFDO



Labor/RLA



Flag of Convenience Schemes





SPC

We are the committee people sometimes don't like to see or talk about. While our name, Strike Preparedness Committee (SPC), may sound scary, we have a very simple purpose and responsibility: to develop and express Pilot unity during and between contract cycles.

What does that mean? Well, it can mean everything up to and including a work action, however, to get to that point is a very long process, and in many ways, the SPC works hard to ensure that a strike never needs to happen.

By regularly engaging with the Membership, primarily with Outreach and SWAPAFamily, the SPC develops a strong climate of unity among the Pilot group through recurring social events and rallies. This foundation of Pilot engagement is critical so that the Union can speak effectively about Pilots' wants and needs in contract negotiations. Our goal is to ensure that every Pilot knows that "SWAPA Speaks For Me!" means for "Me and My Family!"

If contract negotiations are not progressing (as was the case in 2016), then the SPC is charged with providing Pilots a safe, professional, and legal opportunity to express their frustration at the pace or content of the negotiations. We must remain compliant with the Railway Labor Act (RLA), which means both parties (Labor and management) are bound by "status quo," so there can be no significant change in behavior of either party once negotiations have begun.

An Informational Picket is exactly that: a non-disruptive event that makes it more difficult for management to ignore SWAPA Pilots' resolve. Ideally, it gathers a great deal of attention from travelers, the press, and investors concerned with our Company's ability to attract and retain excellent talent.

Our committee maintains a high degree of readiness by networking with other airline Pilot labor unions, attending their events, and watching for changes in regulations (for example, new public health restrictions).

By conducting impactful informational picketing events, often coordinated with other SWA labor unions and other airline Pilot unions, the SPC specifically works to prevent a strike by ensuring the Company has a clear and unambiguous understanding of SWAPA's resolve.

We believe in families as a welcome and necessary component of all SPC activities. We understand that the backbone of any Pilot effort is the strength of our families. SPC utilizes volunteers in many capacities, although participation is always determined by SWAPA leadership. Additionally, Pilots and their families can always participate in SWAPA unity by staying informed and engaged, sharing information with each other, and following any requests for displays of unity by the Board of Directors (Union- or CBA-related lanyards, bag tags, etc.).

SPC has trained coordinators in every domicile, with a large additional stable of volunteers there and in several high-commuter cities. But to execute an informational picket, not to mention a strike, takes the participation and energy of many Pilots and their families, all lending a hand as required and without notice or compensation. That's the true definition of UNITY. **W**

THE SWAPA NUMBER



Latest Podcast Episodes

"3"
New Members of the SWAPA Board of Directors

"450"
Tom Stanley, Chess Fulton – HIMS and Project LIFT

"67"
Brian Ross, Helen Cook – Jumpseat Update

"68%"
Scott Plyler, Meagan Nelan – Operational Performance

MAKE YOUR SCHEDULE WORK FOR YOU AND YOUR FAMILY

Schedule Research Committee

Your Schedule Research Committee understands that working the line can make it difficult to always be at home for life's events, especially after the past six months of the highest level of schedule disruption and involuntary overnights and assignments ever seen by this Pilot group. We want to make sure every Pilot on the line has the resources needed to protect days off as much as possible to prevent missing out on a hockey game, Girl Scout campout, or birthdays and anniversaries. With that in mind, we have gathered a few ways that can help our Pilot be home when they need to be, as well as increase earning potential on the days you are out on the line.

NEED SOME MORE TIME AT HOME?

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

Trip Trade Giveaway (TT/GA): Not only can you list the entire pairing for giveaway and trade in Trip Trade/ Giveaway, but you should consider breaking up the pairing, especially if it passes through a domicile. Even if you can't give away the entire pairing, you may be able to give away a portion that passes through a popular commuter city, like Nashville or Tampa Bay. With a particularly dense schedule right now, many Pilots aren't legal to pick up a whole pairing, but more Pilots will be legal to pick up portions. It never hurts to try different combinations of splits — you never know what might fit some other Pilot's preferences. Just remember, if you break up a pairing at any point other than the pairing's domicile, the remainder will not be eligible to ELITT, and you will be responsible for getting yourself home from the split point. A good personal scheduling strategy would be to sort the lines you bid by those with the most passes-through-domicile. This will assist you with splitting your pairings for giveaway later in the month. We also recommend using the contractual split selection in TT/GA if giving away in your domicile, which keeps both pieces of the pairings eligible for ELITT.

