TWO EXPRESS

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A Woman's Place Is In Fourier

TWU women fight for equality, page 8





"As a huge step forward, we've made important strides in our communications capacities."



@transportworker Follow TWU on Twitter for the latest news and information from your union.

Keeping In Touch

The feedback I get most often from members, hands down, is, "We want to hear from you!" At more than 140,000 people strong, it can be a challenge to connect with each of you, and to find the best way to share the most important news about our union. But we also try to break through to connect with you on other issues—issues affecting your industries, your communities, and your livelihoods. As the ability to access and share information in our society grows exponentially, I often find it overwhelming: the bombardment of emails, texts, notifications, and tweets. There's a lot of information to digest, synthesize, retain, and prioritize. No matter your age, job, or technical proficiency, I think we can all agree that our desire to be in the know is often at odds with other critical priorities like our health or quality time with loved ones.

So, the search for balance continues. When I ran for this office nearly four years ago, my team and I ran on a platform of transparency, open communication, and building more cooperation and coordination between our locals and the International. I believe that we've delivered on those promises, although I think there's still more to be done. But as a huge step forward, we've made important strides in our communications capacities: hiring three full-time staff people, creating workshops, toolkits, and trainings on key communications tactics, updating and creating new TWU literature, and growing our social, digital, and email programs. This month, we're pleased to be rolling out a brand new TWU website, another piece of the puzzle in our effort to maximize the International's communications efforts.

We hope you'll find this new site more modern, easier to navigate, and more representative of you, our members. As we continue to take on more strategic campaigns, the site will reflect that. As we develop a particular legislative initiative or want you to take action on a given issue, the site will be the place to do it. We know there's a lot of information out there, and we know that we'll have visitors to our website who aren't TWU members, so we want to be sure there is content for them, too—but our goal is to make this your clearinghouse for news, photos, videos, and, over time, the kind of members-only information you rely on from your union. Please, use the information on this issue's back cover to log in to the "members-only" section, and begin to explore the resources. We'll continue to update the site, add more features, and eventually, transition our local sites to similar templates so we can share content. This is just the beginning.

In Solidarity,

A forlando

Harry Lombardo









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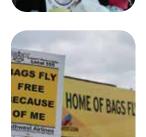




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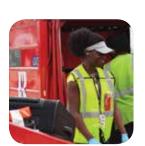














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Apply for the 2017 Michael J. Quill Scholarship

"Democracy cannot succeed unless those who express their choice are prepared to choose wisely. The real safeguard of democracy, therefore, is education." — Franklin D. Roosevelt

Throughout the union's storied history, TWU has looked out for its members and their families by negotiating strong contracts. enforcing workplace protections, and providing a voice on the job. And the union helps members' families in other ways as well, from member-only benefits to community projects at the local level. But one of the best ways that TWU International helps its members is by offering scholarships to graduating high school seniors through the annual Michael J. Quill Scholarship program, offering the next generation an opportunity to pursue higher education and carry on the important legacy of the union's hardworking members.

Applications are now being accepted for the 2017 Quill Scholarships, which will provide 15 college-bound dependents of TWU members with \$4,800 paid out in \$1,200 increments annually, provided the winners remain eligible over their four-year course of study. Full application materials and official rules can be found at www.TWU.org; the deadline for applications is April 21. The union has been honoring its founder with these scholarships since 1969, and they've benefited hundreds of TWU families. Sons and daughters of members in all divisions are among those who began their college educations with the help of TWU's signature scholarship, a lasting tribute to the man who made the union what it is today.

This year, there are three additional funding partners: Union Benefit Planners is sponsoring eight scholarships worth \$2,500 each; M3 Technology will sponsor five scholarships worth \$2,000 each; and Vincent Pitta, from Pitta LLP (in memory of J. Brian Dugan) will sponsor two scholarships worth \$2,500 each. Each of these sponsored scholarships will be paid out in the first year, as a single scholarship.

No applications will be accepted by fax or email, nor any application postmarked after April 21—no exceptions. Winners will be

Completed and signed applications should be returned to: Michael J. Quill Scholarship Fund Transport Workers Union of America, AFL-CIO 501 3rd St. NW, 9th Floor Washington, DC 20001

> determined by a public drawing to be held in May and notified by mail five to seven days thereafter.

The Quill Scholarship Program is supervised by International Executive Vice President John Samuelsen with the assistance of Executive Secretary Tinisha Thompson.

Frequently Asked Questions:

When is the deadline?

The deadline for all applications is April 21, 2017; no applications postmarked after this date will be accepted—no exceptions.

Who is eligible?

Sons and daughters and dependent brothers and sisters (as claimed with the IRS) of present, retired, or deceased TWU members who are high school seniors and will enter an accredited college beginning with the Fall term are eligible. Sons, daughters, brothers, and sisters of full-time, paid officers of the union are not eligible.

How does an applicant qualify?

The applicant must be certified twice. First, a TWU local must certify the facts that make the applicant eligible. Secondly, the principal of the high school must attest that the applicant is capable of doing college work. The applicant must comply with the Rules of the Scholarship Fund, available upon request.

How does a person apply?

Go to TWU.org/Members to find the application. Fill it out completely and mail it to TWU.

How is the scholarship paid?

The scholarship money is paid directly to the college or university that the recipient attends.

How are the winners decided?

Winners will be determined by a public drawing to be held in May and will be notified by mail five to seven days thereafter.



