

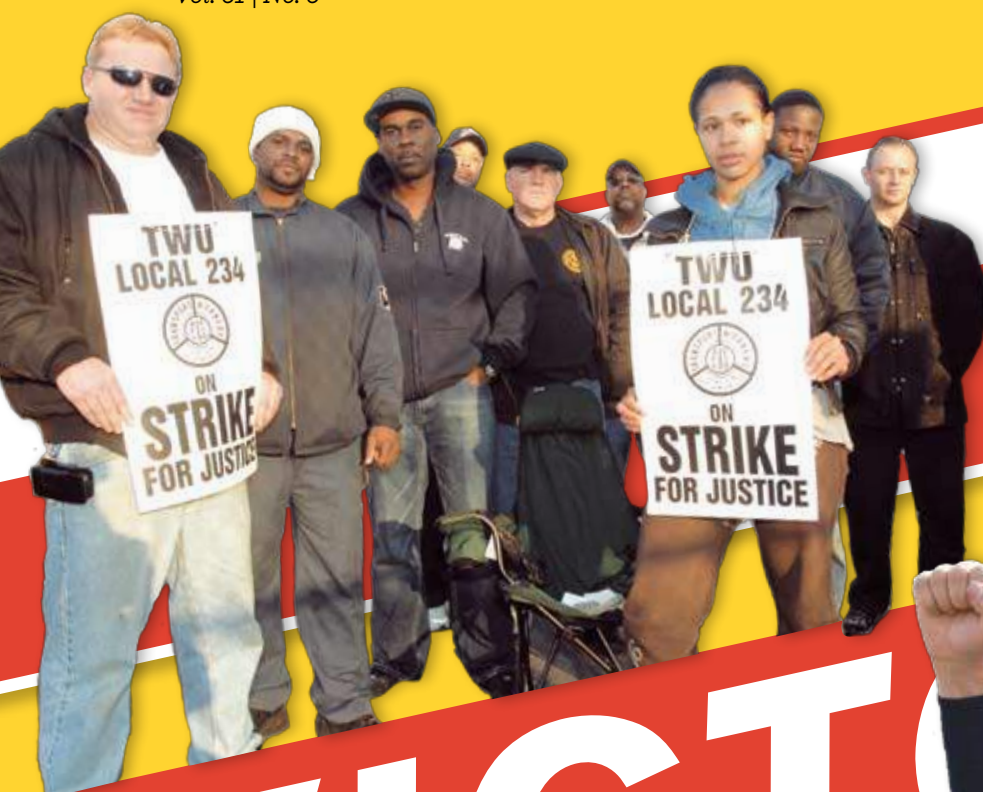
TWU *Express*

The Transport Workers
Union of America
United Invincible

twu.org

November/December 2009

Vol. 61 | No. 6



**LOCAL 234
STRIKE
ENDS IN**

VICTORY

>> **LOCAL 234**
WINS SOLID CONTRACT
AFTER WEEK LONG
PHILADELPHIA STRIKE
PAGE 12

PLUS

COLUMBUS RESTORATION, STIMULUS FUNDS AT LOCAL 208

Railroad Division Gears Up for Changes in Passenger Rail Sector

SEE BACK PAGE TO WIN TWU PRIZES!



Season's Greetings from the TWU

To a 'stimulating' NEW YEAR



by International
President
James C. Little

*"TO EVERYONE
IN THE TWU
FAMILY, MY BEST
WISHES FOR
A BEAUTIFUL
HOLIDAY SEASON
AND A SAFE AND
PROSPEROUS
NEW YEAR."*

The bailout of Wall Street got a lot of press this year, as taxpayers fumed about helping the rich while much of Main Street remained mired in the sharpest economic downturn since the Great Depression. The rescue of the financial industry may have been necessary, but it sure wasn't pretty.

Now that some of the money has been returned to the government — and the investment bankers are again awarding themselves huge bonuses — it's time to look at another part of President Obama's economic recovery package: the federal stimulus program.

The stimulus — an almost \$800 billion package — hasn't gotten a lot of media attention, probably because it's spread out far and wide around the country. Nevertheless, the consensus among economists is that it's been a success. We in TWU agree, as we've already seen some benefits for our members, as recent articles in the Express have pointed out (see page 10 on Local 208).

While the Wall Street bailout didn't create jobs (the financial services industry actually laid off a lot of workers), stimulus projects have created many jobs, while saving even more. Stimulus projects have other benefits, such as rebuilding our fraying infrastructure and moving the U.S. towards energy independence.

One economist, Mark Zandi of Moody'sEconomy.com, says without the stimulus unemployment would be over 11% and we'd have 1.1 million fewer jobs. If anything, the experts believe the stimulus should have been bigger and that we need a second dose in the New Year. I couldn't agree more, but it must be done right. Here are some suggestions and some of the areas we are focusing on:

- Extend the lifeline for jobless workers. Unless Congress acts now, supplemental unemployment benefits, additional food assistance and expansion of COBRA health care benefits will expire at the end of 2009. They must be extended for another 12 months to prevent working families from confronting bankruptcy, home foreclosure and loss of health care. Extending benefits also will boost personal spending and create jobs throughout the economy.
- Return highly technical Aircraft Maintenance and related jobs back to U.S. maintenance bases.
- Rebuild America's infrastructure, including our transportation systems. We also need to allow transit agencies to use funds for operating assistance, so service isn't cut back at a time when more people are switching to mass transit.
- Increase aid to state and local governments to maintain vital services. State and local governments and school districts have a \$178 billion budget shortfall this year alone — while the recession creates greater need for their services. States and communities must get help to maintain critical frontline services, prevent massive job cuts and avoid deep damage to education just when our children need it most.
- Put TARP funds to work for Main Street. The bank bailout helped Wall Street, not Main Street. We should put some of the billions of dollars in leftover Troubled Asset Relief Program funds to work creating jobs.

As we enter the New Year, the economic picture looks a little brighter. We saved Wall Street. Now, let's create some more jobs on Main Street.