Enhanced Line Improvement Trip Trade (ELITT): Consider “breaking up” your pairings into more manageable pieces via trade in ELITT, for example a 4-day traded into two 2-days or trading a 3-day into a 2-day and a turn.

These are usually far easier to give away in TT/GA. They also set you up for trades into other smaller pairings. Since shorter pairings are usually harder to come across in ELITT, it's especially hard to find exactly the right pairings to trade into all at once. However, trading into at least the right trip lengths when they are available and gets you one step closer to your goal. With the holidays (Thanksgiving, Christmas, and New Year's Day), an important reminder about ELITTING into a pairing over a holiday is that once you have a holiday pairing, you can only trade with another open pairing that also covers that holiday. So double check your trades against your personal plans before you process them. There are also other restrictions on certain dates surrounding the holidays, as well as trading pairings picked up from other domiciles via TT/GA. Make sure you familiarize yourself with these rules, so you are fully prepared to make quick decisions when ELITT opens!

Speaking of when ELITT opens, the pairings available can be seen before trading opens using the SRC Open Time Inventory on the SRC webpage at swapa.org > Resources > Tools > Open Time Inventory or on the SWAPA app.

Another option that frees you from spending all day refreshing TT/GA and/or ELITT when you are seeking a specific pick up or trade, is to set an alert(s) in LineTuner for new postings/pairings, as well as Net Zero or Duties-To-Cover (DTC) changes. As a reminder, LineTuner is a free service from SWAPA, see swapa.org > Resources > Tools > LineTuner Classic for more information to receive alerts on your mobile device.

MAXIMIZING YOUR OPEN TIME EARNING POTENTIAL

Besides just picking up Open Time pairings, combining broken pairings from Open Time can be an excellent way to capture extra pay. When a pairing longer than two duty periods comes into Open Time, there are rules that often require them to be split in the trip's domicile or split at a station within a certain distance of the pairing's domicile, with deadheads added to get Pilot to/from that split point. Likewise, if a pairing longer than two duty periods goes all the way through the Open Time process without a legal bidder or reserve, it will be split, potentially with deadheads added, and the pieces will be re-run through Open Time. If a Pilot is awarded both parts of the original pairing in any Open Time closing that isn't MOT, the pay will be the total of the parts added together, including the deadheads. Then the deadheads will be dropped at the point where the pairings would need to re-combined. Trips from TT/GA can also be combined, provided there is 90 minutes between block-in and block out of the two pairings, though deadheads will be dropped with pay to recombine pairings.

WANT TO HAVE A PAIRING PULLED WITH PAY?

Have you ever wondered why some First Officers have yellow pairing bars with the code “RT” on their boards? These are pairings that were pulled with pay from the FO because they have a Check Airman assigned as the Captain, and that pairing has been scheduled to be used for training. Sounds great, but how do you know which pairings may be pulled?

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

How does this apply to you? First off, if you bid a line with a Check Airman or trade into a pairing with a Check Airman, you need to pay attention. In this case, you may want to wait to ELITT, give away, or trade any pairings until you see if any or several may be pulled for training. The “I” designation usually appears a week or two before the pairing reports.

**If you do place your pairing into TT/GA, you may want to place a Pin password on it so that you can double-check the assignment label prior to committing to giving it away.*

SOMETHING FOR THE NEW GUY

As new hires join the line, one thing for first-year Pilots to know is that any flying they acquire through MOT, DOT, HOT, POT, SNOT, VPF, and JA that exceeds their original line total for the month will be paid at second-year rates. Many Pilots don’t realize that MOT and ELITT can be used in conjunction to maximize this benefit. ELITT can be utilized to increase the value of a pairing acquired through MOT, and this new pairing will still pay at second-year rates (as long as the value is above the original line pay). For example, a first-year Pilot is awarded a 3 TFP turn in MOT. Then they can use ELITT to trade this turn into a 2-day pairing that pays 15 TFP which still pays at second-year rates.