Local 568, Miami

Fight! Today We Unite: Ne're Ready to The multi-divisional, nation with the generate additional internal of the generate additional intern

After more than a year of talks resulting in a number of tentative agreements but limited additional progress at the bargaining table, TWU has ramped up its Today We Unite campaign at American Airlines. The multi-divisional, nationwide effort is working to generate additional internal unity, support the negotiating committees, and bring public attention to the fact that the world's largest airline is dragging its feet rather than bargaining in good faith with its dedicated employees.

"Members are rightfully frustrated," said Air Division Director Mike Mayes. "Our guys have been bargaining in good faith yet the company keeps employing stall tactics."

But TWU is sending a strong message to the airline: TWU is united, from the shop floor to the negotiating table, and is working tirelessly for the contract its members have earned.

In February, members gathered at hubs and downstations around the country to show their solidarity, snapping #TodayWeUnite photos and sharing them on websites and social media. From California to New York to San Juan; in snowy Boston and sunny Miami, TWU





Local 505, San Francisco

members are presenting a united front to show the airline that they have joined forces and won't back down until they have the contract that recognizes their sacrifices and contributions to the company.

The Today We Unite—I'm Ready To Fight effort is a project of TWU's International Campaign Unit, the union's cross-divisional. crossdepartmental strategic campaign body designed to take on TWU's biggest fights. It launched the internal organizing drive, under the direction of Assistant to the President: International Vice President and Transit Division Director Jerome Lafragola, to generate support for the bargaining teams at American Airlines. And while a number of issues have been resolved, including increased wages, there are still other key areas that need to be addressed. The TWU bargaining committees show up at every session prepared and ready to work, but the company has shown no sense of urgency to finalize this contract, which is unacceptable.

More solidarity actions are planned for the coming weeks and months in an escalating effort to show the company—and the traveling public—that TWU has complete confidence in its bargaining teams and won't stop until the remaining issues have been settled fairly.

Check out TWU on Facebook, Twitter, Instagram, and the union's Flickr feed for all the photos!



Local 507, Boston Logan



Local 591, Chicago O'Hare

Members at American hubs all over the country took more than 70 banner photos to show the company that they are a united front—and if the company messes with one of us, they mess with all of us.

TWU Women Take Action Nationwide

Meet. March. Mobilize. That's what the women of TWU have been doing since the beginning of the year.

First, women from across the union's staff and divisions came to Washington, D.C. to participate in the historic Women's March on Washington on January 21, joining the 500,000 strong crowd—the largest political demonstration in U.S. history—to support women's rights, labor and human rights, and to demonstrate loud and clear how important it is to have workers' voices heard. TWU members and staff also participated in women's marches and events in Houston, New York, and other cities nationwide. Local 556's Working Women's Committee, now known as the Women's Issues, Service, and Education Committee (WISE), held its first meeting of 2017 at TWU International headquarters in January to coincide with the march, bringing together more than two dozen Southwest Airlines flight attendants from around the country to prioritize their goals for the year.

The women of TWU gathered in Washington again in March to kick off Women's History Month by taking action: knocking on doors on Capitol Hill in support of women's rights.

TWU International's Working Women's Committee (WWC) held its thrice-yearly meeting from February 28–March 2. There were 36 members from 14 different locals across TWU's divisions and their primary focus was to address a working women's agenda in Congress, this time by promoting the Pregnant Women Fairness Act (PWFA). The bill had bi-partisan support in Congress last year and the WWC is working with other groups to have the bill reintroduced.

At its heart, the PWFA simply asks for pregnancy-related physical limitations to be treated the way that the Americans with Disabilities Act treats disability, requiring that employers provide reasonable accommodations if they can do so without undue hardship. If re-introduced and passed, the bill would provide a clear, flexible rule ensuring modest accommodations for pregnant women who need them.

The WWC meeting started with an all-day intensive how-to-lobby session, facilitated by WWC Chair and TWU Political Field Representative Gwen York. Before heading to Capitol Hill, the TWU activists spent the day reviewing tips for effective lobbying and sharing strategies to make the most of their time in congressional offices. York brought in Emily Martin, General Counsel and Vice President for Workplace Justice at the National Women's Law Center to address the group about the bill, which led to a lively Q&A session.

Then armed with talking points and a leave-behind flier outlining the issue, the TWU members hit the ground running the next day and kept 24 appointments with their elected



representatives and staffers in both the House and Senate, to pressure lawmakers into re-introducing the bill.

"We were so motivated and inspired by our team effort. These are real, important issues facing working women," said Amy Griffin, President of Local 1460 and one of the co-chairs of the WWC. "I look forward to future efforts to support our membership in Washington."

Among the congressional representatives who were able to meet with TWU were Mark Veasey (D-Texas), Jim Bridenstine (R-Okla.), Diana DeGette (D-Colo.), and Raja Krishnamoorthi (D-Ill.). Krishnamoorthi is a freshman congressman, elected in November with the help and support of TWU. Griffin also stopped in at the office of Sen. Jack Reed (D-R.I.) to thank his staff for the Senator's ongoing support of Amtrak.

"I had no idea what's done to get a bill passed and I was impressed with the process," said Terry Hind of Local 252. "The congressional staff members were welcoming and cooperative and they truly seemed to care about this issue."

"This was my first time lobbying," said Local 514 Executive Board member Marla Johnson. "I was a little nervous about it and I really enjoyed it!"