- 4 Mr. Chairman**
Local 513's Mark Johnson
First TWU Member to
Chair NSC Division

- 7 Columbus
Restoration,
Stimulus Funds
at Local 208**

- 5 Women's Committee
Empowering Union
Leaders**

In the past twelve years the WC has grown and empowered women from all divisions to make a difference in the TWU.



Local 234 members
Calvin Wilson, Keith
Bruce and Rosco
Browne on the first
day of the strike.



“When we fight, we win!”

Local 234 members and union leadership remained steadfast during a one-week Philadelphia strike and heated negotiations and won a solid contract.

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President's
Column**

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Secretary
Treasurer's Column**



**Railroad Division Prepares for Changes in Industry,
Celebrating 75: TWU Across the Country, Friendly
COPE Competition at 556, VMO training in Tulsa**



The ATD WWC outgoing and newly elected officers:
Front row from left: Secretary elect Diana Thomas, Local 575; outgoing Secretary Diana Tiggs, Local 512; outgoing co-chair Sharon Polk, Local 502. Back row from left: Co-chair elect Margaret Sadler, Local 555; Chair elect Angi Tucker, Local 513; Outgoing Chair Sharon Riffle, Local 565



Shown on cover: Middle: Local 234 members picketing;
Bottom right: Local 234 member Mike Simko from the
Wyoming Shop.

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® GCU 1220M



Johnson (forefront) at the NSC meeting. Behind him is Jerry Davidson, a Local 567 member from Alliance Fort Worth.

Mr. Chairman

Local 513's Mark Johnson First TWU Member To Head National Safety Council Division

Local 513's Mark Johnson will be the first TWU member to chair the Labor Division of the National Safety Council when it meets again next spring. The gavel was passed to Johnson following the NSC's October 23-25 fall meeting in Orlando, Florida.

Johnson, a member of TWU's Health & Safety Task Force, had been Vice Chair of the NSC Labor Division for one year. Terms were recently extended so he will be the first chairperson to serve for two years, a move that is expected to provide more continuity in program development.

TWU has long been active in the NSC, which includes most of the country's largest industrial unions. Ed Watt, Director of TWU's Health & Safety Department, attended the Orlando meeting and looks forward to TWU playing a bigger role in the Labor Division.

"Mark Johnson is the right man for this job at a time when safety issues can once again be addressed," Watt said. "His selection is a tribute to his hard work and dedication around safety issues. It is also a great opportunity for all trade unionists to come together around safety concerns. Every TWU member should be proud of Mark."



Director of Health and Safety Ed Watt

For Johnson, the NSC post is another role in an already busy union career. He serves as Local 513's Benefits Coordinator and Safety

Chairman, as well as serving on the American Airlines System Safety Committee and Chairperson of the AA System Benefits Committee.

After becoming a Fleet Service Clerk at AA in 1987, Johnson was introduced to health and safety issues when he handled Workers' Compensation cases. "I tried to help co-workers through the process," he said, "but I also became interested in how to prevent injuries."

As a member of American's ergonomic team, Johnson was able to make recommendations to make jobs more worker-friendly. While attention to safety issues can also benefit the company's bottom line, he said, "For me, the people are more important than the money. Successful programs prevent many injuries, some of which could be life-threatening or career-ending."

Johnson is bringing his enthusiasm for health and safety to the chairperson's role at the Labor Division. A member of NSC since 2000, he believes the organization's biggest draw is the networking opportunities. "It's a great place to meet folks in your industry and come up with solutions to mutual problems," he says.

As chairperson, Johnson hopes to increase involvement by more TWU locals as well as other unions, saying that greater participation will lower overall costs and lead to safer workplaces.

"The NSC is a valuable resource," he says. "It's worth the small investment by locals. The return will far exceed the investment."

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TWU women's committee empowering union leaders

The TWU Women's Committee was formed to fill a clear need for union women to collaborate and learn from each other; members genuinely adhere to their powerful motto "Each one, teach one." Since the seed of the WC was planted over ten years ago in the form of a subcommittee within the Civil and Human Rights Committee with eleven appointees, it has grown to include the regular participation of more than 100 TWU women and several TWU men.

Today, both the Transit and Air Divisions and some locals have their own Women's Committees called Working Women's Committees (WWCs) and they are continuing to grow at the local level out of the dedication of women involved with their Division WWCs.

The great success of WWC pioneers is a testimony to the importance of a Committee dedicated to women and their specific concerns. Examples of ground-breaking TWU women leaders and Women's Committee pioneers include: Director of Transit, Utility, University and Services Division and Administrative VP Susan Resch, Director of the Civil and Human Rights Committee and current Chair of the WWC Sandra Burleson, Director of the Department of Legislative and Political Affairs Portia Reddick White, President of Local 101 Marsha Spinowitz, Sec. Treasurer of Local 101 Josephine Arroyo, Organizer Linda Dill, Local 502 Rec, Secretary Sharon Polk and many other local officers.

"The Women's Committee is the reason I am here today," said the first Chair of the ATD

WWC and Organizer Linda Dill. "It allowed a platform of education and volunteering opportunities I wanted to be a part of, that growth led me to a chance to become an Organizer within our TWU."

Other TWU women leaders share Dill's sentiments. Director of the Transit Division Susan Resch said, "I've always felt the support among all the leadership in the TWU in recognizing the role that women play in the union, but the assistance of my sisters really gave me the re-enforcement I needed to know I could make a difference in a leadership role."

"There is a clear connection between women in the Committees and those taking leadership positions in their Locals," said Burleson. "When we first started we had no women leaders in the Air Division at all and now we have evolved to the point where many women are holding higher offices and are on Executive Boards."

Director of the DLPA Portia Reddick White, formerly a Southwest flight attendant and the first co-chair of the ATD WWC, explained that many union women who were performing non-traditional female jobs, such as fleet service clerks, were not becoming involved in the union the same way men were. In a male dominated world, some women felt they wouldn't be taken seriously, others did not feel confident enough to initiate necessary changes on their own behalf.

"So, we saw the situation where there was a void and a necessity to help move women into leadership roles and we started to do

so," said Reddick White. "Today I see women who are much more poised and have more self-esteem and are expressing how they feel and what they need. We've come a long way."

The Transit Division, which historically has had more women members and leaders than other TWU Divisions, has seen an increase in female leadership since the start of the WC.

