THE POWER TO UNIFY OUR UNION

TWU’s 24th International Constitutional Convention
Major Organizing Victories for Locals
Contract Rallies Shake Allegiant Air and NYC’s MTA
recapturing the TWU’s FIGHTING SPIRIT

I started out as an employee of SEPTA in Philadelphia sweeping trolley cars and buses. Later, I became a mechanic. After only a few months on the job, I went out on strike with the union. I will never forget what I saw during those days, what I felt — the power of the TWU, the urgency and integrity of our mission. Decades later in 1995, as President of Local 234, I led my brothers and sisters in a hard-fought fourteen-day strike. We won that battle, securing wage and benefit gains.

Over the past forty years, I have returned time and again to one of the fundamental truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truth of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truth of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants. People like our founder Mike Quill and so many others who the truths of the TWU: That we stand on the shoulders of giants.
Transit Workers in Augusta, GA Join Local 527 in a Landslide Election

In Georgia, Local 527 won an election to represent 95 employees of the Augusta Public Transit system in a landslide 30 to 9 vote on September 26, 2013. These new members are Bus Operators, Paratransit Operators, Laborers, Mechanics, Customer Service Clerks, and Parts Clerks.

“A Bus Operator named Alicia Waters, who is now on our negotiating team for the contract, called up and asked to meet with me,” said Benyoel. “They told me, ‘They’re finally going to treat me like a human being.’ That’s what they want — to be treated with respect and dignity like they should be.”

Almost every worker in the Hudson-Bergen Light Rail system (HBLR) is a member of TWU Local 229, from Train Operators to Maintenance of Way. The ALL-TECH election win on November 12 put an end to management’s campaign of worker intimidation, which spanned more than a decade and three TWU organizing campaigns. “Every other time we tried to organize, they fixed the people trying to get cards signed. That scared off the rest of the workers. This time, we had a couple principal organizers down here who definitely put their jobs on the line.”

Local 229 Trumps Anti-Union Tactics with Back-to-Back Election Wins

On November 21, 2013, 20 Rail Car Cleaners employed by Harvard Services Group voted to join TWU Local 229 in Hoboken, NJ. The win marked the Local’s second representation election victory this month, coming on the heels of a yes vote from 47 Car Mechanics at ALL-TECH, another subcontractor for Hudson Bergen Light Rail.

“At ALL-TECH, management would just go down there and if they didn’t like you, they would tap you on the shoulder and lay you off,” said Local 229 President Joe Delligatti. “And the next day they’d have someone else in your place. We told them that’s what the union prevents.” “They were being abused and harassed,” said Joe. “I expect that will happen now.”

“Caesars Entertainment is a company that never stops wanting to take from the workforce,” said TWU International Gaming Division Director Joe Carbon, who in the last eight months helped to organize 1,535 workers at three Caesars-owned casinos. “They’ve got their bean counters that never stop. Any little thing they can take from workers — some of your break time, your meals — they want it.”

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Dealers at 3 Las Vegas Casinos Vote to Join TWU Local 721

“We had already had wars with the company at Caesars Palace,” said Joe. “We told them we’re not leaving town. We’re here to stay. And they told us to prove it. So we made a deal. If the union beats you in the election process at both Paris and Bally’s, moving forward you give the union card check.”

“Caesars Palace Dealer and Local 229 member on the job in Las Vegas.”

“We Move America | WWW.TWU.ORG
TWU Shuts Down Broadway at Local 100 Contract Rally

On October 29th, one year to the day after Hurricane Sandy barreled through New York City, over 6,000 transit workers converged outside of MTA headquarters at 2 Broadway, shutting down street after street between City Hall and the Financial District. Local 100 members were joined at their Rally for a Fair Contract by half a dozen TWU locals from every division, along with scores of New York labor leaders and politicians.

Local 100 members, MTA/New York City Transit employees, have gone 20 months without a contract. In negotiations, MTA CEO Tom Prendergast has failed to put forward a proposal that recognizes Local 100 members’ hard work, expert knowledge, and diehard commitment to keeping the transit systemhumming. Instead, the MTA is offering three years of zero wage increases.