The women also spent time discussing the dangers of national right-to-work legislation, as a bill limiting the rights of unions to collect dues from members has been introduced at the federal level.

The success of the lobbying event is a testament to the growth and empowerment of the committee. For many of the participants, it was their first foray into legislative activism, and they used the WWC as a means to get involved and advocate for issues that affect working women.

Prior to the election of International President Harry Lombardo, there were separate Working Women's Committees in each of TWU's four divisions. One of President Lombardo's goals was to eliminate the walls between divisions and unify all the committees; with the full support of the International Administrative Committee, TWU's division unity is at an all-time high, and the WWC is thriving. "We found we had commonalities as workers, as laborers dealing with





Top left: Members of Local 556 at the Women's March on Washington.

Top right: Members of the Working Women's Committee meet with Rep. Jim Bridenstine (R-Okla.).

Below: Members of the Working Women's Committee also met with the staff of Rep. Jerrold Nadler (D-N.Y.).

management that looks down on them. It happens in every workplace, regardless of industry," said Local 514's Marla Johnson. Johnson added that when she made her first trip to the WWC, "I was not a happy union member. We were an angry workgroup [as a result of American Airline's bankruptcy] but I thought, 'I've got to stop complaining and get up and do something." The WWC and its training provided that 'something,' and Johnson became a shop steward as a result, and later ran for office.

Added Rea Plummer of Local 101, "Many of the women here are in a non-traditional role in their industry, so we're in the minority. Being on the WWC allows me to help other women who think they may not have the power to make a change, they may just need that extra push."

The women of TWU have been taking the training they get at the WWC, going back to their locals and "stepping, running, and jumping into leadership roles," said Gwen York. "We equip them to succeed in leadership whether in their community or in their local. And we're building solidarity within the organization by learning about each other's jobs and contracts and victories."

Exhausted but energized, the members of the committee headed back to their locals to share what they learned and engage in more grassroots activism at the state and local level, embodying the spirit that came out of the 2013 convention, that TWU is a "militant, progressive, proactive labor union." The committee also helps the union remain active in the community outside of political elections, ensuring that members have outlets to engage with elected officials, other union leaders, and each other both in the context of organizing campaigns, and to share best practices.

Jessica Parker, the new chairperson of Local 556 WISE, attended the march in January and returned to the nation's capital for the lobbying event. "This was my first WWC meeting with TWU International. We all face unique challenges depending on what our jobs are, but the thing that we do have in common is the desire to see women's equality and the need to address important issues that can be overlooked."

Added Terry Hind, who chairs the Local 252 WWC, "Each time we meet, the Working Women's Committee gets better and better. And that translates to action back home. This was truly a great experience for me."

Fred Fink, Longtime Rail Division International Representative, Retires

Fred Fink, a third generation railroader and long-time Rail Division International Representative, retired from TWU in December.

Fred began his career in 1974 as a carman on the Penn Central Railroad. An active member from his first day, Fred became an officer for Local 2019 in Cleveland, Ohio and worked his way through the ranks of the local as Committeeman, Recording Secretary, Financial Secretary, and then President from 1992 until 2015.

He was appointed to TWU's International Executive Board in 2001 and served that body with distinction until his retirement.

In September 2004 Fred joined the Rail Division staff as an International Representative where he provided advice, guidance, and bargaining support to locals in the freight sector, Norfolk Southern, and at CSX. Fred also served on the Federal Railroad Administration's Railroad Safety Advisory Committee, and the American Association of Railroads Safety Appliance Task Force.

At a reception in February, International President Harry Lombardo honored Fred for his more than 40 years as a TWU member, activist, and representative.

"Working tirelessly on behalf of



From left: Diane Fink, International Representative Fred Fink, International President Harry Lombardo, and Kathy Lombardo.

Rail Division members at the local and International levels, you provided a voice on the job and a better quality of life for working people throughout an impressive career," said President Lombardo, presenting Fred with a plaque acknowledging his extensive service to TWU.

International COPE and Field Representative Gwen York, who joined with colleagues to award Fred the "Leader of the PAC" award at the 2016 Legislative and Political Conference, remarked on Fink's positive attitude and friendly demeanor. "You don't meet a lot of Fred Finks anymore. He's a true trade unionist, and one hell of a nice guy," she said.

Administrative Vice President and Rail Division Director Gary Maslanka echoed President Lombardo's sentiments, calling Fred an "unwavering ally for our members in securing for them the best possible contracts and the dignity and respect on the job that they deserve."

The entire TWU family extends its gratitude to Fred and wishes him the best for a well-earned retirement, which Fred says he looks forward to spending with his wife, three kids, and four grandchildren.

Local 250-A Ratifies New Contract

Pay increases and lawsuit settlement puts more money in members' pockets.

Members of Local 250-A in San Francisco overwhelmingly ratified a new contract in late February.

The bus operators of the San Francisco Municipal Transportation Agency (SFMTA) voted 1,031–321 for a deal that maintains their current contract through 2019, but with a 6 percent pay increase over the two years.

After negotiations stalled three years ago, the latest round of bargaining proceeded quietly and efficiently on behalf of Local 250-A's members.

