

Southwest Airlines Co.
Gary C. Kelly
Chairman of the Board and
Chief Executive Officer
2702 Love Field Drive
Dallas, TX 75235



September 21, 2020

Dear President Trump, Speaker Pelosi, Leader McCarthy, Leader McConnell, and Leader Schumer:

When we wrote to you in March, the size and scale of the COVID-19 pandemic and its effects on the airline industry were still largely unknown. Cases were few, death rates low, and yet our industry was instantly decimated. The fate of airlines, including Southwest Airlines, hung in the balance. Your work was critical and appreciated to bring the CARES Act to fruition, providing much needed payroll support and acting as a stop-gap while our country and our industry worked toward recovery.

As you know, there are segments of the nation's economy—in particular, the U.S. airline industry—that remain in the cruel grip of the pandemic. The CARES Act's Payroll Support Program (PSP) is set to expire in a mere matter of days, leaving the livelihoods of hundreds of thousands of airline employees at risk, along with a major contraction of the airline industry. On behalf of the more than 60,000 dedicated Southwest Employees, We implore you to swiftly and decisively enact a "clean," six-month renewal of PSP to save jobs, preserve careers, and extend our ability to fight for our People and our airline. Millions of workers, businesses, and communities throughout the United States rely on Southwest and the aviation industry to keep our economy moving.

When asked, our People have continued to step up and take the measures necessary to support our airline and cut costs. Through our voluntary separation and extended leaves programs, nearly 4,400 of our People made the difficult decision to separate from the Company, and in addition, almost 11,000 signed up to take temporary leaves to help save the Company money. We asked, and they delivered. But, these sacrifices can only do so much for our airline. We face continued uncertainty and a forecast that does not point to a significant return in travel demand in the near term. We need your action, now.

As the representative of the Employees at Southwest, we respectfully urge you to enact a clean extension of the PSP as soon as possible. As stated in March, we will always put our People first. We are proud of the fact we have never implemented an involuntary furlough or pay rate cut in our history, and, throughout this crisis, Southwest Employees have been told furloughs would be the absolute last step taken. Now, without your efforts, we are face-to-face with that harsh reality. The careers of thousands at Southwest Airlines await your response.

Together, continuing to combat the most difficult crisis in the history of aviation, we respectfully ask again for action that will provide the payroll liquidity we need to emerge from this pandemic. Your consideration is greatly appreciated.

Sincerely,

A handwritten signature in black ink that reads "Gary C. Kelly". The signature is written in a cursive, flowing style.

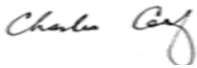
Gary C. Kelly



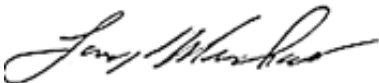
Capt. Jon Weaks
President - Southwest Airlines Pilots Association



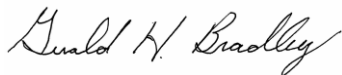
Lyn Montgomery
President - Transport Workers Union of America AFL-CIO Local 556



Charles Cerf
President - Transport Workers Union of America AFL-CIO Local 555



Larry Merchant
President - Transport Workers Union of America AFL-CIO Local 550



Gerald H. Bradley
President - Transport Workers Union of America AFL-CIO Local 557



Capt. David Bourne
Director - Airline Division, International Brotherhood of Teamsters



Robert Clever
President - Local 19 International Brotherhood of Teamsters



Sito Pantoja
General Vice President - International Association of Machinists and Aerospace Workers



Bret Oestreich
National Director - Aircraft Mechanics Fraternal Association