

Waypoint

A SWAPA *family* NEWSLETTER



When Flying Is the Family Business

(Page 8)



SWAPA
family



MCO CA Dave Peck and SWAPA Outreach Chair MCO FO Jean Peck.

SWAPA: We Are Family

A few months ago, SWAPA published the first-ever *Negotiating Point (NP)* dedicated to SWAPAFamilies. This is worth noting because, for the first time in SWAPA history, spouses/significant others/family members have been formally addressed by our Negotiating Committee and asked for their opinions. (You can still read it by going to SWAPAFamily.org or SWAPA.org.) The significance of this *NP* was not only to inform and educate you about the “vitals” in our current CBA (Collective Bargaining Agreement), such as compensation, benefits, retirement, scheduling, etc., but also to ask what matters most to our families. This goes hand-in-hand with the Contract 2020 vision of our SWAPA Executives, Negotiating Committee members, and your Board of Directors. After a month of surveying our families following the SWAPAFamily *Negotiating Point*, we heard from many of you. Thank you to those who took the time to respond. It speaks volumes that **you** are engaged!

Equally impressive — SWAPAFamily events this year! We held Celebration Events in three domiciles and REACH Events in

three cities where our larger populations of commuter families live. Without a doubt, our membership and their families are keeping our SWAPA culture alive, building relationships with one another, and finding their tribe at these events — this is what it’s all about. This year, we had 450 attendees at the PHX Celebration event, almost 500 in DAL, 115 at the SAT Homecoming event, more than 200 in SLC, 400 in DEN, and 158 in MSP! That’s almost 2,000 SWAPAFamily members in attendance. We plan to continue these gatherings in the years to come, not only because they are vitally important for information dissemination, but also because it is an opportunity for you to meet and hear firsthand from members of the SWAPA Executive team and SWAPA committee members who protect, promote, and support what we do “on the line” each and every day.

And speaking of support, our SWAPA Pilot Relief Fund continues to help so many of our Pilots and their families who have fallen victim to sickness or catastrophic events. We started this fund only two-and-a-half years ago to help one another — a Pilot-for-Pilot

program. Currently, we are averaging about three \$2,500 grants a month, which almost equals the influx of donations from automatic payroll deduction. The Fund balance hovers around \$125,000 each month with the ebb and flow. Unfortunately, with more than 9,800 Pilots on the property, we have a growing number of our SWAPA families who need the financial help when disaster strikes.

If you are not currently contributing to the SWAPA Pilot Relief Fund, please consider going to SWAPA.org and signing up for automatic payroll deduction. As recipient MDW FO Kent Brase says on page 18, "Someone will need it in a very dark period in their life, and the fund will be there for them."

HOU CA Paul Songy and his family received the SWAPA Pilot Relief Fund after their house was destroyed in 2017 by Hurricane Harvey and says, "It is critically important that our entire Pilot group engage in this program to build it because the financial challenges that come with the immediate onset of trying to rebuild your life are massive."

Thank you to the 1,143 Pilots who are currently donating. Just think: If **every** SWAPA Pilot donated as little as \$5 per pay period, we could build the SWAPA Pilot Relief Fund and raise the grant amount from \$2,500 to \$5,000 or even \$10,000 and beyond.

As another amazing example of how our SWAPAFamily supports and provides for our own, read the story of Chloe Horan on page 14 of this issue and see how the SWAPA Dependent Scholarship Fund is an invaluable resource for dependents of Pilots who are out

on disability or who have passed away. This scholarship money can be an amazing help to our families when they need it most.

Finally, in this issue of *Waypoint*, we are thrilled to feature a few of the many family members who are also SWAPA Pilots. After realizing we have so many, we couldn't resist spotlighting a few of them here for you. Our culture here at Southwest is deeply embedded in our Union. I like to think SWAPA has taken it to new heights. Our steadfast unity and willingness to embrace our futures are the ingredients for a wonderful starting point to fulfilling the Contract 2020 vision. Please continue to stay focused on your families, get involved, join us in our [SWAPAFamily Facebook group](#), follow [SWAPAFamily](#) on Instagram and [@swapapilots](#) on Twitter. So much information will be forthcoming in the months to come, and it's imperative that we all stay engaged.

JEAN PECK, Chair

SWAPAFamily Outreach 



SWAPA President Jon Weaks with his daughter, Braya.

A Summer Like No Other

The summer of 2019 was unlike any we can remember at Southwest Airlines. The normal surge in flying and the accompanying opportunity to increase earnings as a Pilot was replaced by overmanning and grounded airplanes. Every family within SWAPA was impacted by these events. Most significantly, that impact was felt because of declining line totals and the reduced opportunity to earn more by flying extra.

The MAX grounding is near and dear to everyone's hearts and pocketbooks. SWAPA is monitoring the situation closely and is in contact with all the major stakeholders involved in this situation. However, the impact of the grounding has been exacerbated by management's decision to increase Pilot manning and change the traditional Pilot free-market model that has been successful for so many years. We have provided

management copious amounts of analysis to show them how to keep Pilot productivity high while reducing overall cost to our Company. Thus far, our analysis has fallen on deaf ears.