The bus operators also voted to reject a proposal that made changes to the process that allows them to request transfer to a new division. Currently, the "general sign up" period occurs every two years and can require that operators be re-trained if they move positions, from a bus to a streetcar, for example. Management claimed that during the last general sign up, so many drivers requested a move to streetcars that the agency had to run buses instead of streetcars on those lines while the bus drivers were in training. Local 250-A President Eric Williams said the problem was with SFMTA's training department, not with the process. "Their training department cannot deliver," he said. The members soundly rejected the proposal that would have changed the general sign up to every three years.

In a city where the cost of living continues to soar, the wage increase was a welcome victory for 250-A members. "Our members shouldn't be priced out of their own community," said TWU International Vice President Carl Martin. "This contract represents a modest increase that will allow these workers to better provide for their families." In related financial news for Local 250-A, SFMTA operators have reached an \$8 million settlement from the city as a class action, overtime lawsuit nears its end. The suit was filed in 2012 by a former operator who alleged the agency didn't pay overtime to operators, in violation of both city and state wage and labor laws.

The plaintiffs alleged they weren't paid for travel time between the bus yards they clocked into and the bus yards they needed to pull buses out of, or for certain post-driving inspections.

The settlement was reached in December and the SFMTA Board of Directors voted to approve it in January. Operators from August 17, 2009, to May 2, 2014, will be included in the payout.

As of press time, the settlement was waiting for judicial approval.

Local 100 Contract Approved

Members at TWU Local 100 overwhelmingly ratified their new contract with the Metropolitan Transportation Authority (MTA) in mid-February and the MTA board signed off on the deal shortly after. Voting by a 70–30 percent margin, the members will see inflationbeating wage increases, health care gains, and other significant economic enhancements. There are no economic concessions in this contract. The contract substantially outpaces the existing New York State and New York City public sector contract pattern.

International President Harry Lombardo had pledged the full support of the International to Local 100 on several occasions, including when he addressed the MTA board in December. Along with Vice President and Transit Division Director Jerome Lafragola and other members of International leadership, President Lombardo joined Executive Vice President and Local 100 President John Samuelsen in New York at various stages of the contract campaign, which began well in advance of the first bargaining session in November.

TWU's International Campaign Unit (ICU), in a months-long effort to assist Local 100, joined the local to rally public support for the contract through events, media campaigns, digital outreach, town halls, and one-on-one member contact. The ICU is the union's cross-divisional. cross-department entity created to fulfill the 2013 convention platform of building a strong, fighting union. The Local 100 contract is just one of the campaigns the ICU has taken on (see page 6). The International promised and delivered the resources and backing necessary

to help get an agreement and to ensure the contract passed by a wide margin.

"This contract is not only an improvement for the lives of Local 100's members, but every TWU transit local across the country that has been watching this process. Air, Rail, and Transit division members all came out to support their brothers and sisters in this effort, and we look forward to that same solidarity in every fight to ensure our members get the contracts they've earned," said President Lombardo.

Samuelsen thanked President Lombardo and the International Administrative Committee for their staunch support during negotiations. He also thanked the rank-and-file transit workers for their show of support. "They recognized that the contract provides wage increases and other economic enhancements that will keep transit workers ahead of inflation, and fully protects their health coverage."



Celebrating MLK's Legacy

Every year, TWU serves communities in remembrance of the union's storied history with Dr. Martin Luther King, Jr.

Remaining true to its roots and strong commitment to civil rights, TWU celebrated the life and legacy of Dr. Martin Luther King, Jr. by sponsoring a series of events in Houston in January, turning the National Day of Service that is Dr. King's birthday into a three-day community service project.

Organized and hosted by International Administrative Vice President and Director of the Department of Human and Civil Rights John Bland, the weekend brought together TWU members from across the country and across divisions to participate in service projects that benefited the most vulnerable members of the greater Houston community.

Members of Local 260, Houston Metro Transit, joined Secretary-Treasurer Alex Garcia and their fellow TWU members amid preparations for the massive influx of visitors to Houston for the Super Bowl just two weeks later—it was an event that would tax the system, but



Local 260 was up to the task!

The group descended on Thurgood Marshall Elementary School to donate playground equipment and cafeteria tables and to interact with the students. The weekend also saw TWU members at Houston's Martin Luther King Jr. Memorial in MacGregor Park to clean the statue and beautify the surrounding area. Then they joined other volunteers at the Houston Food Bank to pack boxes for distribution.

A highlight of the weekend was honoring TWU's own Mr. Bland. In 1960, 13 students at Texas Southern University met at a flag pole on campus. Their goal? To travel 15 blocks to Weingarten's Supermarket to be served lunch at the segregated lunch counter. Mr. Bland was one of those students, and it was Houston's first sit-in. "We just wanted to be treated like ordinary citizens," said Mr. Bland. "We felt that our time had come and we no longer had to go to the back door." The non-violent protest was ultimately successful, and barriers began to come down all across the city. To commemorate his efforts, TWU members joined Mr. Bland at the plaque erected by the city of Houston marking the spot where the students made history, taking the words and actions of Dr. King to heart.

The weekend came to a joyous end as Mr. Bland and the other TWU members took part in Houston's annual MLK Day parade, one of the oldest in the country. It was an exhausting weekend to be sure, but one that answered one of Dr. King's greatest questions: "Life's most persistent and urgent question is, 'What are you doing for others?'"

Previous page, top: TWU members visit an elementary school where the union donated money for playground equipment and cafeteria tables.

Bottom: A statue of Dr. King was carefully cleaned.



International Administrative Vice President John Bland at the historical marker commemorating Houston's first sit-in to integrate a lunch counter.