While this is not a comprehensive list of every tip and technique used by Pilots to creatively adjust their schedules, it should give you a good start to help improve your family’s schedule and quality of life. As you and your family become more accustomed to the SWAPA website, SRC has a number of educational resources in addition to several tools on their page (Committees > Schedule Research Committee) to help you learn the scheduling system at Southwest and potentially improve your quality of life from when you bid your

line to when you fly it. There are several advanced technique articles for the more creative and scheduling savvy. We highly encourage you to download the iPad version of the Scheduling Handbook (also found on the SRC page) to your EFB and begin reading about all the ways you can make your schedule work in a way that most benefits you and your family. **W**

A LEGACY WORTH CELEBRATING



Andon Bibbey, 17, after his first solo trip.

CA Mark Bibbey (PHX/#84507) is the third generation of Pilots in the Bibbey family, and he is proud to welcome the next. His son, Andon Bibbey, trained for five months before his 16th birthday so he could fly his first solo trip that day. After soloing in June of last year, he recently passed his first check ride shortly after turning 17, making Andon the fourth generation Pilot in the Bibbey family. Andon is a senior at Perry High School in Gilbert, Arizona and plans to study Aviation Management at Arizona State University in the Fall. Congratulations, Andon! We can't wait to represent you in the future.

THE PILOT RELIEF FUND: FOR WHEN THINGS DON'T GO ACCORDING TO PLAN

Andrés Trujillo, Communications Staff



It was 2:30 a.m. on May 26, 2021, when Baltimore FO Matt Minguella was awakened by his six-months-pregnant wife, Kristina.

Kristina said that her feet felt like they were going to explode. They packed up their things and rushed to the E.R. of their local hospital. Upon arrival they found out that Kristina's blood pressure was 190/100. The doctors admitted her immediately to start medication to control her blood pressure and protect the baby.

"In my mind, I thought we were just going to get some high-blood-pressure medication and then head

home," said Matt.

Unfortunately, after lowering Kristina's blood pressure to a manageable level and running a few tests, the doctors discovered that Kristina had severe preeclampsia, a pregnancy complication characterized by high blood pressure and signs of damage to other organs, most often the liver and kidneys.

The next day, a doctor from Penn Medicine came by with a couple residents to check on Kristina. The doctor who stopped by was Dr. Robert Debbs, one of the top maternal fetal medicine doctors in the United States. He only happened to be at Penn Maternal in Vineland, New Jersey, to teach a few classes that day.

"It was like an act of God," Matt says. "Dr. Debbs came in and asked a lot of tough questions and then told us his assessment."

The baby had stopped growing three weeks prior and wasn't receiving nutrients from the placenta. Kristina's blood pressure was also so high that the blood was backflowing into the baby and would eventually be dangerous for the baby's heart. Dr. Debbs said they probably had two weeks before Kristina would need an emergency c-section. However, the next morning, Kristina's OB-GYN noticed

stress on the baby's heart, and told the young family it was time.

Avery Minguela was born three months early on May 28, 2021, and weighed one pound, two ounces.

"We had this perfect plan," Matt said. "Avery's due date was in August of 2021 so Kristina would graduate (from radiology technician school) in May and then take her state boards in June. Then we would do the baby shower and spend the last-minute time getting the baby's room together. Obviously, things didn't go to plan."

Matt stayed with Kristina for four more days until she was discharged but Avery would need to stay in the NICU. Matt and Kristina returned home to wash some clothes and get ready for the next few days — and then the phone rang. It was the hospital; Avery was having more complications and would need to be medevacked to the Children's Hospital in Philadelphia for emergency surgery, where she remains today.

"I knew I had to be here for — not only our little girl — but especially for my wife. I couldn't have her deal with this all by herself," said Matt.