With lean flying opportunities and a significant increase in reroutes throughout the system, it is even more imperative that Pilots know their contract. To assist our Pilots on the line with the turmoil, SWAPA operates a 24/7 Contract Admin hotline that Pilots can call to help resolve scheduling issues that they encounter. Contract Admin is also working more than 100 active grievances on your behalf where management has violated Pilots' contractual obligations. In addition, SWAPA has recovered \$1,029,443 in error pay and audits for Pilots just within the last 12 months. This situation has been the driving impetus behind the

complete rewrite of our contract for 2020. We must have a contract that is air-tight and not open to interpretation by scheduling managers.

To keep our SWAPA Pilots and their families educated about the new contract that we will be pursuing on your behalf, your Negotiating and Communication committees have put together a *Negotiating Point* specifically for our families. You can read it by going to SWAPA.org or by [clicking here](#). Contract 2020 is right around the corner. For those who were here in 2016, you know the unity and resolve that was necessary for us to achieve our last contract. No less will be required for our next contract.

"Ours is a demanding profession that requires much from Pilots and their families. Those families deserve our undying gratitude and the hand of friendship and assistance when life circumstances demand it."

For those families who weren't here in 2016, you must understand our history and how we achieved the competitive contract that you enjoy today. In 2015, we were presented with a Tentative Agreement (TA1) that, had it passed, would have resulted in Southwest Pilots becoming laggards in the airline industry. In fact, many of you who have joined our Pilot group since 2016 would likely not

be here if TA1 had passed because it was so uncompetitive compared to our industry peers. However, our Pilot group overwhelmingly rejected TA1 in order to promote our profession and ensure that our airline remains competitive in attracting top-tier talent among our peers.

The increase in overall value from TA1 to TA2 was 124%. That's right, I said 124%, not 24%! And most importantly, Southwest Airlines continued to report record earnings and profits even after our contractual gains. The significant increase in earnings and retirement contributions that you enjoy today are a direct result of the sacrifices of the Pilots and their families who were here in 2016. To put the gains in context, a 2017 new hire Pilot earned more than 23% more in first-year income under TA2 than he or she would have under TA1, and that same Pilot's total Company contribution to retirement has been 56% more since



President Jon Weaks with his stepmom, Lou Ann Weaks.

he or she arrived on property than it would have been under TA1. Those are not insignificant numbers, and the importance of those numbers should not be forgotten as we enter negotiations again next year.

While preparing for negotiations is the most tangible effort SWAPA is involved in today, there are many other issues that we are addressing. Your Government Affairs Committee (GAC) has been very active on Capitol Hill in our ongoing pursuit to protect your Pilot's career from predatory atypical employment models such as the ones used by Flag-of-Convenience airlines like Norwegian Air International. That fight is an all-hands-on-deck fight, and you can support that fight by contributing to the SWAPA Political Action Committee (PAC). Even a contribution as small as \$1 per paycheck matters immensely to what our GAC and PAC can achieve in Washington, D.C.

In addition to PAC contributions, please also consider donating to the SWAPA Pilot Relief Fund. This is Pilots helping Pilots in the purest sense of the word. I have written extensively about the Pilot Relief Fund and the impact that it has had on SWAPA families' lives in times of need, but I'd encourage you again to consider contributing if you have not yet done so. Within the pages of this magazine, you will read about other programs administered by SWAPA, such as the Dependent Scholarship Fund and our HIMS program, which exist solely for the benefit of our membership. Ours

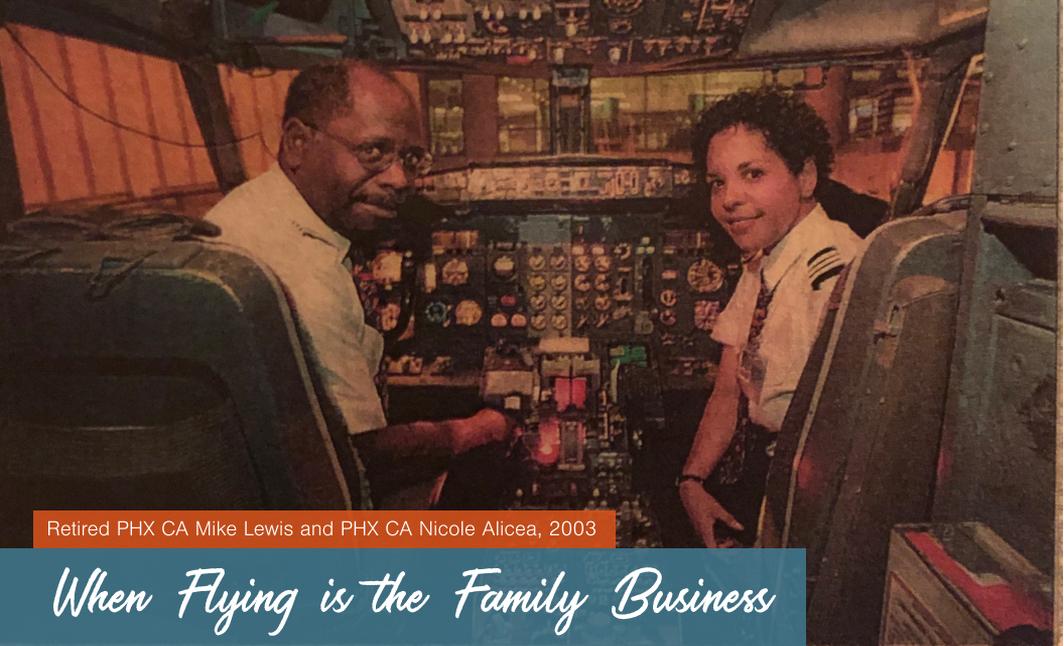
is a demanding profession that requires much from Pilots and their families. Those families deserve our undying gratitude and the hand of friendship and assistance when life circumstances demand it.