Above: Hard at work at the Houston Food Bank. **Below:** TWU members front and center at the MLK Day Parade.



American Airlines: Making South America Great?

New facility in Brazil violates bankruptcy agreement; raises serious security concerns

In a stunning move that TWU considers a violation of the terms of the bankruptcy agreement, American Airlines has announced its plan to build a \$100 million maintenance facility in São Paulo, Brazil, which it hopes to have online in 18 months. According to the airline, this will facilitate line maintenance work that is already being done at the São Paolo airport, which TWU disputes.

From TWU's perspective, this is outsourcing American jobs, plain and simple, and it will drive down labor standards in the aviation industry. While the company has the right to use outside facilities, the



done by American Airlines employees, Dale Danker, President of Local 514 in Tulsa, Oklahoma, where heavy maintenance is performed, isn't buying it. "They say that now," he said. "What's it going to be later? There will be another contract and what's it going to say in that contract?"

More troubling is that the workers in Brazil are not subject to the same safety and security standards as U.S.-based aviation workers. FAA regulations are different for aircraft maintenance performed in foreign countries, which seems to incentivize the airline in taking the business to South America. In the U.S.,

extensive background screening, license validation, and drug and alcohol testing are required.

Brazilian employees will not be subject to TSA background checks, nor will inspectors from the FAA be able to drop in unannounced at the facility, as they can—and do—in the U.S. In Brazil, the facility's management team must be given advance notice before the FAA arrives, offering ample time to fix or hide any safety violations.

"There is a real threat of terrorism here," said International Representative Tony McCoy, "because there is no oversight of who has access to all these parts of the aircraft."

"It seems that wherever management can find cheap labor,

that's where they now want to fly the planes for inspections and maintenance," said Local 591 President Gary Peterson. "The company is not looking at the safety aspect of what we do and is taking a huge risk. We have the manpower and the facilities in the U.S. to do this work. American is choosing to take it offshore."

TWU has filed multiple grievances on the issue and has uncovered documentation that shows the airline has already been using another South American facility—this one in Buenos Aires—that is warehousing millions of dollars in parts, a clear violation of the bankruptcy agreement.

An airline can easily fly a plane anywhere in the world for maintenance, unlike a rail car or city bus. But if one industry can outsource its maintenance work, it's not long before other transportation sectors will be affected.

TWU will pursue these grievances aggressively and will update members with information when available.

plan to build the hangar in Brazil and the company's warehousing tens of millions of dollars in parts and tooling in South America, is a complete violation of the bankruptcy agreement and it's sending hundreds, or even thousands, of U.S.-based jobs overseas, instead of keeping them within the union's bargaining unit.

"This is outrageous," said TWU International President Harry Lombardo. "We've been at the bargaining table with them for over a year and not once did the company tell us this was in the works."

The decision was announced publicly at the company's annual leadership conference—the theme of which was 'Trust.' "How can the company expect its employees to trust it when American can't keep to the bankruptcy agreement and protect the jobs of those very employees?" President Lombardo continued. "American didn't just come up with this in the last month."

While the airline has said that the work will be

SHOP FLOOR: Odds & Ends from TWU

Transit Presidents Training Pays

Off: Last June, TWU's Transit, Universities, Utilities, and Services Division held a Presidents and Officers Council meeting to offer training and information to the division's locals. The group hosted sessions ranging on topics from lessons learned during the passage of the FAST Act, to strategies for combatting the harmful effects of diesel fumes in the workplace. Several members of the Federal Mediation and Conciliation Service (FMCS) presented another wellattended workshop on the independent agency's mission to preserve and promote labor-management peace and cooperation. They offered detailed information on their mediation and

conflict resolution services, many of which are free. Local presidents were encouraged to utilize the FMCS to avoid costly court cases. A few months later, Debra Hagan, President of Local 252, reported that as a direct result of TWU's training, she was able to reach out to the FMCS and received professional assistance with a matter that was resolved efficiently and for free. The resolution of the issue at no cost truly benefited the local's more than 3,000 members on Long Island. Kudos to Transit Director and International Vice President Jerome Lafragola and the entire Transit Division staff for providing exactly the type of resources that locals need!

Local 260 Handles the Big Game:

When the Super Bowl was held in Houston this year and hundreds of thousands of visitors descended on the city, **Local 260 was ready.**

These TWU members work for Houston Metro Transit, operating buses and light rail that serve NRG Stadium as well as the convention center and other venues that played host to the festivities. While Houston estimated that 140,000 visitors would come for the actual game, it is believed that tens of thousands more took part in activities in the 10 days leading up to it.

Tom Brady and Matt Ryan may have moved their teams down the field, but it was the men and women of Local 260 who kept visitors and residents on the go.

Houston Metro recorded record ridership in the nine days leading up to the game, numbers that wouldn't be possible without Local 260 on the job!

Local 577 Back at the Table:

After a first tentative agreement (TA) was rejected and a strike vote was approved by an overwhelming margin, the negotiating committee for Local 577, the flight attendants at Allegiant Air, has rolled up their collective sleeves and gone back to the table to hammer out a deal with the company that the members can approve. In early February, the two sides sat down with the assistance of a federal mediator and the Local 577 team presented a full contract proposal. Armed with the results from a comprehensive member survey and feedback from direct communication with members, the negotiating team is now confident that a deal can be reached in the additional meetings that are set throughout the coming weeks. "We were able to send a strong message to the company," said International Vice President Thom McDaniel, "that we received our 'marching orders' from the members and their support will be the key to our success." While not at the table, the Local 577 negotiating team is traveling to all flight attendant bases to update the membership on negotiations and mobilization strategy for the future.