SUPPORT FROM UNION BROTHERS

When he was Director of the Air Transport Division, International President James C. Little, approached some women involved in local WWC's to help develop a Working Women's Committee specifically for the ATD. Today, as the Int'l President, Little continues to support and allot resources to the WC and WWC's, helping to foster their growth.

"I recognized the need to get our union sisters more involved with the TWU and with the movement," said Little. "It was very important to me to make sure we had the voices of all our members represented, including women. The WWC has helped strengthen the union by successfully encouraging women to step into leadership roles."

TWU Brothers are always welcome and encouraged to join the WWC; many male leaders at the local and International levels regularly participate.

Continued on page 10.



The ATD Working Women's Committee at their October meeting. See outgoing and newly elected officers on page 3.

TWU GEARS UP *for changes in passenger rail sector*

Stimulus money allocated to rail and changes made in rail industry legislation translate into great opportunity for the TWU. The Rail Division is working hard to ensure the union is prepared to handle both opportunities and the significant challenges associated with the new focus on Passenger Rail. Rail Division Director Gary Maslanka implemented a program to keep Division officers up-to-date on current developments. As part of this program Maslanka held a Passenger Rail Workshop at the International offices on Nov. 5, where officers were provided information on significant changes in both legislation and regulations that govern Passenger Rail improvement and expansion.

The ambitious workshop covered a lot of ground including the "Vision for High-Speed Rail in America," the Passenger Rail Investment and Improvement Act (PRIIA); the American Recovery and Reinvestment Act (ARRA), High-Speed Rail Provisions; FRA Interim Guidance for the High-Speed Rail Program; and High-Speed Grant Applications and State Rail Planning Process. The workshop included presentations and discussions with Director of Legislative and Political Affairs Portia Reddick White, Director of Organizing Frank McCann Jr. and TWU attorney Rich Edelman as well.

"I believe it is vital to keep our rail officers informed of exactly what is going on in our industry where exciting changes are happening," said Railroad Division Director

Gary Maslanka.

The change in the industry started with the Obama Administration's "Vision for High-Speed Rail in America," released in April, 2009, which signaled the Administration's true commitment to Passenger Rail



"This is an opportunity for rail that we have not seen for a long time..."

improvement and expansion and triggered a frenzy of interest in Passenger Rail projects throughout the country.

On July 16, the FRA reported that it had received 278 pre-applications with a price tag of \$102 billion. Just days after the deadline for Track 2 Corridor Applica-

tions in early October, FRA Administrator Joe Szabo reported that the agency had received a total of 259 applications from numerous states with a total price tag of \$57 billion. As stated in one news report, these applications exceeded allocated funding by 700 percent. Administrator Szabo outlined in a press release on Oct. 6 that, "due to the overwhelming response and our desire to lay the groundwork for a truly national high-speed and inter-city passenger rail program, we will be announcing all awards this winter." Announcements are expected to be made sometime after January 1, 2010.

"This is an opportunity for rail that we have not seen for a long time and we can't miss a beat in being involved and making the most of a positive change for the industry," said Maslanka.

Go to www.twu.org/International/Rail to read the "Vision for High-Speed Rail in America," and other relevant information on changes in the industry.

Top photo: Front row from left: Executive V.P. of Local 2054 Edward White, Director of the DLPA Portia White, President of 2014 Roy Murray, President of Local 1400 Jerome Lafragola, VP of Local 2055 Shawn Upton, TWU Attorney Richard Edelman, Director of Railroad Division Gary Maslanka, Int'l Executive VP Harry Lombardo, Administrative Secretary Fran Albach, President of Local 2020 David Kellner, Director of Transit Division Susan Resch, President of Local 2035 James Guido, Sec. Treasurer of 2001 Patrick Flannery, Sec. Treasurer of Local 2055 Brian DeLucia, Education and Research Director Robert Wechsler, Int'l Sec. Treasurer Joseph Gordon.

Back row from left: President of Local 2019 Fred Fink, President of 2016 Brian Kelly, President of Local 1460 Richard Adams, Sec. Treasurer of Local 2054 Michael Sullivan, President of Local 2001 John Feltz, Committee member of Local 2020 Larry Maciewski, VP of Local 2037 Shane Barendregt and Organizing Director Frank McCann, Jr.

building the **FUTURE**

Local 555 Activist Angie Cox Gains Union Plus Scholarship & TWU's Top Mentor



Scholarship winner Cox with her mentor, TWU Pres. Little

Angela Cox of TWU Local 555 has been selected to receive a Union Leaders of the Future Scholarship from the AFL-CIO's Union Plus benefits program. In addition to a small cash award to pursue her studies, Cox gained access to years of experience: She will be mentored by International President James C. Little, who will share his knowledge and help Cox become a better union leader.

The Union Leaders of the Future Program provides scholarships and mentoring to women and people of color who will help form the next generation of union leadership. This year 13 women and people of color representing 10 unions were awarded over \$33,000 in scholarships.

"This is another example of the union movement not just talking the talk but walking the walk when it comes to diversity," says AFL-CIO Executive Vice President Arlene Holt Baker. "We're committed to developing a leadership that mirrors our workforce, and my message to women and people of color in that you can be anything you want to be."

Although only 29, Cox has compiled a

strong union track record since becoming an Operations Agent for Southwest Airlines. She is a Shop Steward for Local 555 and worked full-time for the AFL-CIO's Labor 2008 Campaign and has been a TWU Legislative Intern in the Washington Office.

"It's not really a big base for Southwest here," Cox said, referring to Dulles International Airport in Virginia. "I used to speak up for my co-workers, and finally they told me to run for office, so I did."

She hopes that by advancing her education, she can advance her career and the interests of working families. "This scholarship and mentoring program will help give me direction in choosing my path," she says. Cox is attending the National Labor College to obtain a certificate in union administration.

When reached by the Express during a break in her studies, she was looking forward to attending her first system board meeting the following week. She praised the classes for giving her a good overview of union work, from arbitration to contract administration to organizing.

Cox believes President Little will be an

ideal mentor because he will supplement classroom work with actual field experience. She hopes to be able to sort through which union roles she's best suited for. Although Cox loved her political work, she's not sure she would make it a full-time career.