It continues to be my greatest professional honor to serve as the president of an association that represents so many great Pilots and their families. I thank you for that privilege. Please stay aware and stay engaged.

Leading Forward,

JON WEAKS

SWAPA President 



Retired PHX CA Mike Lewis and PHX CA Nicole Alicea, 2003

When Flying is the Family Business

As one of the only airlines in our industry to allow family members to work side by side, Southwest Airlines has managed to hire many people in all departments that are related to one another in some way. The Pilots on the following pages are a small sample of this distinguished group.

CA Nicole Alicea (PHX/#68247) has been with Southwest Airlines for 17 years. Since she was 25 years old. And flying planes is all she's known.

Her mother, Karen, and her dad, **Retired PHX CA Mike Lewis**, were both Pilots. They met at a fly-in as private Pilots. Karen loved flying but when it came time to have kids, she knew they couldn't both be commercial airline Pilots. She made the decision to stay home while Mike pursued his career as a professional Pilot.

At 16, Nicole was contemplating college and careers. Her mother was urging her to consider a career in commercial aviation. After much coaxing by her mom, 16-year-old Nicole went on a discovery flight for \$50 – she was immediately hooked.

“As soon as I finished that flight and knew immediately that flying planes was what I wanted to do, my dad looked at my mom and said, ‘Now you’ve opened a can of worms.’”



Nicole with her husband, SWA Mechanic Antonio Alicea, in a PHX hangar, 2006.

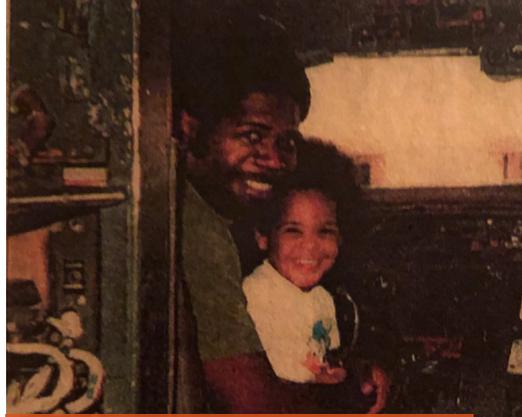
And while it was her mother's encouragement that caused her to pursue a Pilot career, it was her dad, Mike, who influenced her the most years later when it was time to choose an airline.

"I was cutting my teeth during the turbulent years of airline deregulation," says Mike. "When I started with Southwest in 1994, it was my seventh carrier. And I think because of that, Nicole experienced a lot and learned a lot more than maybe other kids who grew up with a parent who was a Pilot, who worked for United or American, did."

"I think because dad started during deregulation when airlines were going out of business almost as soon as they started, he wanted to be sure that I was doing it for me, and not for him. He told me, 'choose wisely' because he knew in this industry, not picking the right company and having to change down the road wasn't like other jobs," says Nicole.

Ultimately, both Mike and Nicole chose Southwest, at two very different times, for the same reason: the people and the culture.

"I can remember working for Reno, my last airline before I got to Southwest, and being in Midway and looking over and seeing Southwest employees," says Mike. "They were always laughing and having a good time. They were always really nice to everyone, even those who didn't work for Southwest. I knew that's where I wanted to be."



Three-year-old Nicole Alicea with her father, Mike Lewis, in 1979.

After considering and talking to plenty of airlines, Nicole also ultimately decided on Southwest Airlines.

"I wanted to work with people who love their jobs, who have a passion for what they do — across all labor groups."

When asked if she still sees that passion and love and caring for others that she found when she first arrived, Nicole says, mostly, yes.

"I try to always foster that feeling of compassion and caring, and exhibit that passion for the job. I like to write a lot of notes of thanks, telling people from all labor groups, 'Thank you for being the best that you can be.' That's what Herb was all about and I really do feel like it's up to us as Pilots to keep that spirit alive."

When asked about SWAPA today and the SWAPA of when she first arrived, Nicole says there's no doubt that SWAPA is stronger today than it's ever been.



CA James Edgar "Ed" Camp with his two sons, Zach Camp and SWA FO Will Camp.