Negotiations Continue for New

TWU members: TWU is in negotiations with **Flight Services International**, the staffing arm of Atlas Air, to secure a contract with 400 flight attendants and pursers based in Houston. The workers voted to join TWU just over a year ago. The sides currently have tentative agreements on seven articles and armed with contracts at other airlines and member feedback, the negotiating team continues to hammer away at the remaining issues. One of the reasons they voted for union representation was to ensure fair, reasonable, and consistent work rules for standard policies like attendance, but FSI management disagrees.

One of the more unusual articles still open is on Hostage, Internment, and Prisoner of War. Since Atlas Air is a privately-held airline with military and corporate contracts all over the world, its destinations include dangerous or hostile areas, and assigned flight attendants can be away from home for up to two months at a time. Members are currently eligible for Hostile Area Operations Pay, an additional 50 percent premium for all block hours flown on segments into or out of an Atlas Air designated Hostile Area, but the new proposed article would offer additional provisions for family members in case the flight attendants are taken hostage by terrorists or a foreign government.

TWU won't stop until these new members have the contract that represents their ongoing service and commitment to the company.

Health Care Legislation 101: What Does It Mean For Me?



After years of using the Affordable Care Act as a club to beat the previous administration over the head, Republicans in control of Congress and the White House are now working to deliver on their promises to fix health care insurance coverage.

In his address to Congress in February, President Donald Trump said he wanted to repeal the Affordable Care Act (the ACA, commonly known as Obamacare), and replace it with a bill that "will lower costs, expand choices, increase competition and ensure health care access for all Americans." Before taking office, he told the *Washington Post* "We're going to have insurance for everybody. There was a philosophy in some

circles that if you can't pay for it, you don't get it. That's not going to happen with us."(1/15/17)

The GOP health care bill, introduced in March, faces a number of battles and potential changes. But here's a look at the bill [as it stands at press time], and see how well it lives up to the president's promises.

Does the bill expand choices and increase competition?

Some parts of the ACA that expanded choices remain in place:

Children under 26 can still remain on their parents' health insurance,

and insurers still have to cover preexisting conditions, provided there is no break in coverage.

Despite promises to have the government use its role as drug companies' biggest purchaser to negotiate lower drug prices, nothing is done to change the law that prohibits this.

The individual mandate is eliminated, which benefits healthy, young people who don't want insurance. But premiums will soar as only older, sicker people buy insurance.

Does it lower costs?

Depends on who you are, how old you are, where you live, and how much you make. The bill eliminates a tax on the wealth of the richest Americans that was used to help pay for Obamacare.

If you're in the top 1 percent (income over \$774,000 a year), you get a savings of \$33,000 a year.

If you're in the top 1/10 of 1 percent, that's a \$157,000 a year tax cut.

If you're older, earn less, or live outside large metropolitan areas, however, your costs go up. That's because: The bill reduces assistance subsidies.

The bill repeals the rule under the ACA that limits what insurers can charge their oldest customers: no more than three times what they charge their youngest and healthiest. Instead, insurers could now charge five times as much.

The tax credits intended to subsidize health insurance premiums are the same no matter where you live. Since health care is more expensive in rural areas which have fewer hospitals and doctors, people in these areas pay even more. For example: A 60-year old making \$20,000 a year will lose \$9,200 a year in assistance.

A 60-year old making \$40,000 a year will lose \$6,100 a year in assistance.

A 60-year old making \$60,000 a year will *gain* \$4,000 a year (previously not eligible).

But that's only part of the story. If you're 50–64 you're potentially paying an additional premium on top of that loss in assistance, since insurers will be allowed to charge older customers rates that are five times higher than younger customers. A 60-year old earning \$40,000 a year will be subject to a \$3,200 premium increase on top of losing \$6,100 a year in assistance. That's what opponents of the legislation call an "age tax."

What about the promise that no one will lose coverage?

The promise on the campaign trail that "no one would lose coverage" became "access for all" in later discussions. *Access* is what Americans had before Obamacare: you could buy coverage if you could afford it. Access to health care means very little if you can't afford it in the first place.

Under the proposed bill (with less aid available and insurers allowed to charge more), millions will be unable to afford health insurance just like before the ACA. In other words, *access*, but no actual insurance.

The House leadership is rushing

the bill to passage despite a report from the nonpartisan Congressional Budget Office (CBO) that indicates that 14 million Americans would lose coverage next year and that number would rise as high as 24 million by 2026. Premiums will also rise until 2020 and then fall after that. The CBO is tasked with producing independent analysis of the cost of any proposed legislation.

But TWU members mostly have good coverage through their contracts. What does this mean for members?

It means going back to a time when people with good health insurance had to pay more to subsidize hospitals and doctors for the millions of uninsured. For many who are uninsured, care is mostly out of reach, and they often rely on hospital emergency rooms, which are expensive, but can't refuse treatment.

But there's something else to watch as the bill moves through the legislative process: The original version paid for its tax credits by taxing the health benefits people get from their employers, meaning TWU members would have to pay taxes on their health benefits so the Republicans could eliminate the wealth tax on the rich. Legislators gave up on that idea but it could be reinstated. TWU will monitor this proposal and post updates at <u>www.</u> twu.org.