Within hours after the Superstorm Sandy floodwaters receded, 34,000 Local 100 members raced against the clock to get the system back up and running. Pumping out tunnels, repairing train signals, rebuilding railroad tracks, and getting buses onto the roads. “While much of the city was still in a state of confusion, we had the situation under control,” TWU International Executive Vice President and Local 100 President John Samuelsen told the crowd. “The editorial writers called your effort ‘miraculous.’ It was miraculous.”

In midsummer of 2012, ATD Veterans Committee Chair Hank Trujillo handed management a letter requesting that the policy be changed. But even though management agreed that dependents in the military should be able to travel in D2, they said that American Airlines wouldn’t be able to start a policy change until after the merger with US Airways.

The Veterans Committee held firm and on November 5, 2013, AA announced a company-wide policy change. All dependents under age 24 are now allowed to travel in D2.

“American Airlines would never publicly acknowledge the behind-the-scenes work that the Veterans Committee did to change the policy,” said Angelo. “But I know personally that it was due to their persistence. Everything usually moves at a snail’s pace, and these folks on the Veterans Committee kept it moving. That policy change benefited the entire ATD Division.”

ATD Veterans Committee Runs Donation Drive for Wounded Warriors

On December 9th, members of the ATD Veterans Committee distributed local clothing, toiletries, and children’s toys to wounded soldiers and their families at Brooke Army Medical Center in San Antonio, TX.

ATD Veterans Committee Delegates Lock Arms with Allegiant Air Flight Attendants in Contract Fight

Local news helicopters circled as hundreds of TWU Delegates marched outside Allegiant Air headquarters in Las Vegas, Nevada on Day 4 of the 24th Constitutional Convention. Local 577, which represents Allegiant Flight Attendants, has spent the last two years battling the airline in negotiations for its first contract.

“We’ve got a message for the more than 600 Allegiant Flight Attendants who are members of the TWU. You are not alone!” said TWU International President Harry Lombardo. “And these flight attendants will have a fair contract. You know why?” Because TWU members and our friends in organized labor all across this country are standing behind these workers.”

Debra Petersen-Barber, Local 577’s lead contract negotiator, thanked the assembled crowd for their support and vowed to keep up the fight. “I am so happy that you all are here with us today,” said Debra. “We will be back in four years (next Convention) with a contract!”

Resolution 25, “In Support of Allegiant Flight Attendants,” passed with overwhelming support on Day 3 of the Convention. Delegates from coast to coast and every Division took the floor to cheer on 577 and offer the benefit of their experience at the negotiating table.

Visiting Home Easier for Military Sons and Daughters at AA — Thanks to Our ATD Veterans Committee

In midsummer of 2012, ATD Veterans Committee Recording Secretary Pete Meyer got a call from Local 501 Treasurer Angelo Cucuzzu. The son of a Local 501 member, who had just finished boot camp, had used the wrong classification of flight pass on his last trip home before being deployed. The member, who had worked at the American Airlines cargo facility at JFK for 27 years, had then been terminated pending arbitration. Management charged that the member had violated flight policy by allowing his son to use a higher level of travel classification than he was allowed as a military serviceman — the classification he used was reserved for dependents enrolled in college.

“I was completely unpatriotic,” said Pete, a Local 501 member and the Veterans Committee’s representative for the New York area. “A child’s military status meant nothing to American Airlines. Why would you have a dependent child who is in college travel with one type of flight pass, but meanwhile we have a military member who is the same age who wants to come back to visit mom and dad at home — why can’t you give them the same privileges as college kids?”

When you travel standby at American Airlines, you do it by rank. Children of employees who are students in college have been travelling for decades in the second-tier rank, after only the member themselves.

But children on active military duty fall into the third-tier (D3), where they could end up waiting days for a flight. Last year, a Local 531 member’s active duty son spent two days of his leave period between tours at the airport waiting to get a D3 standby seat on a flight home — before his father even got on AA and booked a seat for his son with another airline.

The situation at Local 501 was the last straw. After around-the-clock pressure from the Local and the Veterans Committee, management brought the terminated member back to work. But the Veterans Committee didn’t stop there. Committee Chairman Hank Trujillo handed management a letter requesting that the policy be changed. But even though management agreed that dependents in the military should be able to travel in D2, they said that American Airlines couldn’t be start a policy change until after the merger with US Airways.