"I'm proud of the Union we have today. We are more unified than ever, I think. And, we truly have a Union that cares. You can't solve everything and of course we all love our Company, but I do feel like we work for a unique Union. My husband, a SWA mechanic, and my dad and I have attended two SWAPAFamily events — what other Union holds such fantastic events that the President and NC Chair attend? SWAPA was there for me and called me each time after the passing of four family members."

For Mike, it meant a lot to him when the retro checks came in 2016, one year after he retired. "They really looked out for those of us who had left but who worked for SWA all of those years. It really showed appreciation for the group as a whole. And that's what unions are for — working for everyone."

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CA James Edgar "Ed" Camp (BWI/#61615) has been flying for Southwest for more than 18 years and before that served in the U.S. Air Force. Ed's father was also a member of the Air

Force and served as chaplain, so serving our country was always something Ed dreamed about.

After graduating from Auburn University with an accounting degree in 1981, an opportunity to follow his dream and fly for our country finally presented itself.

In the mid '80s, the Reagan administration was working hard to build up our country's military at the height of the Cold War. So a week after graduation, Ed was in U.S. Air Force Officer Training school.

After serving in the Air Force for 20 years, Ed took his love for flying into commercial aviation and applied to only one company: Southwest Airlines. Seventeen years later, his first son, William, followed in his father's footsteps.

FO William James Camp (BWI/#135991) was born at Lackland Air Force Base in San Antonio while Ed was learning to teach in the T 37. And just like many relationships between fathers and sons, Will grew up dreaming of being just like dad.

“He always wanted to fly. I would take him with me to work whenever I could,” Ed says. “He would get to sit in the airplane or watch them fly and it inspired him.”

Will followed his father’s career path almost to the letter. He attended Auburn University, but instead of getting a degree in accounting like his father, Will received an ROTC scholarship his junior year and started to learn to fly before he graduated. He spent 12 years on active duty with the U.S. Air Force and just like his dad, as soon as he joined the Air Force Reserves, he applied to just one airline: Southwest.

“I knew this was where I wanted to be,” Will says. “So, I’m glad it worked out. It’s been a great year. I’ve seen the culture in action with people just taking care of each other. Coming from an Air Force background, it kind of equates to being a part of a good squadron.”



CA Ed Camp and FO Will Camp

Will is based in BWI — the same base as his father — so he is fortunate enough to get to fly with him.

“We’ve flown together several times already,” Will said. “We both get along really well in the cockpit and out of the cockpit. I’ve been able to learn a lot from him as far as the airplane goes.”

“To me, this doesn’t really even feel like a job,” says Ed. “Flying airplanes is what I love to do.”

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For **CA Tim Cordner (PHX/#71819)** and his son **FO Ty Cordner (PHX/#137169)** aviation has always been a family affair. Just not in the way you’d expect.

For Tim, growing up during the space race was the seed that grew into the tree that is now a 17-year career with Southwest Airlines.

“I don’t remember ever not wanting to be a Pilot,” Tim says. “The rocket to the moon and the era I grew up in made it something I wanted to pursue.”

For Ty, aviation may have always been a part of his life, but it wasn’t something he thought about pursuing until he was a teenager.

As a child, Ty wanted to be a baseball player and was a prolific high school athlete, playing varsity golf as a freshman and varsity baseball as a sophomore. But his senior year, he realized quickly that to play at the professional level would be tough.



CA Tim Cordner with son, FO Ty Cordner

That same year, his dad was working as an instructor Pilot in the Aero Club with the U.S. Air Force. While talking with his family, Tim happened to mention that he was about to do a solo trip with a 16-year-old kid and Ty couldn't believe it.

"Wait a minute," Ty said. "That kid is younger than me and he's about to fly an airplane by himself?"

Ty was in complete shock and told his dad that if someone younger could fly a plane, he could too. Tim handed him the Pilot manual and said that if he was willing to study the manual and learn everything inside that book, he would take him flying.

According to Tim, his son devoured every word in that manual and all of a sudden, it became his love.

Tim took Ty to all of his private Pilot classes, flew with him across the country, and enjoyed watching his son grow as a Pilot.

"It was fun to see him in his beginning years flying," says Tim. "And it's been fun to fly with him here at Southwest."

In 2002, Tim retired from the U.S. Air Force and joined Southwest Airlines, and 16 years later, Ty followed suit.

Ty spent six years flying for regional airlines and another six years flying corporate, and it just didn't feel like a right fit for him. At the end of the day joining SWA was all about the culture and he knew he always wanted to end up here.

Since joining SWA less than a year ago, Ty says working with SWAPA Pilots has been like a breath of fresh air. In February, he and his wife attended the PHX SWAPAFamily event and had a great time. "SWAPA has been a huge help," says Ty. "The Probie to Pro video series has been extremely helpful."

For Tim, this whole experience has been a dream come true. Since Ty has joined SWA they have flown on one 2-day trip and Tim says it was just a really incredible moment realizing that his son is now his peer.

On that flight, he can specifically remember going through his check list and noticing a smile on Ty's face in the corner of his eye.