President Little, who also started in the airline industry, has 35 years of experience building a strong and stable future for TWU members and working families everywhere. He said he views developing a diverse leadership as part of his legacy. "Acting as a mentor in this Union Plus program is a way of giving back. As a movement if we don't evolve, we dissolve. By sharing some of my experiences, I hope that I can help Angela overcome some of the obstacles I, and others, have faced."

The Union Leaders of the Future Program is open to union members, leaders and staff. The program provides annual awards of up to \$3,000 to women and people of color to help them pursue union career goals and develop leadership skills.

For more information or to apply for a 2010 Union Leaders of the Future Scholarship, visit UnionPlus.org/Diversity.

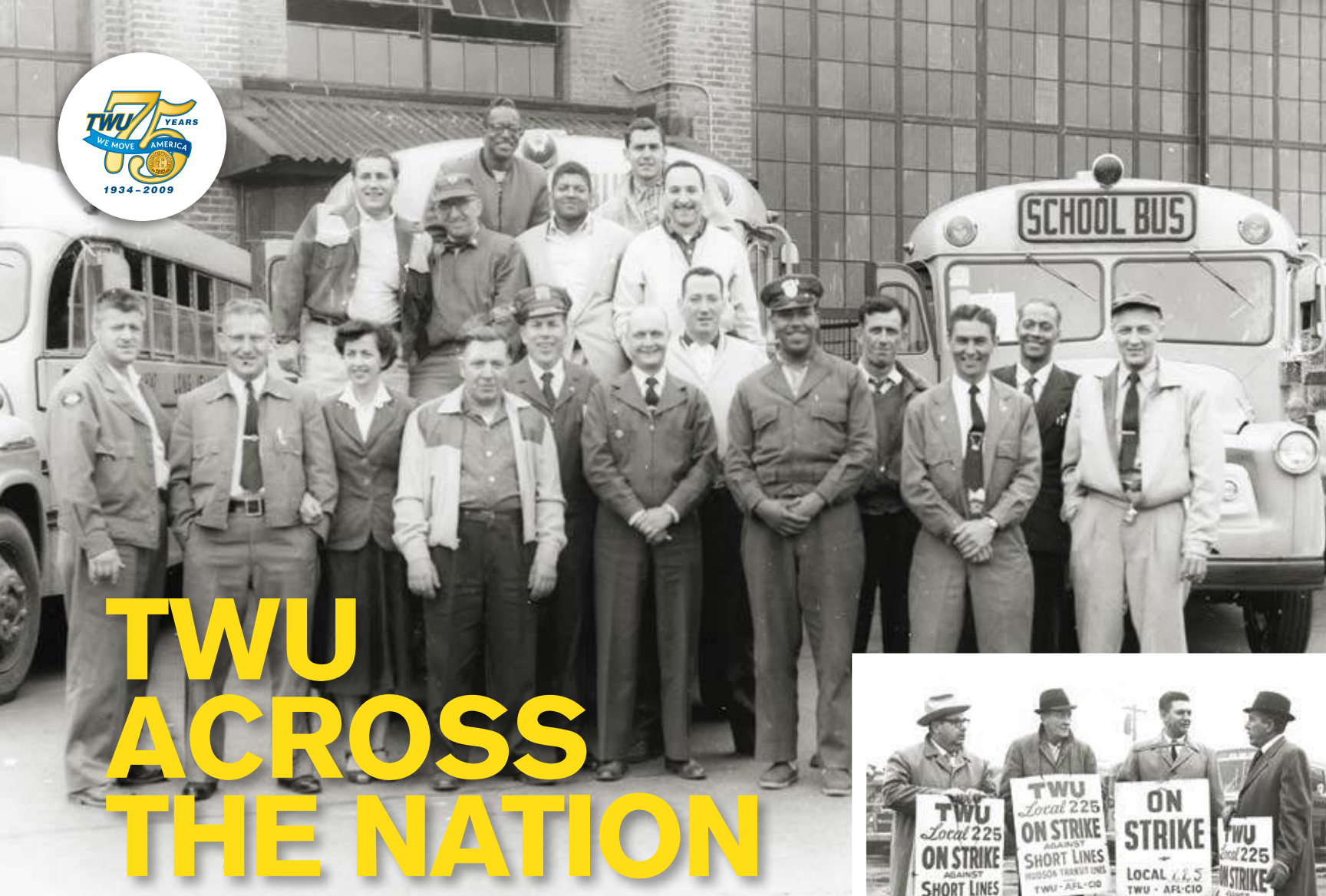
DLPA SELECTS 2010 INTERNS

The Department of Legislative and Political Affairs had many applicants for the 2010 Legislative Internship Program. The following are the members selected for internship (listed alphabetically):

Bernie Burkett- Local 1
Agnes Carbonell-Local 542
Shannon Jones- Local 555 (alternate)
Andrew Jordan- Local 208 (alternate)
Daniel Knasick-Local 562
Jeffrey Mitchell-Local 291
Tracey Moore-Local 100

Bryan Orozco-Local 556 (alternate)
Flora Ortega - Local 291 (alternate)
Sharon Polk-Local 502
Martin Ribarich - Local 505 (alternate)
Sharon Riffle-Local 565
Joe Tolbert- Local 513
Ricky Towers-Local 721 (alternate)

Congratulations to all those who have been selected to participate in the Legislative Internship Program and good luck in Washington!



TWU ACROSS THE NATION

AKRON, OHIO

Following TWU's entrance in the Committee for Industrial Organizations (CIO) in 1937, Local 1 was chartered to cover employees of the Akron Transportation Company.

A first contract established union pay scales and working conditions. The following year the contract renewal included a closed shop clause. Further progress was made in 1939, 1940, and 1941 pacts.

With the war-time controls on prices and pay, the union had to petition the War Labor Board for any increases. In 1943, the union was able to break through the Little Steel Formula of 15 percent by securing Local 1's members a 25 percent increase.

Following WWII, employers in America set out to break organized labor's back. Workers in Akron, the nation's rubber center, were a principle target. Local 1 was pushed into a bitter 13-day strike in 1945, and a 12-day strike in 1946 to win decent contracts.