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Watch footage of the rally at http:// tinyurl.com/TWU-Rally
Convention, Cheers, applause, and words of solidarity echoed throughout the convention center at the Mirage Hotel in Las Vegas during the four days of TWU’s 24th Constitutional Convention, where Harry Lombardo was elected as International President on Tuesday, Sept. 24th, along with his entire slate, pledging to restore the union’s fighting spirit.

“I pledge that under my leadership, we will become a stronger, more militant union. We will empower our locals, re-unify our union, and bring back the fighting spirit that made our union great,” said TWU International President Harry Lombardo in his acceptance speech before Delegates. At the TWU’s 24th Constitutional Convention, our union’s new top leadership — Harry Lombardo; John Samuelsen, Executive Vice President; Alex Garcia, Secretary-Treasurer; John Bland, Administrative Vice President; and Gary Maslanka, Administrative Vice President — put forth a platform for change, working with Delegates to develop action plans tailored to the needs of our locals, and charting a new course for the union.

TWU’s focus on strengthening our State Conferences took center stage at the Convention, where Delegates breakout groups developed strategies to confront regional challenges on Day 4. The future of the TWU: Powerful locals working together to engage their communities in the labor struggle.

Delegates weighed in and voted on proposed resolutions, passing with overwhelming acclamation, along with 13 Int’l Vice Presidents and 40 members of the International Executive Board.

“Knowing the problems we face, and they are tough ones to be sure, I feel energized,” said Harry Lombardo. “I pledge to you that I will dedicate every ounce of energy, my experience as an industrial trade leader to bring us to the point where every member of this great union will stand up, stand strong and say to their families, coworkers, bosses: ‘I am a member of the Transport Workers Union and I’m proud of it.’”

Trumpets, drums and bagpipes marked the call to order of the TWU’s 24th Constitutional Convention on September 23, 2013 at the Mirage Hotel in Las Vegas. Convention Chair and then International Executive Vice President Harry Lombardo welcomed over 350 local Delegates and 55 alternates from across the United States to take part in the TWU’s seminal decision-making assembly.

Delegates weighed in and voted on proposed resolutions, passing with overwhelming support a great number aimed at building TWU-wide support networks to defend and strengthen workers’ rights. Resolutions 1, 2 and 4 were among the first to be passed, laying the groundwork for a more powerful TWU.

In a forceful display of solidarity with Flight Attendants at Allegiant Air, members of TWU Local 577, Convention Delegates stormed the airline’s headquarters in Las Vegas, flooding streets and attracting hordes of policemen, while news helicopters buzzed overhead.

As part of the new International leadership’s push to engage local officers in their regional State Conferences, Delegates separated into regional breakout workshops that provided a forum for collaboration, exchange of ideas, and project-planning. Acting as workshop facilitators, TWU International Staff trained local officers in effective strategies for engaging their membership, winning local political change, and securing the support of their communities by building lasting relationships.

The Convention’s keynote speakers shared insights into the struggles of workers across the globe, who combat strikingly parallel forces despite their nation’s cultural and political differences.

“We have a right to be upset and be angry,” said Tony Sheldon, National Secretary of the TWU of Australia. “We have the right to say people in our communities deserve better. We have a right to be angry at companies that want to deny us a future.”

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At each TWU Constitutional Convention, resolutions passed by Delegates lay the groundwork for the next four years of action. Prepared in advance of the Convention, resolutions propose game plans to address the concerns and priorities of members and leadership. The four resolutions outlined below formed the campaign platform on which TWU’s newly elected top officers ran as a team, and were the first to pass with broad support at the Convention. These resolutions will guide the International’s efforts over the course of the next four years with the aim of empowering our locals, unifying the TWU, strengthening our State Conferences, restoring the TWU’s financial health, expanding the TWU through organizing, and rekindling the union’s fighting spirit.

Delegates also voiced strong support for Resolution 14: Fighting Voter Suppression, Resolution 28: Stop the Use of Bankruptcy Proceedings to Attack Workers, and Resolution 12: Ending Assaults on Union Activists.