After a month-and-a-half of being at the Children's Hospital in Philadelphia with his wife and newborn daughter, Matt had used up all his sick bank and was running out of options. He had bills to pay, and since he couldn't work, he wasn't sure what to do next. That's when he remembered something he heard in the SWAPA New Hire presentation he attended in 2019.

"When I started being realistic with myself, I knew I had to reach out to get relief if I wanted to be here for my wife, so I reached out to Lou Evans," Matt recalled.

Lou had just taken over running the Pilot Relief Fund and wanted to ensure he gave Matt accurate information, so he did his research quickly.

Matt was hesitant about applying for the funds because he had always thought

it was something for a Pilot dealing with a severe illness or some kind of natural disaster that affected their home. Lou reassured him that this was exactly why the fund had been established.

Matt applied in August and within a week, his application was approved. "The application was fairly easy, and Lou was super helpful. Any question I asked, Lou, without hesitation, would help me out the whole way."

Those funds helped Matt pay for



two-months' worth of his mortgage. "It was an incredible help."

These days, Matt is still doing intermittent FMLA. He's been able to work between 60-80 trips per month, which helps cover the bills and ensures he can be there for his family. "It's a scary thing to be faced with: Family in the hospital and needing to be there. Not having any sick time and needing to pay the mortgage — we were just extremely grateful to have the Relief Fund as a resource." **W**

UPDATE: Avery was released from the hospital on December 15 and after 201 days, went home with mom and dad.



The SWAPA Pilot Relief Fund



If you are facing a financial hardship due to a natural disaster, illness, or other unforeseen personal situations, the SWAPA Pilot Relief Fund is there for you and your family. Visit swapa.org for more information or contact Lou Evans at levans@swapa.org. This Pilot-for-Pilot fund can be a lifeline when you need it most.



To begin regular monthly giving to the Pilot Relief Fund, scan the QR code above.





A FOLLOW-UP ON CORIE ECKSTROM AND THE PWCI FACEBOOK GROUP

Andrés Trujillo, Communications Staff

In July of 2020, we spoke with Corie Eckstrom, wife of FO Dan Eckstrom (MDW/#106439), about the work she was doing to connect families of Pilot spouses who were dealing with a chronic illness, through the Facebook group, Pilot Wives with Chronic Illnesses (PWCI) comprised of around 400 members from around the world.

Since our last conversation, the group has grown tremendously. “The PWCI group is now a collective of over 500 amazing women, most are airline Pilot wives,” Corie said. That has been Corie’s ambition for this group all along: To create a network of spouses who are there for each other through thick and thin and can provide peace of mind for people who are struggling and looking for a digital shoulder to lean on. “These women lift each other up, check on each other and support each other.” Corie said. “It’s sincerely the best group on Facebook.”

As for Corie, she is still struggling with her own illness, but she remains upbeat and inspired. She wants to continue growing the group by reaching out to charter, cargo, and military Pilot spouses. Corie also found a new part-time job, which keeps her productive and her mind at peace. It’s a lot to handle, but Corie doesn’t care. Her PWCI group keeps her motivated.

“When I’m at my lowest and really struggling to cope, I check in on them and it keeps me going,” Corie said. And that is what she wants to provide to more families and more spouses fighting battles that people rarely see, a place to find inspiration and hope even when things seem bleak. **W**



New Members of the PWCI

Kari and CA Tom Delgado
DEN/#86885

"It just feels better knowing people get you and what you are going through."



Keli and FO Rob Guyer
HOU/#116487

"Having chronic illness while your husband's schedule changes every month and he's out of the house for usually half the month can be hard. Finding pilot wives of chronic illness gave that support of I'm not alone. Others in the group understand the struggles of chronic illness with the pilot wife lifestyle. Knowing I can come laugh, grieve, cry and support other woman who get it brings me comfort when life gets hard."



Tania and CA Scott Johnson
DEN/#89516

"The encouragement and inspiration to keep going has been huge. These ladies are so understanding and caring."





Tina and FO Rich Morneau

DAL/#130329

"It's a free judgement zone. I can pour my heart out about health issues, struggles in life related to our health issues. The ladies in the group are always so encouraging. These ladies are also a wealth of information on so many different subjects because of so much of their life experiences."