Today the Local represents about 300 employees of the Metro Regional Transit Authority.

THE LONG ISLAND STORY

TWU arrived on Long Island, NY, when it won a State Labor Board representation election over two company unions among Bee-Line, Long Beach Bus and Utility Lines workers on Feb. 17, 1941 and was chartered as Local 225.

The Long Island story is replete with strikes and struggles to save the jobs and lift the pay, benefits and working conditions of these workers to TWU standards. A 14 percent pay increase to 80 cents an hour for Operators highlighted the first contract. Later, the 1944 agreement secured time-and-a-half after 40 hours a week with the guarantee of 48.



In January of 1946 these Long Island busmen had to strike for 13 days to raise the Operator's rate 12 cents an hour to \$1.35. That top rate was obtained after two years. Today, the Local continues to represent bus and transit workers on Long Island.

COLUMBUS, OHIO

The Columbus & Southern Electric Co. bus workers voted for TWU representation in a Nov. 12, 1941 National Labor Relations Board election. In April of the following year, the first contract raised wages 7, 8, and 9 cents an hour.

Opposite page: George Leitz (second from right), then President of Local 225 and who later became the Int'l President in 1989, and Joe Hanaberry, an Int'l Rep. (right), at a strike in 1963. Opposite page, top: Local 525 members pose in front of school buses in 1957. Photo Right: During a 1953 Local 208 strike, Int'l VP Andrew Kaelin and Local 208 President John R. Tipton walked the picket line in Akron, Ohio.

The 1943 agreement added 8 cents more.

In October, 1945, an agreement added 9 cents an hour in wages and improved hours, vacation, and meal relief. In December of the following year, an arbitration victory netted 15 cents an hour more.

Today, Locals 208 and 212 represent workers in Columbus, Ohio.

NEW JERSEY

Bus workers at Manhattan Transit and Westwood Coach in New Jersey abandoned their company unions in November, 1941 to enroll in the rapidly growing ranks of TWU. They were soon joined by their cohorts at Orange and Black and Mohawk Coach Lines. Contracts were negotiated for these three groups.

Orange and Black negotiators successfully reached agreements, but a 10-day strike was necessary in December, 1945 to secure a 14-cent-an-hour increase and time-and-a-half after eight hours in a day, with a nine hour guarantee for Manhattan Transit, Westwood Transportation, and Mohawk Coach Workers.

The O & B workers added a 15.8 percent boost in Jan. 1946, and bus men at the other three lines got 16 cents more to \$1.28 an hour on Jan. 1, 1947. Gray Line employees, who had just joined Local 225, went to \$1.25 an hour in the same month.

Local 225 representation had expanded to seven companies by January 1, 1949, when wages were boosted by 15.1 cents an hour, and holidays, vacations, and benefits were also improved. The following year O & B and Gray Line had to be struck to win small pay increases, extra men's guarantee, and better vacations. The Manhattan and Westwood members were later granted the same gains.

Today, Local 225 has four separate branches and represents bus and transit workers and employees of several municipalities in New Jersey.



REAPING GAINS IN OMAHA

When TWU first came on the property of the Omaha Transit Company in 1941, Operators there earned a measly 56 cents an hour. They had no paid vacation or holidays with pay, no protections if illness or injury struck, and the pension plan was not up to TWU standards.

The first contract was ratified on Nov. 28, 1941 and provided pay increases of 11.6 to 13.5 percent and secured other valued improvements.

The union made substantial gains in

each contract over the next 10 years. But those improvements were then endangered when Omaha Transit merged with the nearby Council Bluffs Iowa transit company, and tried to weaken the union's effectiveness by splitting the workers.

But Local 223 rose to the occasion by conducting a hard-hitting organizing and education effort among the Council Bluffs workers. It paid off with a smashing TWU NLRB election victory. A new contract covering the recently merged work force secured the highest pay rates in this Midwest region.

Today, Local 223 continues to represent transit workers in Omaha.

Previous issues of the Express reported on stimulus-created job growth at TWU Railroad properties, including the venerable Beech Grove facility in Indiana. This article takes a look at stimulus benefits for one Transit Division affiliate, Local 208 in Columbus, Ohio. In future issues, the Express will report on how the government program is helping TWU members at other properties.

COLUMBUS

restoration

Stimulus Funds Aid Local 208 After Major Bus Depot Reopens

Ever since President Obama signed H.R. 1, the American Recovery and Reinvestment Act (ARRA) on February 17, 2009, the benefits of this legislation have slowly been arriving in the towns and cities where TWU members live and work.

TWU Administrative Vice President Susan Resch, the union's Transit Division Director, is pleased that the government money is "aiding our members, working men and women who need a boost during these difficult economic times."

Local 208 in Columbus, Ohio has been an early beneficiary of the stimulus funding, which has added or preserved scores of jobs. The public has also gained from improved service.

According to Ken Rawls, who has been serving as Acting President of Local 208, the government money allowed COTA, the

local transit agency, to completely refurbish a closed depot and return it to 24-7 service. The rededication of the Fields Avenue facility was a major event, drawing U.S. Secretary of Transportation Ray LaHood, Ohio Governor Ted Strickland, Mayor Michael Coleman and other dignitaries.

According to Rawls, the other major depot, McKinley Avenue, also operates around the clock, but only five days a week, so getting the Fields Avenue facility back was a major boost for the transit system. The newly renovated bus storage and maintenance facility occupies a 275,130-sf building. The facility accommodates 180 coaches, 12 vehicle maintenance bays and two bus washes. Two of the three phases of the project were completed in September of 2009, with the remainder scheduled by the end of the year.

Rawls estimates that reopening Fields Avenue, which was closed for four years, has

already added 20 jobs for Bus Maintainers and 50 for Operators, with possibly more on the way as COTA expands service.

Local 212 members in Columbus are also benefitting from stimulus funds as the city has opened a new paratransit center. Local 212 represents the drivers, but TWU hopes to convince management to bring maintenance work, currently contracted-out, back in shop.

International Administrative Vice President Hubert Snead, COPE Director and a former Local 208 President, was impressed with the makeover of the Fields Avenue facility and predicted it would benefit TWU members and the community for years to come.