Resolution 1: EMPOWERING TWU LOCALS

Our living Locals are the backbone of the TWU’s strength and success. It is through the Locals that our members are educated and organized, enabling them to bring their full force to bear on the challenges we face. It is by channeling their knowledge and opinions through their Local Officers that the voices of TWU members are heard. Therefore, Delegates to the TWU 24th Constitutional Convention resolve to support and reinvigorate the Locals and ensure their full participation in all actions of the TWU International.

Resolution 2: UNIFYING THE TWU: EXPANDING THE WORK OF THE STATE CONFERENCES

TWU members face common workplace and post-picketball issues arising from larger areas. Global competition and trade issues impact all of our jobs. Anti-worker, anti-union movements in support of Big Business and Wall Street tilt the playing field against our job security and our ability to act in concert as labor unions. State and local governments affect us where we live, across all industries and all employees. To effectively combat all of these threats, Transport Workers need to unite not just in bargaining units but as one powerful International Union, projecting the full force and power of all our Locals and all our members on behalf of every one of us. We need to utilize the State Conferences to unite TWU members and Locals into one powerful union.

Resolution 3: BALANCING THE TWU INTERNATIONAL’S BUDGET

For some years now, the International has spent far more than it has brought in. We cannot continue to spend beyond our means and survive. The International must conduct a thorough examination of expenditures and jake what actions are necessary to restore a balanced budget, reporting the results and measures taken to the IEB and Local Officers.

Resolution 4: ON BUILDING A FIGHTING ORGANIZATION

A militant, progressive, and proactive labor union that is well schooled in how to identify and fight our enemies can accomplish a great deal. In order to spread best practices and take TWU contract negotiations to a whole new level, the Delegates to the TWU 24th Constitutional Convention resolve to begin immediate training of all TWU Staff in strategy and tactics and to extend this training to Local Officers, Executive Board Members, and activists. Furthermore, new research priorities will include pointing the way to specific courses of action to help Locals and Divisions fight a given industry against specific employers, identify concrete campaign pressure points, and assist Locals in doing their own research and analysis in advance of contract negotiations.

Resolution 5: ORGANIZING: GROWING THE TWU

The proliferation and expansion of non-union employers in our industries increases competition, facilitates outsourcing and weakens our hand in collective bargaining. TWU can only thrive if we reach out and bring unorganized workers in our industries into the union. We need an approach to organizing that gives us more bang for our buck. Delegates to the TWU 24th Constitutional Convention resolve to mobilize Local Officers and Members to seek out and report organizing opportunities, determine targets by our ability to organize from within the company, and in organizing to rely mainly on members pulled off the clock as needed.

RESOLUTIONS passed
CONVENTION workshops

In regional training workshops, Delegates geared up for political victories in their home states.

CONVENTION BREAKOUT GROUPS:
On Day 4 of the Convention, Delegates developed strategies for engaging their communities in the labor struggle.

State Conferences
TWU Ups Its Political Game

TWU State Conferences are the powerhouses where we supercharge our vision, know-how, and coordination. These meet-
inggs of local leadership provide a forum for our locals to pool resources, strategize, and grow a dedicated network to confront regional challenges. In the four years since they first convened, our State Conferences have won critical battles and developed strong community and political ties across the country.

More than financial resources, it’s numbers that are key in regional battles. “You may have 200 people in your local, but when you join a State Conference, you’ll have 20,000 members with you,” said TWU International State Conference Director Terry Daniels. “That’s what the conference brings — the opportunity for us to stand up and support our brothers.”

Traditional grassroots activism forms the backbone of State Conference victories. “Knocking on doors, making phone calls, talking to your neighbors, going to rallies — that’s what works,” said Terry. “When we mobilize together and create a grassroots effort, politicians start realizing that we act as one and we can vote them out.”
The TWU’s Air Transport Division at the 24th Constitutional Convention

LOCAL 291 LEADS SOUTH FLORIDA UNIONS IN INITIATIVE TO CUT HEALTH CARE COSTS

In South Florida, the regional AFL-CIO (CLC) has asked Local 291 to lead up a comprehensive investigation into new ways of accessing affordable, quality health care for the more than 50,000 members of CLC unions. These costs are too exorbitant for working people,” said Local 291 President Clarence Washington, whose members with dependents are paying up to several hundred dollars a month in health care contribution costs. “Labor must take the lead on this.”