Cathy and Retired CA Ricardo Aguilar

"I've enjoyed the group because these women have your back if you're having a bad day and for many of us a bad week. You can always come to this page and leave feeling better... maybe not physically but in your heart, your spirit, and in your head. There's always someone who knows what you're going through and it helps to know you're not alone."



Iris and FO Mark Lewin

BWI/#88825

"This group has let me know that I'm not alone and that I'm not just complaining. These ladies understand how hard it can be to handle things on your own, when your partner is away, and life pulls you in multiple directions."



NEW NAME, SAME GREAT SERVICE

Chess Fulton, Project LIFT Chair

If you have been with Southwest Airlines for more than two years, you are hopefully familiar with the Special Services Team. This is the team that is activated when we have a death that involves one of our Pilots, a Pilot's spouse, or a Pilot's child. A few years ago, in order to streamline how some committees were organized, the mission of the Special Services team was added to Project LIFT and the committee was renamed Project LIFT and Pilot Services. To clarify, special services is still a service we provide, but it falls under the SWAPA Project LIFT and Pilot Services Committee.

So, who are we and what service do we provide when there is a death in your family? We are a group of line Pilots trained in Southwest and SWAPA benefits, funeral services, retirement services, travel benefits, and insurance. Our job is to help your family through a death by giving you a single point of contact to work through all the issues that come up after you lose a family member. Our goal is to allow you and your family to grieve while we handle any issues that you would like us to. We will be as involved as you want us to be.

So how does our team make contact with you and what can you expect? There are a variety of ways that we find out about a death. If it's a sudden death, we often get the information from the Network Operations Center (NOC), directly from a crew base Chief Pilot, another Pilot, or from a SWAPA representative. We always prefer to have someone from Flight Operations inform the family that we will be calling. This way, it's not a surprise and it's a call you are expecting. The first call you receive from our team will usually just be an introduction and to see if there are any immediate needs that we can help with. Typically, the only immediate needs are travel-related. We can coordinate must ride passes with the crew base to get some immediate family to your location if needed. One important aspect: there are really no benefits related issues that are time critical. There is time to take care of the funeral arrangements and grieve with your family before anything needs to be done. The other aspect of the team that you can take advantage of is the offer of in person help. Sometimes, if there just isn't enough family or friends in the area to help, we will send two team members to help you in person. These two members will stay in a local hotel and have a rental car.

They are there to do whatever you need them to do. They can do things like getting groceries, making airport runs to pick up out of town guests, help with the funeral, etc. I think it bears repeating that they are there to do whatever you need them to do. We always make the offer of in person to help and it's part of our service, so feel free to take advantage of it if you think it would be helpful.

Once the funeral is over, what can you expect from us? We will provide you with a list of important SWA and SWAPA phone numbers that you may need going forward. We will provide information on how to start the process of claiming life insurance benefits and if it's the Pilot who has passed, how to transfer 401(k) and profit sharing balances to beneficiaries. We can educate you on how to use your travel benefits and for how long you will be able to non-rev. We provide information on continuing health insurance benefits and how to make changes. We also provide information on the SWAPA Dependent Scholarship Fund for your children's college education and how to make a claim for funds from the SWAPA Pilot Relief Fund. You can see there are a lot of moving parts when one of our Pilot passes away. That's why we are here. We will be by your side the whole way.

One other way we can help is to allow us to get involved if there is a terminal diagnosis. We can start the process early and get a lot of things taken care of that would provide comfort your family. You can reach out to our team at any time for help and get questions answered before an actual death.