Keep Up With TWU: Download the TWU App available for Apple and Android Phones

TWU MEMBERS IN ACTION

New Officers On Board:

International Vice President Carl Martin (far right) swears in new officers of Local 279 in Evans, Georgia. The small but mighty local represents school bus drivers for the Columbia County Board of Education.



Supporting Pro-Worker

Candidates: Local 223 President Joe Boncordo presents a COPE donation to Heath Mello, candidate for Mayor of Omaha, Neb.



Living the Christmas Spirit:

Members of Local 208 joined the Central Ohio Labor Council at the annual charity Christmas program at St. Stephen's Community House in Columbus, Ohio. St. Stephen's offers a variety of social service programs from food distribution to early childhood education to services for seniors.





Newest Members Receive Training:

TWU International's commitment to training reaches the newest members of Local 525. Shop steward training was conducted by TWU Education Consultant Bob Wechsler (far right) and Local 525 President Kevin Smith (far left).

The Swissport employees at Orlando International Airport are ramp agents who handle Spirit, Air Canada, and some international flights.



Getting Results in San Juan: On a visit to TWU members at Luis Muñoz Marín International Airport last year as part of the American Airlines Unity Campaign (see story, page 6), Local 501 officers discovered that the workers were having to borrow equipment from Delta. After TWU put pressure on American—and the union's photo of a Delta tug pulling an American plane went viral on social media—the company finally purchased new equipment, the first in San Juan since 1989.



Swearing in at Local 502: Air Division Director Mike Mayes, far left, administers the oath of office to the new officers at Local 502. From Left to right: Andre Sutton, President; Gary Gill, Secretary-Treasurer; Robert Williams, Executive Board; and Derrick Moore, Recording Secretary.



New Officers at Local

510: International Vice President Sean Doyle (far right) with the new officers at Local 510. Left to right are Kevin Sullivan, President; Thomas Boykin, Vice President; Pete Hogan, Secretary-Treasurer; and Leo Rivera, Executive Board member.



Welcoming Liz Shuler: At TWU headquarters, AFL-CIO Secretary-Treasurer Liz Shuler (holding left side of banner) addressed the very first meeting of the Local 556 Working Women's Committee about the importance of growing leaders in the labor movement. The Local 556 (Southwest flight attendants) workforce is 80 percent female and the local has chosen to call its committee WISE: Women's Issues, Service, and Education. They are active members of the TWU International Working Women's Committee.

High Court Nominee Considered

As the Express was going to print, the confirmation hearing for Judge Neil Gorsuch, nominated to the Supreme Court, was underway. He is expected to be confirmed in April. Here we examine some concerns over Judge Gorsuch.

During the 2016 presidential election campaign, TWU stressed the importance of several key decisions facing the next president, most notably, the potential to fill several Supreme Court vacancies. As working people know, cases that call into question the ability to organize and bargain have recently come before the high court, and the balance of power on the bench is critical.

In February, President Donald Trump nominated Neil Gorsuch to the Supreme Court to fill the seat left by the death of Associate Justice Antonin Scalia a year earlier. Judge Gorsuch is currently a federal appellate judge on the U.S. Court of Appeals for the Tenth Circuit, with jurisdiction over the states of Colorado, Kansas, New Mexico, Utah, Wyoming, and parts of Oklahoma.

Gorsuch's nomination is moving forward, following the stalled nomination early last year of Judge Merrick Garland, who was nominated by former President Barack Obama but was never granted a hearing in the U.S. Senate, required to confirm all Supreme Court nominees. Both Garland and Gorsuch are widely considered to be well-respected jurists, lauded on both sides as eminently qualified for a position on the highest bench.

The Supreme Court, understood to be one of the most effective checks of executive and legislative power, has been operating without nine justices for over a year. A lifetime appointment, justices often serve far longer than the presidents who appoint them. At 49, Judge Gorsuch would be the youngest member of the Court, and given the



ages of the other Associate Justices, this is likely to be the first of several Supreme Court appointments for the current president.

Prior to the death of Justice Scalia, most cases at the Court were decided by a 5–4 vote. Since then, many opinions have resulted in a 4–4 tie, allowing the lower court rulings to stand, as was the case in *Friedrichs vs. California Teachers Association* (on unions and fairshare fees) last year. Many suspect that Judge Gorsuch's role on the Court would be similar to that of Scalia, effectively returning the balance of power to where it was prior to his death.

An examination of the judge's record shows that there are a number of his past decisions that could be troubling to working people, including cases where he has ruled against workers and in favor of big business numerous times. Here are just a few examples:

In private practice, Judge Gorsuch filed a legal brief in favor of the U.S. Chamber of Commerce, an organization that represents corporate interests and seeks to undermine worker protections.

When a case involving a mine excavator who died on the job after being electrocuted reached the Tenth Circuit, a majority of the court upheld the fine on the employer that resulted from an Occupational Safety and Health Review report which found serious violations of safety regulations at the jobsite. Judge Gorsuch, however, dissented, claiming this was an example of the agency "penalizing" the company when no evidence existed, disregarding the results of the report.

In another case, involving the National Labor Relations Board (NLRB), the majority of the court deferred to the expertise of the NLRB, ruling that workers' interim earnings should be disregarded when calculating back pay awards when a company unlawfully reduced work hours. The NLRB reasoned that, on balance, workers who take on additional outside jobs should retain the benefit of their "extra effort," not the employers. Judge Gorsuch disagreed and dissented, observing that the NLRB's "statutory charge isn't to promote full employment.... It's not some sort of reincarnation of the [Depression era] Works Progress Administration."