In mid-November, Local 100 hosted Local 291 when its leadership traveled to New York City to learn about the ATD locals’ dedicated health care facility in Harlem. The Hotel Workers’ union’s dedicated health care facility model would allow members to pay a fraction of their current costs while receiving comprehensive dental and medical care.

The following day, the top officers held a Presidents Council meeting with American Airlines and US Airways local leaders to share perspectives on the merger and their new association with the IAM. In a break from the past, the IEC pledged to seek the input of ATD locals at every step in negotiations with employers.

Led by International President Harry Lombardo, Secretary-Treasurer Alex Garcia, Int’l Administrative VP John Bland, and ATD Director Garry Drummond, the group sought to identify concrete ways in which the International can support ATD locals in achieving political and contract goals. The International aims to build on this exchange of ideas in future ATD-wide meetings.
The New Leadership of the Transport Workers Union of America

As you know, our TWU COPE Political Field Director, Alex Garcia, was elected as the new Secretary-Treasurer of the TWU International at our Convention in September. He has been very busy with his new responsibilities, so he asked us to write the COPE article for this issue of the Express. The above statement was an excerpt from Resolution 2, which was passed at the convention, and it accurately sums up the convention’s main theme: The future of the TWU lies in the strength of the State Conference program. You can read the full text of Resolution 2 and all other resolutions passed at the Convention at www.twu.org/24thConvention.aspx and/or the COPE program or its relationship to the State Conferences.aspx for further information on the State Conference program or the COPE fund, please visit www.twu.org/legislative/stateconferences.aspx and/or email cope@twu.org.

We need to utilize the State Conferences to unite TWU members and locals into ONE POWERFUL UNION

The above is an excerpt from Resolution 2, which was passed at the TWU 24th Constitutional Convention in September 2013.

As TWU International State Conference Director and COPE Political Field Staff Member, Terry Daniels and Gwen York

EXECUTIVE COUNCIL VICE PRESIDENTS
Patricia Bowden, Charles Carl, Michael Conginio, Dale Clark, Sean Lloyd, Gary Drummond, Jerome Lafragola, Tim Lenane, L. Martin, Thom McDaniels, Curtis Tate, Tony Ulano, James Whalen

COUNCIL MEMBERS
Delius Brown, Joe Carbunz, John Charneski, Brian Clark, LeTonya Crisp-Sauray, John Feltz, Hanneke Movers, Gary Shults, Kevin Smith

EXECUTIVE BOARD
Matthew Ahern, Benardia Barnes, Richard Bechtol, Lou Bledsoe, Ralph Bennett, Richard Davis, Derek Schenauer, Fred Finch, Todd Gage, Angelo Giannone, Amy Griffin, Jim Giulio, Kevin Harrington, Maurice Jenkins, Don Gay, Mike Mayes, John Monahan, Benyu Morgan, Thomas Murray, JP Palacios, John Planes, Daniel Rivera, Richard Rocco, Audrey Stone, Dave Strickoff, Robert Taylor, Luis Ventura, David Virella, Clarence Washington, Eric Wilmers
FLIGHT ATTENDANT UNION COALITION LAUNCHES CAMPAIGN TO RAISE FUNDS FOR FLIGHT 93 MEMORIAL

TWU Local 556 President Audrey Stone co-led a cross-union coalition of Flight Attendants in a radical campaign to secure funding for the air- shaft of unfinished Flight 93 National Memorial in Shanksville, Pennsylvania.

On September 10, 2013, Flight Attendants from Local 556 in coordination with union brothers and sisters from IAMAW, AFPA-CWA, and AFPA descended on the Capitol to hand-deliver letters to 535 members of Congress, requesting that each make a personal financial contribution to fund the memorial’s completion.

“It was one of the most emotional visits I’ve had to the Capitol,” said COPE Political Field Staff Member Gwen York. “We showed up unannounced, but when we told them we were there to talk about Flight 93, everyone took notice because the hijackers wanted that plane to hit Washington, DC. The plane was headed for them.”

In the letter, our Flight Attendants told legislators: “Twelve years ago, 40 passengers and crewmembers sacrificed their lives on behalf of our country. We know now that the terrorists were intent on destroying the United States Capitol on that day — one of the most iconic buildings in Washington, D.C. and a symbol of our democracy, and the citizens within it. Many owe their lives to the heroes aboard Flight 93.