"It underlined for me the importance of our COPE contributions," he said. "Those dollars and the lobbying we do ensure that the politicians take the kind of actions that will create and preserve jobs, as well as make life better for those who rely on public transportation."



Shown from left: Local 208 Recording Secretary Tim Demoss, Local 208 Vice President Kenny Rawls and Congresswoman Mary Jo Kilroy

Continued from page 5

There are a whole host of issues that affect us both," said Resch. "There are a lot of single parents, whether male or female. And everyone is interested in health care and getting updates on the issue; the WWC is a great place for us to share our individual stories and to network and be resources to each other."

RECOGNIZING WOMEN LEADERS

Recently, Local 100 held its 6th annual women's conference where Burleson, Resch and Spinowitz were recognized for their outstanding accomplishments: Resch is the first-ever female Int'l Admin. VP and Director of Transit of TWU; Burleson serves as both the head of TWU's Civil and Human Rights Department and the Women's Committee, and Spinowitz has served as president of TWU Local 101 for 23 years, making her the union's longest serving local president.

In early October the ATD Working Women's Committee met at the ATD headquarters for its third meeting of the year. At the meeting Local 513's Angi Tucker was elected Chair, Local 555's Margaret Sadler was elected Co-chair and Local 575's Diana Thomas was

elected Secretary (shown in the photo on page 3).

Transit Division officers are: Chair, Local 171 President Delisa Brown and Secretary, Local 234 VP Allison Cooper.

Also, at the recent Coalition of Union Women (CLUW) Sandra Burleson was elected a Vice President, Sue Resch was elected to the executive board and Sharon Polk was elected an E-Board alternate. The women of the WC urge all TWU brothers and sisters to get involved with the Committees and to become members of CLUW.

For more information go to www.CLUW.org.

Members of Local 100's WWC, joined by Resch (front row, left), Burleson (front row, second from left) and Spinowitz (behind Burleson).



TOP THAT!

Friendly Local 556 Rivalry Benefits the COPE Fund

When three local activists engage in a friendly rivalry with their contributions to COPE, the union's political fund, the big winner is TWU's legislative agenda, which is likely to enjoy a better reception in Congress.

The Local 556 officers, representing Southwest Airlines Flight Attendants, have recently taken the lead in their COPE contributions. President Thom McDaniel, Stewards Don Shipman (Chicago) and Steven Romero (Baltimore) have engaged in a friendly "bidding war" and stepped up to the plate financially to sign up for monthly contributions far beyond their previous levels — above \$100 per month. Here are what these three COPE heroes have to say about their decision to donate such a significant portion of their paychecks to COPE:

Thom McDaniel: "I began contributing \$1.00 per month to COPE in 1996 when a Union Officer explained to me how important it was to elect politicians who would support working people. He explained that TWU can not use dues money, but that if we each contributed a little we could make a difference."

"...we need to continue to elect strong labor friendly leaders to protect what we have worked so hard for."

Local 556
President
Thom McDaniel



Although he steadily increased his contributions over the years, the huge problems facing working people convinced McDaniel to up his contribution at the TWU Convention this fall. "When I found out what the highest contribution was, I filled out a card for \$5.00 more. I should have known that Don and Steven would one-up me and I'm glad they did. I owe my great job and great contract to my Union, but we need to continue to elect strong labor friendly leaders to protect what we have worked so hard for."

"I believe strongly in COPE's purpose to educate and support candidates who will vote for working families..."

Local 556 Steward
Steven Romero



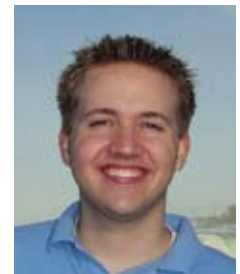
Steven Romero: "My decision to contribute more to TWU's Committee on Political Education (COPE) was an easy one. When my friend and mentor, (Political Field Service Assistant) Gwen Dunivent, proudly announced recently at a COPE meeting that our Local had the highest contributors to the COPE fund, I knew I wasn't among them. It was then that I decided to join the friendly and ongoing rivalry between fellow TWU members, Thom and Don. I believe strongly in COPE's purpose to educate and support candidates who will vote for working families and I know that since we cannot use

our dues money, we have to contribute to COPE if we want to have a voice."

Don Shipman: "I have always been politically active and observed how our lawmakers at the State and Federal level can impact our lives at work and at home. Most importantly, I want a way to hold these elected officials accountable for

"I know that our COPE dollars not only help elect the right people, but also help guarantee us a voice after the election."

Local 556 Steward
Don Shipman



their votes and their voices — after the election is over. I know that our COPE dollars not only help elect the right people, but also help guarantee us a voice after the election. I think it is great that Thom and Steven are willing to engage with me in a competition for such a worthy cause."

No one is happier with the Local 556 rivalry than COPE Director Hubert Snead, who'd like to see more members up their contributions. "So how about it TWU?" he asks. "Is there a Local out there that is ready to bump Local 556 from the top spot and raise those COPE contributions? Thom, Steven and Don are certainly all COPE heroes, but the sky is the limit on your COPE donations, so go to www.twu.org, click on the Legislative tab, and then click on COPE to raise your donation today."

“WHEN WE FIGHT, WE WIN”

STRIKE

ENDS IN

VICTORY

**LOCAL 234 MEMBERS
OVERWHELMINGLY
APPROVED A NEW
FIVE-YEAR CONTRACT**

**with the Southeastern
Pennsylvania Transportation
Authority (SEPTA) on
Nov. 20, two weeks after
a tentative agreement
ended their six-day strike.**



TWU's Philadelphia Local shut down the city's transportation system after months of extended deadlines and little progress forced Local 234 to strike in the middle of the night in early November. The tactic resulted in a solid contract that provides an 11.5% raise over five years with a \$1,250 signing bonus; the right for the union to select which contract grievances go to arbitration and in what order – a win that will help to eliminate the discrimination caused by lack of “picking” rights (the right for employees to choose their equipment and job placement based on seniority); the prevention of the authority to place the burden of health care benefit tax on the backs of workers and the ability to maintain the existing dental plan, among other provisions.