Another case that reached the Tenth Circuit involved a trucker who was fired after raising safety concerns about his trailer that had frozen brakes. The court majority deferred to the U.S. Department of Labor, agreeing that under the Surface Transportation Assistance Act, the shipping company improperly fired him. Judge Gorsuch dissented, taking issue with the department's findings that the statutory phrase "refuse to operate" should be interpreted within its statutory context of promoting health and safety.

TWU is eager to see the Supreme Court return to its full working capacity, and will continue to update members on Gorsuch's confirmation process, as well as his record. It is the union's hope that every nominee receive a fair hearing and that the Senate Judiciary Committee asks balanced questions getting to the heart of important issues like collective bargaining, labor rights, and worker protections.



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Enhancing and Accelerating Leadership Training

As part of its ongoing commitment to training for local officers, TWU International has launched a new Local Executive Board Training Program, designed to make instruction for newly-elected officers more accessible and quickly available.

In January, TWU's International Staff Representatives gathered at International headquarters for an intensive two-day Train-the-Trainer workshop to prepare them to take training out in the field and directly to the locals.

The goal of the program, according to Administrative Vice President and Rail Division Director Gary Maslanka, is to ensure new officers are well-versed on the wide range of obligations and responsibilities they are entrusted with when elected to office. "Our first priority is to provide an opportunity for them to receive essential training promptly after being elected," he explained. "We don't want them to wait for the tools they need to effectively run the local." Maslanka was asked by President Harry Lombardo to lead the union's training efforts for its officers, reflecting Lombardo's strong support at the 2013 convention for the resolution on building a fighting organization. "We need better tactics at the bargaining table and better programs for approaching our negotiations and this training is a vital element in the fights on behalf of our members," President Lombardo said.

In addition to reviewing union basics such as structure, governance, and the International Constitution, the training was designed to advance staff development and provided a refresher course for these seasoned TWU staff reps. "The training that we received is invaluable," said International Representative Theotis James. "The material was well put together, the instruction and class type interaction was very helpful."

The program was also designed to be flexible so that it can be tailored



Administrative Vice President Gary Maslanka (second from left) and International staff gather for the new Local Executive Board Training.

to the needs of any local, regardless of its size, geographic location, employer, or division.

However, the program isn't solely for new officers. Other groups for

whom this will prove beneficial are veteran local officers who have not had formal training, locals that request refresher training for their board,

"The training that we received is invaluable." International Representative Theotis James

International's focus on training coming out of the 2013 convention, as demonstrated by a significant increase in training for officers and staff over the past several years. "A militant

"A militant, progressive, and proactive labor union that is well-schooled in how to identify and fight our enemies can still accomplish a great deal," read the convention resolution.

and locals that request training on a specific topic.

"It's an excellent program that can only excel the training for our new local officers," said International Representative John Feltz. "Just as important is that even our seasoned Executive Board members can brush up on their knowledge and skills to be able to answer any questions other officers may have."

This training program is an extension and continuation of the

And armed with the education and information they need, TWU locals will accomplish a great deal and lay the foundation for a brighter future.

"What a great way for the International to connect not only with current local administrations, but with future officers as well. Working with the locals and sharing experiences is a great way to mentor those future leaders. Knowledge is power," said International Vice President Sean Doyle.



"If we want to be a modern union, and organize in today's workforce, we must do so with 21st century strategies and 21st century tactics."



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Lifelong Learning

Many of our local officers rise through the ranks of their union, going from the shop floor, to steward, to executive board, and eventually running for leadership positions in their local. It's one of the things I'm most proud of at TWU—that we empower strong, autonomous locals, and that we invest in training them to serve their members effectively.

It's not an easy job. As you learned in this issue (page 8), we have supported the growth of the TWU Working Women's Committee so that, as our TWU women run for office in their locals or in their communities, they have the tools they need to succeed. Through the work of our committees and through our State Conferences, we are proud to be building a strong and diverse future for this union.

Every year, I lead a Secretary-Treasurer's training to educate local officers on the fiduciary responsibilities involved with running a local union. And this year, as part of our convention commitment to focus on training and invest even further in our locals, we took on an advanced training agenda (see page 22), designed to engage staff from every division, every department, and every region. This is not, as the saying goes, your grandparents' training program.

If we want to be a modern union, and organize in today's workforce, we must do so with 21st century strategies and 21st century tactics. We must put aside our egos and our old ways of thinking and we must commit to moving forward and learning together. We must embrace new ideas, new technology, and new voices, even if they're intimidating or difficult to master. And we must break down our old silos and barriers, reach out to our brothers and sisters, and cooperate. When we train together, not only do we learn from one another, but we collaborate and share ideas on how to best serve the nearly 140,000 members who are counting on us.

We know that our jobs require us to keep our skills sharp. But I've come to believe that if you're not learning off the job, too, then you're not moving forward—personally or professionally. I hope we can all commit to some form of training in an effort to improve ourselves and the work we do. That, after all, is what it means to be in a union: joined together with a common purpose to make our voices heard and better our lives, on the job and off.

In Solidarity,

thy bai

Alex Garcia

THE TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO 501 3rd Street, NW, 9th Floor Washington, DC 20001



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