"This wasn't just another flight," says Tim. "It was a flight with my son, and it just made me grin." 

THE SWAPA DEPENDENT SCHOLARSHIP FUND

In 1999, the SWAPA Dependent Scholarship Fund was established with the purpose of awarding undergraduate students, who are children of a deceased or disabled Pilot, with a scholarship that will allow them to continue their education.

The inspiration for the scholarship came in the mid-1990s when a young Pilot had a career-ending accident that later also ended his life. At the time of the accident, Eddie Lowe and his wife, Linda, had a 7-year-old daughter with a second daughter on the way. After Eddie passed away, our Pilot group wanted to help the young daughters so the SWAPA Board of Directors approved the creation of the scholarship fund.

Since 2000, more than 170 dependents of either deceased or disabled Pilots have received the scholarship.

The scholarship is a voluntary, Pilot-supported plan currently sustained with a \$2 contribution per month. As a tax-exempt fund, the amount contributed is eligible as a charitable contribution for federal income tax purposes. The maximum scholarship is \$7,000 per year. Half of the scholarship award (\$3,500) is paid to the attending university in the fall semester and the remaining \$3,500 is paid to the university in the spring semester.

SWAPA relies on our Pilots' generosity to keep the fund alive, as the donation is voluntary. Participants must contribute a minimum of \$2 per month, which is taken out on the 20th pay period. If you'd like to increase your donation to the Dependent Scholarship Fund, you can go to SWAPA.org > My Stuff > Dependent Scholarship Fund.



SAN DIEGO STATE UNIVERSITY



The SWAPA Dependent Scholarship Fund

“The world began to spiral, and my innocence slipped from my hands. The stabbing pain in my heart weighed my body down into my suddenly uncomfortable bed, and tears stained my 14-year-old cheeks ...”

These were the opening words of Chloe Horan’s Dependent Scholarship Fund essay. She was only 14 years old when she learned that her father, HOU CA Tom Horan, was diagnosed with a stage 4 glioblastoma brain tumor.

“He was my best friend and a great guy,” Chloe, now 18, says. “I am the youngest of four girls and I was the only one at home for a while. So he would take me every Saturday to get beignets and chocolate milk. I mean, he was perfect.”

A quick Google search of “glioblastoma” results in words like “aggressive,” “invasive,” and “12-15 months.” “My hero had been given a time stamp,” says Chloe.

A year later, just before Chloe’s sophomore year of high school, Tom would pass away.

When asked about Tom, a common sentiment appears: He was well respected, a solid Pilot, and a genuine guy.

“Tom was always a big proponent of helping people,” says his wife, Melanie Horan. “He participated in Adopt-a-Pilot – he was just a great guy. And there’s so much of that in Chloe.”



Tom flew for the Navy for 21 years before becoming a Southwest Pilot. He then spent 19 years flying with Southwest before he passed away in 2016. He donated to the Dependent Scholarship Fund and made sure his wife and daughter knew that was a resource that was available to them.



When Chloe graduated from the Woodlands College Park High School in the top 15% of her class, she elected to attend a school out of state, San Diego State University. While it is far from home, it's close to family — and it's where her mom and dad lived while he was serving in the Navy. Her mom knows that Tom will be looking down on her and be proud of all that she's accomplished.

"I grew up much faster than I should have, but the woman I am today is the result of my dad and the ways he shaped me during our last months together," Chloe says.

As far back as Chloe can remember, her father has always emphasized helping others and encouraged her dreams of one day going into the medical field.

"Going to my dad's appointments and hospital visits only fueled my passion for medicine. After each visit, I would go home and look things up on the internet that were discussed," she says. "Every day, I am inspired to work toward my goal of helping patients like my dad. My father and two of his Pilot friends all died because of the same rare brain tumor. I want to be part of the team that discovers why people get this type of cancer, and understand the connection between Pilots and glioblastomas."

This fall, Chloe will begin her first year of college at San Diego State University where she plans to study molecular biology in hopes of becoming a physician's assistant in oncology. A portion of that tuition will be paid for by her father's fellow Pilots of Southwest Airlines.

"This scholarship means the world to me. My father loved flying and loved Southwest, and now I get to take part of that with me to college." 

For more information on the SWAPA Dependent Scholarship Fund, see page 13 of this issue.

For more about Chloe Horan, click the video link below or log into SWAPA.org and go to SWAPA TV under Resources.

To increase your donation to the SWAPA Dependent Scholarship Fund, log into SWAPA.org and click on the Dependent Scholarship Fund under My Stuff.





Disability Insurance: Why Your Family Needs It.

Has your family considered what would happen if you couldn't fly anymore due to injury or illness? Where will you get the money to make ends meet? How will you support the people who depend on you? At Southwest, income replacement is provided by the Company in two ways: via our individual sick banks and the Loss of License (LOL) plan. Due to critical gaps in coverage for our Pilots, SWAPA has been forced to step up and establish Short-Term Disability (STD) and Long-Term Disability (LTD) plans.