“We are asking you to take part in the final push to raise the less than $1.7 million needed for completion of the Flight 93 National Memorial. We ask that every member of Congress contribute to the national memorial to honor the heroes who gave their own lives to protect your workplace and our country’s shining symbol of democracy.”

“PUT A SOCK IN IT” METRO OPERATORS 2013 SOCK DRIVE

TWU Local 260 ran a clothing drive for the homeless in Houston, TX. Members collected hats, gloves, and socks and distributed them to families in need on December 12.

LOCAL 576 LEAVES IT ALL ON THE FIELD IN LABOR VS. LEGISLATORS SOCCER MATCH

TWU Local 556 participated in the 1st Annual Flight on the Field for a Common Goal Labor vs. Legislators Soccer Match, held November 9, 2013 in Alameda, California. Coordinated by the Alameda Labor Council, the fundraising event benefited the Cypress Mandela Training Center, which prepares Bay Area youth for skilled trade jobs in the construction industry. “The idea is to take at-risk youth and give them a skill so they can be successful in life,” said COPE Political Field Staff Member Terry Daniels. “The students coming out of the school immediately go into the unions for their craft.” TWU’s California State Conference purchased tickets to the match. “Community events like these help us build relationships with other labor leaders and elected officials in our communities,” said Matt Hettich, Local 556’s Oakland Domicile Executive Board Member and Domicile to the Alameda Labor Council. “They provide our members with opportunities to reach out and form relationships, which makes us a stronger force politically.”

LOCAL 101 WOMEN’S COMMITTEE

Members of TWU Local 101 held the founding meeting of their Women’s Committee on October 24, 2013. The Committee’s mission is to improve the working conditions, opportunities for career growth, and quality of life for every union sister.
INDEPENDENT AUDITOR'S REPORT

To the Executive Board and International Executive Council
Transport Workers Union of America
1301 3rd Street, NW
Washington, D.C. 20005

We have audited the financial statements (modified cash basis) of Transport Workers Union of America (a nonprofit organization) for the year ended August 31, 2013. The schedule of Calculation of Chargeable Expenses (modified cash basis) for the year ended August 31, 2013. The schedule of Calculation of Chargeable Expenses is not a required part of the financial statements.

Management's Responsibility for the Schedule of Calculation of Chargeable Expenses
Management is responsible for the preparation and fair presentation of the schedule of Calculation of Chargeable Expenses in accordance with the modified cash basis of accounting; this includes the design, implementation, and maintenance of internal controls relevant to the preparation and fair presentation of the schedule of Calculation of Chargeable Expenses (modified cash basis) that is free from material misstatement, whether due to fraud or error. Auditors' Responsibility
Our responsibility is to express an opinion on the schedule of Calculation of Chargeable Expenses (modified cash basis) based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the schedule of Calculation of Chargeable Expenses is free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the schedule of Calculation of Chargeable Expenses (modified cash basis). The procedures selected depend on the auditors' judgment, including the assessment of the risks that material misstatement of the schedule of Calculation of Chargeable Expenses (modified cash basis) is possible, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the schedule of Calculation of Chargeable Expenses (modified cash basis) and evaluates the effect of the auditors' conclusions about any material misstatement on the schedule of Calculation of Chargeable Expenses. The schedule of Calculation of Chargeable Expenses (modified cash basis) is prepared from raw material and is subject to human error. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant amounts calculated by management, as well as evaluating the overall presentation of the schedule of Calculation of Chargeable Expenses. We believe that the evidence obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion
In our opinion, the schedule of Calculation of Chargeable Expenses (modified cash basis) referred to above presents fairly, in all material respects, the chargeable expenses of Transport Workers Union of America as of August 31, 2013, in conformity with the Transport Workers Union of America Agency Fee Policy.

Other Matter
We have audited for the purpose of forming an opinion on the schedule of Calculation of Chargeable Expenses (modified cash basis) of the Transport Workers Union of America. The schedule of Chargeable Expenses on pages 10 and 11 is included in the financial statements of the Transport Workers Union of America as of August 31, 2013, in conformity with the Transport Workers Union of America Agency Fee Policy.

