



VIA EMAIL

August 11, 2021

Captain Bob Waltz
Vice President, Flight Operations
Southwest Airlines Co.
2702 Love Field Drive
Dallas, TX 75235

Re: Negotiations Demand for Mandatory Working Conditions and Pay Changes

Dear Bob,

Since the onslaught of the COVID-19 pandemic, SWAPA has made its position clear that pilot rates of pay, rules and working conditions, if impacted by COVID, must be negotiated by the parties. We reserved our legal objections and continued to hold the Company to its obligations to provide a safe and healthy work environment for our membership. While other airlines have all reached agreements with their respective pilot unions, Southwest labor relations has failed in that endeavor. The 1,000 swag point "incentive" unquestionably has been less impactful than the true incentives negotiated by the other airlines with their unions. As we now face the rise of the Delta variant crisis, this will prove significant.

With recent news that United Airlines is mandating the COVID vaccine for its employees, it is time for us to sit down and understand, among other things, if there will be such a sea change at Southwest. Sure, Gary's Newslines from August 9th said "no change" on mandating vaccines, but that clearly is not set in stone, as Gary then walked it back with the airline is "continually evaluating the effects of the pandemic." The Company's mandatory working conditions and pay changes, including mandatory vaccines and mandatory quarantines, must be negotiated with labor and codified.

As you know, the current Collective Bargaining Agreement has continued in effect after September 30, 2020, even as we have carried on negotiations to reach a new CBA pursuant to the Railway Labor Act's Section 6 dispute resolution process. *Detroit & T.S.L.R.R. v. UTU*, 396 U.S. 142, 149-53 (1969). Among other things, Section 6 of the RLA requires the parties to maintain *status quo* until a new agreement is reached, which means that rates of pay, rules and working conditions shall not be altered by the carrier until a new agreement is reached. *Id.* Mandatory quarantine and mandatory vaccination of the Pilot group constitute illegal unilateral action in violation of *status quo*. SWAPA stands ready to seek relief from the federal court if management takes such unilateral action and refuses to bargain.

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Again, a dedicated meeting to address the above is critical. Please let me know if that can be scheduled in the coming week. We prefer an in-person meeting and are happy to host or come to your offices.

Sincerely,



Captain Casey A. Murray
President

cc: Gary Kelly, Chief Executive Officer
Robert Jordan, Senior Vice President of Corporate Services
Alan Kasher, Executive Vice President of Daily Operations
Carl Kuwitz, Director of Labor Relations
Captain Jody Reven, Negotiating Chairman