

Southwest Airlines Co.  
Bob Waltz  
Vice President  
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Dallas, TX 75235  
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August 21, 2021

Via Email

Captain Casey A. Murray  
President Southwest Airlines Pilots Association  
1450 Empire Central Drive  
Suite 737  
Dallas, Texas 74247

Dear Captain Murray,

Thank you for your August 11 letter asking for a meeting to discuss Southwest's COVID-19 vaccine stance. There are no current plans for Southwest to mandate the vaccine nor provide additional incentives to receive the vaccine above what has been offered. As a result, we do not have new information to share on that specific topic at this time.

Should our position change and we consider offering additional incentives and/or mandating vaccines, we will have a conversation with you about those topics.

We disagree with the statements in your letter that mandatory quarantine and mandatory vaccination of the Pilot group would require negotiation with SWAPA. The current CBA contains broad language granting management the right to unilaterally take action on those issues.

Nevertheless, we remain committed to our Pilots and working with SWAPA on issues regarding their health and welfare. We stand ready to discuss such concerns with you.

Thank you for your letter and affirming your position.

Sincerely,

A handwritten signature in black ink, appearing to read "Bob Waltz", with a stylized, cursive script.

Bob Waltz

cc: Kevin Minchey, Associate General Counsel  
Monty Sparks, Director Labor Administration  
Marsha Kinsley, Labor Administration Manager