SCHEDULE OF CALCULATION OF CHARGEABLE EXPENSES
YEAR ENDED AUGUST 31, 2013

EXPENSES

<table>
<thead>
<tr>
<th>Category</th>
<th>Total</th>
<th>Chargeable</th>
<th>Non-Chargeable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>8,846,696</td>
<td>7,255,330</td>
<td>1,231,366</td>
</tr>
<tr>
<td>Fees</td>
<td>38,347</td>
<td>32,578</td>
<td>5,769</td>
</tr>
<tr>
<td>Legal</td>
<td>69,815</td>
<td>62,912</td>
<td>6,903</td>
</tr>
<tr>
<td>Insurance</td>
<td>96,893</td>
<td>89,981</td>
<td>6,912</td>
</tr>
<tr>
<td>Salaried</td>
<td>122,918</td>
<td>116,012</td>
<td>6,906</td>
</tr>
<tr>
<td>Total</td>
<td>255,050</td>
<td>234,521</td>
<td>20,529</td>
</tr>
</tbody>
</table>

We have concluded that the schedule of Calculation of Chargeable Expenses is free from material misstatement.
Financial Safeguards  Union members have a duty to manage the funds and property of the union safely for the benefit of the union and in accordance with the union’s constitution and bylaws. Union members or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Officer Reports  Union members or employees must file reports showing any financial benefits received by them in their union’s financial interests, in workers’ employers’ unions’ representatives and businesses that deal with their unions.

Prohibition Against Violence  No one may use or threaten to use force or violence to interfere with a member of the union in the exercise of any LMDBA right.

Union Officer Responsibilities

Safekeeping of Funds  Union officers must keep accurate records of all funds received and disbursements made, and any member of the union may examine such records at any time.

FILE RIGHT

For the first time in a long time, we’re united, energetic, and strong at the TWU International. We’ve strong enough to buck the headwind of an economy that can generate low-paying jobs but doesn’t want to recognize workers’ contributions by paying them what they’re worth. We’re strong enough to get right down to our core mission of empowering our locals. We’re strong enough to chart a winning course in our political battles, which begin with grassroots activism in our communities. We’re strong enough to lead through the often-confusing corridors of power here in Washington.

To be strong, efficient, and effective we need to operate with a lot of intelligence and minimal waste. We need to make smart decisions about which projects we pursue and how.

For us, the TWU International is operating within a deficit. New International leadership is working hard to reverse course but it won’t be easy. We’re looking to make a clean break from financial practices that did not strengthen our union or serve our members. Our work is just starting to take effect, but already it feels confident in our plan for the future. I look forward to meeting as many of you as possible over the next four years that you have entrusted me with.
Ring in the holiday season with valuable savings from “Proud to Be Union” AT&T. You must use your Union Plus Credit Card to get these rebates. There are many ways to save.

- **PURCHASE** a new AT&T smartphone and data plan and get up to $100 back!
- **SWITCH** to AT&T from any other provider and receive up to $100 more towards the cost of moving your service.
- **SAVE 15%** on monthly AT&T voice service and most data plans.

There’s no better way to save money, keep in touch with loved ones and show your solidarity with fellow union members at AT&T.

The Union Plus discount FAN # is **3508840**

For full details, visit [UnionPlus.org/Holiday2](http://UnionPlus.org/Holiday2)

Get a Union Plus Credit Card. Apply today at [UnionPlusCard.com](http://UnionPlusCard.com)

Text ATT to 22555 for more information. Msg & Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help. Expect no more than 2 msgs/mo.

*Credit approval and new two-year service agreement required. Offer cannot be combined with any other discounts. The 15% Union Plus AT&T wireless discount is not available on the iPad, additional lines for family plans, unlimited plans and Unity plans. Data services: Only the 5GB data plan and the shared minutes and data for AT&T Mobile share plans are discounted. All other individual data plans, data plans on secondary lines, and text plans are not discounted. Other conditions and restrictions apply. Offer available to union members, retired union members, and Union Plus Credit Card holders only. For more information, visit UnionPlus.org/ATT. AT&T is a registered trademark of AT&T Intellectual property. Union Plus is a registered trademark of Union Privilege.