If you don't think you need disability insurance, consider this:

- 67% of employees say that one of their top five sources of financial stress is worrying about not having enough money to pay bills if they can no longer fly.
- Just over 1 in 4 of today's 20-year-olds will likely become disabled before reaching age 67.

During SWAPA's Open Enrollment, you have the opportunity to sign up for two types of disability income.

1. Short-term disability (STD) – Replaces a portion of your income for the early period of disability – not income replacement. Benefits are paid weekly. You have two options, Plan A or Plan B.
2. Long-term disability (LTD) – Since the Company-provided Loss of License (LOL) benefits might run out before you hit 65, long-term disability will pick up the full benefit of 66.66% of your pre-disability earnings, max of \$12,500 tax free. (Now available to the entire Pilot group.)

Unlike our peers at other major airlines, SWA Pilots carry the burden for this coverage through premium costs and VEBA charges. Every other major carrier – from Delta to Spirit – offers LTD coverage until age 65 except Southwest! 

**SWAPA'S OPEN ENROLLMENT
PERIOD IS OCTOBER 2-16.**



SWAPA PILOT RELIEF FUND FACTS

1,143 MEMBERS



Contributing to the fund through payroll deduction

166 TOTAL GRANTS



Given since inception in 2017

Maximum amount applicants can receive

\$2,500



Current balance of the fund

\$139,856



3 GRANTS

Given after 2017 California wildfires



68 GRANTS

Given after 2017 hurricanes



\$10,000

Individual grant goal!

The easiest way to donate to the Fund is to click on the SWAPA Pilot Relief Fund banner on the SWAPA.org homepage or under My Stuff > Pilot Relief Fund.

For more information on how to apply for a grant, go to www.swapa.org/mystuff/pilot-relief-fund and click the link under Getting Started.



The SWAPA Pilot Relief Fund

MDW FO Kent Brase made the decision to start his career with Southwest Airlines at age 52. It was a decision that involved leaving Republic Airways, where he had 14 years of seniority, taking a pay cut, and moving back to the right seat.

“It was a big decision but one that both my wife and I felt good about and excited for,” says Kent.

In July, just five months after his start date, Kent, his wife, Jennifer, and their two kids, ages 12 and 16, set out on a road trip to Branson, Missouri.

On the drive there, Kent and Jennifer both knew something was off with Kent.

“Leading up to that, I had been feeling overly tired and more out of breath than usual, but I was just thinking, ‘man, I’m getting old,’” says Kent.

“He was changing jobs, which can be stressful and exhausting, and it’s easy to miss the signs in the moment,” says Jennifer. “Of course, looking back, it’s clear that wasn’t the case.”

On the drive to Branson, in the midst of running a fever and feeling extremely run down, Kent began bleeding from his fingernails and nose.

Within the next few hours, Kent would be airlifted to St. Louis where blood work would confirm their worst fear as Kent was diagnosed with acute myeloid leukemia (AML). AML is a fast-moving cancer of the blood and bone marrow, and if not treated quickly, it can be fatal.

Kent’s white-blood-cell count was the highest that the doctors had seen. Essentially his blood was like molasses. He had no hemoglobin (the protein that carries oxygen throughout the body) and his chances of surviving the next three years was only 23%.

“In 14 years with Republic Airways, I had never called in sick, not missed a single day of work. I worked out regularly. You just never see anything like this coming,” says Kent.

The next 30 days were spent in the hospital in St. Louis receiving chemotherapy. It was

during this time (and the months to follow) that both Jennifer and Kent say it became very apparent that they were in the right hands.

Through a mutual acquaintance, SWAPA Outreach member HOU FO Ron Scheibe, found out about Kent's situation and called the couple as soon as he heard.

"I just wanted to let them know that SWAPA was here for them and that we have resources, should they need them," says Scheibe.

One of those resources was the SWAPA Pilot Relief Fund, the Pilot-for-Pilot disaster relief program.

"I had been with Southwest for barely five months. I was still a probationary Pilot, had almost no sick time built up. Thankfully, we enrolled in the MetLife disability benefits but there's a gap from when your paychecks stop and disability kicks in. That's when the Pilot Relief Fund was really helpful. It goes to show you that even the best laid plans don't go the way you think they will. There are delays, gap periods," says Kent.

"It was such an overwhelming time. It was just amazing to have people reaching out to us. We didn't know about the Pilot Relief Fund and the fact that someone reached out to me, as the spouse, was just amazing," says Jennifer.

Today, Kent is in remission. On the day that marked six months of remission, Jennifer called Ron Scheibe to let him know. "It just kind of feels like family now," says Jennifer. Kent is focused on staying healthy and



in the process of getting his medical clearance, a process he knows will take time, but he's grateful for the help of the Union and the support of Southwest.

"Both have been fantastic. The Chiefs were constantly reaching out to us and to Jennifer, not asking when I was coming back, just checking in to make sure I was okay," says Kent. "And to have the Union to turn to and to know that something like the Pilot Relief Fund is there for you and your family is invaluable. Someone in the Pilot group will need this fund in a very dark period in their life, and it will be there." [TW](#)





Meet DEN CA Tom Stanley, SWAPA HIMS Chair!