The number to call with any questions about anything discussed in this article or to get help from the Project LIFT and Pilot Services committee is 855-737-LIFT(5438). You can call this number for any reason and if it's not something we can help with we can get you connected with the SWAPA resource you need. **W**

SWAPA Resources

SWAPA Pilot volunteers are available to assist you and your family 24/7. Whether you're dealing with stress and anxiety, substance abuse, or need to start a meal train for a fellow Pilot or spouse in need, reach out to us at any of the following:

Project LIFT: 855-737-LIFT (5438)

HIMS: 301-535-9871

SWAPAFamily: 770-313-0045



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Prin Cole, Certified Optavia Health Coach, [817-688-3117](tel:817-688-3117),

teamrockyourhealth@gmail.com

Marcus Cole, Certified Optavia Health Coach, [817-688-8006](tel:817-688-8006),

teamrockyourhealth@gmail.com

Marcus Cole #97163



DAL REALTOR

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BrittanyJeanesRealtor@gmail.com. Daniel Jeanes #142219



PASSPORT 4 CHANGE

CA Tony Reimer #83591 and FA wife use the tooth fairy to teach kids about the world. We asked our 5-year-old niece where she would go if she could go anywhere in the world, to which she replied, "Target!" Wanting to expand her mind, we created an educational TF kit where each time a child loses a tooth, the TF brings a real foreign coin from different countries around the world, sparking conversations about different cultures and traditions. It's a fun way to teach children about geography, time-zones, foreign currency, and much more.

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WEBSITES & MARKETING

DME, Digital Marketing Experts, is a Parker, Colorado-based small business that specializes in affordable digital and traditional marketing solutions with the small-business owner in mind. We create websites, logos, brochures, business cards, and more! Jaclyn Haugen, 720-238-3420 or experts@dmemarketing.net, www.dmemarketing.net Toby Haugen #108198



CHILDREN'S BOOKS

Pilot wife Laura St. John has two children's books perfect for homeschool learning or bedtime stories. *Don't Judge a Bug By Its Cover* teaches the value of non-judgemental thoughts based on looks, teamwork, and believing in one's self. *The Christmas House* teaches children digital awareness and to focus on the moments in our lives versus the screen. Both are available at booksbylaura.com and [Amazon](https://www.amazon.com). Charlie Gay #20948

RUNNING LOW ON FUEL?

There is no better time to take charge of your health. By providing the body with the correct tools to heal, it absolutely knows what to do. Free 15-min. consults with Dr. Laurinda Kwan via Telehealth or visit her online at www.KwanNaturopathic.com. Follow her on Instagram @[drlaurinda](https://www.instagram.com/drlaurinda) or www.facebook.com/kwannaturopathic for healthy living tips! Mike Berkner #75871

ATTORNEY & MEDIATOR SERVICES

Attorney and mediator Suzanne Whitaker provides legal services in Arizona and Georgia for estate planning, adult and minor guardianships, adoption, and family law. She also represents military veterans in VA disability appeals anywhere in the world. Suzanne is a Certified Child Welfare Law Specialist and a Department of Veterans Affairs accredited attorney. www.SuzanneWhitakerPLLC.com Charles Flkenmayer #79777



DEN REALTOR

Denver-based Realtor, Gina Roth, loves helping SWA families relocate to the metro area. Do they want to be close to the mountains, looking for a family friendly neighborhood, or chasing certain schools? She has the knowledge and resources to help narrow down these difficult choices. For local families looking to trade up from their current homes, she offers a generous listing discount to help offset some of the expensive moving costs. www.ginaroth.com, 303-895-8025. Brian Roth #103172



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Charlie Mattingly #83934, Lisa (Shane) Rosenthal #119214

Guidelines

The "Support SWAPAfamilies" section is intended for active SWAPA Pilots or their spouses.

- Only goods and services offered by an active SWAPA Pilot or his family will be printed.
- All submissions are offered free of charge on a first-come space-available basis.
- All submissions are limited to 60 words total.
- All submissions must include a SWAPA Pilot name and employee number.
- Submissions may not be used for political purposes – no election material will be allowed.
- Families may submit only one classified ad per Waypoint edition.
- SWAPA retains the right to limit the contents of classified listings or alter the printing of classified listings as it deems appropriate.
- SWAPA assumes neither responsibility nor liability for members who choose to sell, purchase, use or engage in any commerce with classified advertisers. Those who trade through the use of the classifieds are solely responsible for any and all of their individual actions.

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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.

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