SEPTA attempted to use the country's recession as an excuse to give little in the new contract and ask for a lot in return by proposing to cut members' wages and pensions significantly. Local 234 President Willie Brown would not stand



Opposite page: Local 234 members Juan Barrow, James Morris, Anthony Paigy picket during the strike. Right top: Local 234 President Willie Brown addresses the media during a press conference; Right middle: a SEPTA bus the day before the strike was called; Bottom: Local 234 members picketing outside of the Woodland maintenance facility.

for this, especially because the authority has been operating at record-high levels. "Ridership and revenue levels are the highest the authority has seen in years putting them in a position to really work with us, but they just would not budge," said TWU Administrative Assistant to the Int'l President and former Local 234 President Jeffrey L. Brooks, Sr.

Another key issue in the negotiations was a provision the authority proposed that would make workers responsible for tax on benefits passed in health care legislation. This issue was resolved when TWU negotiators referred the provision to the Joint Labor Management Cost Containment Committee. "Meaning that if the union and management can't come to an agreement, then the provision is resolved in committee," said Brooks.

The Local held its strike authorization vote on Oct. 25, where members unanimously voted to strike. The strike was planned for 12:01 a.m. on Oct. 31 when the World Series games would be played at Philadelphia's Citizen's Bank Park. Late on Oct. 30 Pennsylvania's Gov. Ed Rendell pleaded with Brown not to strike and promised to mediate between the two parties.

Continued on next page.





**THE STRIKE WAS
SOMETHING I HAD TO DO,**
not something I wanted to do to inconvenience anybody.

Another key issue that led to the last resort of a strike was a question over an audit of the authority's pension funds. SEPTA has always underfunded its workers' pensions and, in the proposed contract, was asking them to contribute more for less in return.

While reviewing SEPTA's predicted costs for the provisions in the contract, the Local noticed that responsible and honest management of the funds was in question. When asked to allow a forensic audit of the pensions the authority refused and told Brown, "take (the contract) or leave it."

Brown could not accept that contract so several hours later, at 3 a.m. on Tuesday, Nov. 3, all of Local 234's City, Frontier and Suburban division members went on strike. The rank and file held down the picket lines as the negotiating team battled with SEPTA over the right to a fair and equitable contract.

"The strike was something I had to do, not something I wanted to do to inconvenience anybody," said Brown. "It is our only tool of survival, and it was effective in the end."

The tactic was also a way for the Local to fight for other city unions whose contracts would expire soon and who the local government wanted to force to accept zero percent raises. "If we didn't take zeros, they'd have a hard time giving others that," said Brown. We were the first, so they figured if they make us take it they'll make everyone else take it too," but SEPTA is in much better financial condition than the city.

Local 234 members and leadership remained steadfast and refused to take a poor deal. "They say cut backs, we say fight back," became a regular chant at picket locations around the city.

On Nov. 9, Local 234 negotiators reached a tentative agreement with SEPTA, ending the six-day strike, and members overwhelmingly ratified the contract on Nov. 20.

Read more about the strike and the contracts for each transit division at www.twu.org/International/transit.



TIME TO STAND UP

by COPE
Director
Hubert Snead

When I was young my Dad always told me to “Stand up for what you believe in.” That was good advice then, and equally good now. We in the labor movement need to heed those words and speak up on the issues that directly affect our lives.

Fortunately, our COPE contributions give us a way to speak up loud and clear. Maybe our political friends are not hearing us, or maybe they just aren’t listening. The voters (us) have spoken loud and clear on the need for mass transit. This last election saw voters pass pro-transit ballot initiatives in Colorado, Michigan and Maine, while defeating one anti-transit measure in Ohio on November 3. Taking into account the successful passage of two additional transit-related initiatives earlier in the year, the support for public transportation ballot initiatives in 2009 was overwhelming.

At a time when unemployment is high and economic uncertainty is foremost in people’s minds, you might not expect people to vote to tax themselves for better public transit services. But they did time after time when given a choice at the ballot box. The fact that a majority of transit-related ballot initiatives passed means that people recognize the value of public transportation.

We need to remember that using public transportation has many benefits, not the least of which is the benefit for our environment. For us in the labor movement, the main benefit is that public transportation creates jobs, good union jobs that provide a higher quality of life.

So, listen Congress, pass the bill, or we will speak louder. And we will speak louder by increasing our political donations to the TWU COPE program so we can support those already in Congress who listen to us, as well as help elect

VOTERS HAVE SPOKEN **LOUD AND CLEAR** ON THE NEED FOR MASS TRANSIT

These votes for public transportation make it clear that the public wants more public transportation service and is willing to pay for it. And for us in the labor movement that means more jobs, good paying union jobs.

While the public has spoken by passing these ballot initiatives, Congress has still not passed the operating assistance bill, HR 2746, which is still in committee. Listen to us Congress: Pass the bill!

those who want to go to Congress who will listen to us.

We cannot do this without your help. We need you to give to COPE if you are not already contributing. If you already contribute, we need you to increase that COPE donation by at least a dollar a month.

We need your help now, so that we can make sure our voices are heard as we stand up for what we believe in.

Join COPE for a Better Future.



Willie James

WILLIE JAMES

Willie James, the first African American president of TWU Local 100, passed away on Oct. 30 at the age of 73.

Willie James was a pioneer in many regards and will be remembered as such," said TWU Local 100 President Roger Toussaint. "The entire Local 100 membership mourns his passing."

Then Secretary-Treasurer of the Local, he was appointed President by the Executive Board in 1996. He was subsequently elected to that office and served in it through December 2000.

James was raised in Harlem by a working mother and served in the military and as a police officer before hiring on in 1967 as a Bus Operator at the Manhattan and Bronx Surface Transportation Operating Authority.

Before becoming Secretary-Treasurer and President, he held several other Local offices. As Director of Training and Upgrade, he saw the first two women members advance from the title of Cleaner to Bus Maintainer.

He also served at various times on the Board of Directors of the Municipal Credit Union, where he was Acting Chairman and Chairman from 2007 to 2009, the Executive Board of the NAACP, and as Deacon at Mount Harmon Baptist Church. He was also a founding member of the Society of African American Transit Employees.