SWAPA: First and foremost, what is the HIMS program?

HIMS is a recovery program for Pilots addicted to alcohol and/or drugs. The acronym stands for the Human Intervention Motivation Study. It is a program of collaboration between the FAA, airline management, and airline unions to allow Pilots the ability to maintain medical certification in recovery. Every major airline takes the framework established at a national level and applies it to their company. SWAPA HIMS is the integrated approach to recovery at Southwest Airlines. Addiction is a family disease. SWAPA and SWA take an integrated approach to managing addiction. We offer services to support not only the addicted Pilot, but also the family. We can provide confidential advice to family members struggling with addiction.

SWAPA: Tell us a little about you and how you came to be involved with the HIMS program?

I just celebrated my 12th anniversary at Southwest. I came to Southwest after retiring from the Air Force.

In 2014, during my personal path to recovery, I became involved with the HIMS monitor in BWI. On one of my anniversaries of sobriety, that BWI monitor asked me to go into the Chief Pilot's Office with him. In that meeting, he said, "Congratulations, Tom is your new monitor in BWI." From that point on, I have been involved with recovery work at Southwest. There is a principle in Alcoholics Anonymous that says we should always say yes when asked to help another struggling with addiction. When Jon Weaks offered me the HIMS chair position, the words of that principle rang in my head. I am honored every day to work with those in need at Southwest.

SWAPA: In a couple of sentences, tell us the purpose of HIMS?

I can do it in one: HIMS provides a pathway for a Pilot with a drug or alcohol addiction to safely complete their career.

SWAPA: What are all of the resources that SWAPA HIMS can provide?

SWAPA HIMS provides a great deal of information in a confidential setting. Addiction is a complex family disease. SWAPA and SWA recognize this and

provide a large array of services for the Pilot and their family. We evaluate each case and coordinate services for the Pilot as well as the rest of their household. In a typical case, we would coordinate with SWAPA Legal, SWAPA Benefits, CISM/ Project LIFT, SWAPAFamily, SWAPA Pilot Relief Fund, medical consultation, and SWA Crew Assistance Program benefits. We try to provide fast, accurate information to those in need.

SWAPA: What are some common misconceptions about HIMS?

The biggest misconception is that entering the HIMS program will result in termination when in fact, it is quite the opposite. Voluntary entry into HIMS will protect your employment and save your life.

Another misconception is that you will somehow be forced into entering treatment. While residential treatment is part of the HIMS protocol, nobody forces you to go. You enter treatment voluntarily with full knowledge of the process.

The last misconception I will cover is that you only get one shot in HIMS. While we all want success the first time through, addiction is a progressive disease and relapses happen. Each case is unique, but a relapse does not end your career.

SWAPA: What can a member who reaches out to the HIMS program expect when they place that first phone call?

The first thing I will stress is that your initial contact with SWAPA HIMS is completely

confidential. Each member who calls has a unique story, so we will listen to your story and lay out the options and reality of your individual case. The second thing I will stress may surprise you: Most of our calls do not result in residential treatment. We will help you find resources for your specific situation. Our job is to help you find the best outcome for your personal case.

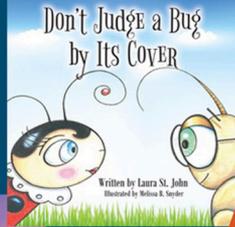
SWAPA: Let's say that I'm concerned about a fellow Pilot or family member and I place a call to HIMS – what happens next?

The first thing that happens is information gathering. My immediate concern is safety so I immediately assess if any quick action is required to make the situation safe. Following that, I will ask for a detailed history and ask if there are others I can speak to who may hold the same opinion. Before approaching the Pilot, I want to make sure I have as much information as possible. Once I have all the information, a call is placed to the Pilot.

SWAPA: What advice would you give to a member out there who may be wavering on whether or not to call?

Sometimes the phone can feel like it weighs 5,000 pounds. If you think there may be a problem, it is probably worth having a conversation. I have been in your shoes. I have lived at this airline both drinking and sober. Call me. My number is 301.535.9871. 

****If you have a concern, whether for yourself or someone you know, please make a confidential call to the SWAPA HIMS Committee at 214.722.4248.****



South Shore Boutique
The monogram Shop

Support SWAPAfamilies!

Introducing our very own SWAPAfamily “classifieds” section! Our families do amazing things and this section is meant as a means to support one another. Take a look at the attached guidelines and, if you have goods or services that you would like to promote, email us at outreach@swapa.org with the subject line, “Support SWAPAfamilies Ad.”

Children's Books

Don't miss Laura St. John's new children's book, *The Alphabet Chef*, due out soon! She's also written, *Don't Judge a Bug by Its Cover*, which is about the value of one's self and others, building friendships, and teamwork and *The Christmas House*, the story of Mary and Joseph on Christmas Eve in our digital world. Buy them at www.booksbylaura.com, Amazon. Charlie #20948

Boutique!

South Shore Boutique, a Tampa-based shop owned and operated by Pilot-spouse Shelly Molter, specializes in embroidery and monogramming. We are committed to providing styles that are well-built and will last through the wear and tear of your day. Online purchases will be shipped directly to you. Shipping is free on \$75 orders or more. Shop online at www.southshoreboutique.com or call 813.812.7790. Urban Molter #31802

Photography

Arizona-based photographer Leigh Langley captures the beauty around her. Her photos, from landscapes to portraits to unique architecture, are truly works of art. To view some of her work, visit her on Instagram @leighlangleyphotography. All pictures are available for custom print. Leigh Langley #88761

Support SWAPAfamilies 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.

ANNOUNCING THE SWAPA FUTURE OF AVIATION SCHOLARSHIP FUND IN HONOR OF HERB KELLEHER

SWAPA is pleased to announce an opportunity for you to be involved in a proud part of our Association's history! In June 2012, Herb Kelleher donated \$25,000 to the Southwest Airlines Pilots Association (SWAPA). His only request was that the money was to be used to promote the Pilot profession. Today, we honor Herb's request by announcing the Future of Aviation Scholarship Fund in honor of Herb Kelleher!



The SWAPA Board of Directors has authorized a matching \$25,000 donation as well as the establishment of an annual scholarship.

This scholarship will be awarded annually to two deserving future aviators in training. The goal of our scholarship program will be to help aspiring aviators complete their formal training and ratings and end up in the right seat of a Southwest Airlines aircraft in the future. SWAPA plans on awarding the first scholarship next year — more details to follow.

This month, we are announcing the opportunity for you to be a direct part of Herb's vision and our history.

To make a donation to this very special cause, please go to the homepage of SWAPA.org and click on the Future of Aviation Scholarship banner or send an email to commoffice@swapa.org.

We all had that one person or moment that helped make our careers and now is our chance to pay it forward and help lift someone up. Thank you for your contribution.

SUMMER VACATION



ATL CA Adam Abo-Zena with Amanda and Xavier (4) in Cairo, Egypt.

PHX FO Tim Frey, with his wife and kids, Elizabeth (11) and Matthew Frey (9), in Switzerland.



Tampa, FL, summer travels on SWA's Birthday! BWI FO Christopher Bruscano with kids Isaac (6) and Kayleigh (4).



4th of July! MDW FO Andrew Rabe, wife Alexis, Connor (6), Jack (3), and Max (2 months).



DAL FO Shaun Braley with Xander (11), Quinn (8), and Michelle, off Key West, FL.



LAS FO Carsten Kooyman, daughters Abby (18), Elle (15), and granddad Gerald surfing together in La Jolla.



PHX FO Ty Corder and LAX FA Daniela with Milana (2 $\frac{1}{2}$ months) on their way to SLC to see great-grandparents.



DAL FO Adam Krafcheck, wife Theresa, and son Archer (4) in Siesta Key, FL, enjoying the beautiful sunset and salty air.



OAK FO Matt Anger's family, wife Natalie and sons Cole (7) and Sean (3), non-revving back home from OGG. They tagged along on Matt's 4-day to the Hawaiian islands and non-revved successfully each day! Aloha!



MDW FO Eric Vrablic, Beth, Merrell (7), Myra (5), and Selah (3) in North Shore, MN.



BWI FO Guy Ravey, son (and "First Officer") Daniel (7), long-suffering Pilot wife, Mihae, and toddler Andrew (3) on their way home from Cocoa Beach.



DEN FO DJ Blakemore, Arden (7), Ava (6), and Amelia (3) at Arches National Park, UT.



BWI-based FO Ed Randel became a new dad on Saturday July 27 welcoming Ethan Edward Randel into the world with his first teddy bear.



DEN FO Cody Freis flew on SWA to Maui, Hawaii — first trip with new baby girl, Pyper (3 months).



DAL FO Zach Evans at USS Midway San Diego with daughters Millie (15), Mallori (18), and grandparents. (Papaw, a Navy veteran, served on the aircraft carrier.)



MCO FO Robert Neumann headed for Hawaii with wife, Jennifer, and 7 children Jayden (16), Jonah (14), Dottie (11), Jax (10), Victoria (4), Bobby (2), and Piper (1 month). Bobby sporting his future SWAPA Pilot shirt!

THANK YOU FOR A GREAT 2019!





AND THAT'S A WRAP!

In 2019, SWAPAFamily visited six cities across our network, and our members and their families came out in full force! This year, we held three domicile Celebration Events in PHX, with 450 in attendance; DAL, with 480; and DEN, with 400. We also made our way to three non-domicile cities for our Reach Events – SAT, with 115; SLC with 200; and MSP with 158. All total, **we had almost 2,000 SWAPAFamily members** attend our events. Thank you so much to everyone who came out to spend time with your fellow Pilots and families and to discuss issues important to our Union. Our Pilots are truly keeping our SWA culture alive! If you didn't get a chance to experience one of these events, stay tuned – there are big things to come next year and you don't want to miss them! See you in 2020!

SWAPA
family



SOUTHWEST AIRLINES PILOTS ASSOCIATION

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DALLAS, TEXAS 75247