His wife Rosabelle passed away in 2005. James is survived by his children, Daisy Moyd and Charles James, his three grandsons, eleven great grandchildren, three great great grandchildren, his sister Janet Surrency Monroe, and the 38,000 members of his Union.



From left: International Rep. Jerome Lafragola, TBAs Cravello, Mosby, Cohen, and TBA Chairman Joseph Natole.

LOCAL 1400 Tunnel & Bridge Agents Rack Up 'Green Cross' Awards

Since 1973 thousands of firefighters and rescue workers have received the prestigious Green Cross award. This award is a symbol of recognition for those who have used Hurst Jaws of Life tools to extricate trapped drivers in motor vehicle accidents. At the Port Authority of New York and New Jersey's Lincoln Tunnel, Holland Tunnel, and George Washington Bridge, 75 awards have been issued to Tunnel and Bridge Agents who are members of TWU

Local 1400.

On October 21, the union's Tunnel and Bridge Agents were saluted for receiving multiple awards. Pictured at the George Washington Bridge are TBAs with 15 or more Green Cross awards. They are Howard Cohen (GWB), Richard Cravello (Lincoln Tunnel) and Troy Mosby (GWB). TBAs Kenneth Zimmer (Lincoln Tunnel) and Moises Gomez (GWB) were similarly honored but not available for the photo.

AMERICAN AIRLINES Closes MCI Maintenance Base

American Airline's maintenance operations in Kansas City, Detroit, the Twin Cities and San Jose will be closing over the next year. The ongoing and unrelenting pressure created by economic uncertainty, instability, unpredictable revenue streams and overcapacity has contributed to an overall industry contraction. The lingering effect of frequent mismanagement and a deregulated environment combined with cutthroat domestic and international competition has led to the disheartening turmoil that has now affected TWU members at the Kansas City maintenance base and their families.

"The men and women impacted by this

closing are of the highest caliber, consistently meeting or exceeding expectations while responding to every challenge," said ATD Director John M. Conley. "We know this decision by AMR is completely unrelated to the quality, skill, work ethic and professional behavior exhibited by those affected - performance is not the question."

The TWU has worked closely with AMR in recent years, even before the current recession, to market our facilities to other airlines and to find new ways to boost productivity. However, TWU efforts to save jobs have been hindered by the decline in travel over the past year. The TWU does not expect the base to close until late 2010 and remains hopeful that industry conditions will improve and allow many of our members to find work elsewhere in the company.

LOCAL 542 Dispatchers Sign Contract

After 8 months of intense negotiations with Horizon Airlines, Local 542 Dispatchers and the company reached an agreement. The new contract was ratified and signed on September 25, 2009. The agreement is two years in duration and covers 16 members working at Horizon's Flight Control Center in Portland, Oregon.

Standing from left: TWU International Representative Gary Shults and International Vice President and ATD Director John M. Conley. Seated from left: Lee Wilson, Horizon Airlines; Art Thomas, Horizon Airlines; John Plowman, President Local 542; and Bill Buta, TWU Section Chairman for Local 542 at Horizon Airlines.

TWU STATE CONFERENCES Continue to Spread

TWU's State Conferences continue to spread across the nation, with three recent successful Conferences in Nevada/Arizona in late October, Ohio in late November and Georgia in early December.

The Ohio State Conference was held at Local 208's Union Hall in Columbus, Ohio with participation from all TWU Locals located in the area, and largely addressed the issue of how high-speed rail stimulus money was going to be allocated in the area. Along with Ohio State Rep. Robert Hagan, COPE Director Hubert Snead, COPE Political Field



Assistant Terry Daniels and Acting President of Local 208 Kenny Rawls attended the Ohio Rail Development Commission and met with the Ohio Department of Transportation. Sec. Treasurer of Local 2019 Greg Petkosh represented his Local and President of the Local Fred Fink. Also during the Conference Snead presented Carol Perkins (photo above), President of the Columbus County Board of Education with a check for \$1,000 to support her campaign.



Daniels, who is the Chairman of the Ohio State Conference, explained, "The state conferences really give us a great opportunity to make ties to communities and to go into states and cities and lobby on behalf of members and work with legislators to make decisions that favor Labor and working families."

The first Nevada-Arizona State Conference was held in Las Vegas at the Gaming Division Office on Oct. 27, hosted by Director of the TWU Gaming Division Joe Carbon and Int'l Organizer Steve Roberts. Locals 502, 555, 556 and 721 were represented and COPE Political Field Assistant Gwen Dunivent and Legislative and Political Rep. Alex Garcia chaired the meeting and explained the State Conference program vision to build relationships with local legislators and the community in order to promote legislation that is favorable for working families. All participants were very enthusiastic and discussions focused on the up-coming elections in 2010 and each Local's particular political challenges.

See the next issue of the *Express* for information on the Georgia State Conference held in mid-December.

Top photo, from left: Bryan Orozco, Local 556; Glenn Cervanek, Local 502; Kanie Kastroll, Local 721; Mike Davis, Local 555; Sharon Polk, Local 502; Legislative & Political Rep. Alex Garcia; Todd Towns, Local 555; Field Asst. Gwen Dunivent; Darryl Daoang, Local 556; Int'l Organizer Steve Roberts; Gaming Director Joe Carbon. Left photo, from left: Snead, Perkins, Acting President of Local 208 Kenny Rawls and COPE Political Field Assistant Terry Daniels.

TWU LOCAL 225 BRANCH 4 SCORES BIG VICTORY

TWU Local 225 Branch 4 mobilized its membership to trounce a raid of TWU's Brick Township New Jersey schools unit in the middle of delicate contract negotiations. Members turned back this attempt by a renegade group to disrupt negotiations by an overwhelming 85% vote with nearly all members voting.

Transit Director and Administrative Vice President Susan Resch, a former Brick municipal employee, complimented Local 225 Branch 4's President Chris Mikkelson and his teams quick response in mobilizing his membership and Local activists to beat back the hostile takeover.

A number of rallies and meetings were held in Brick where various TWU and labor representatives spoke. "We have been here for almost 40 years negotiating strong contracts, said Resch, and clearly our members understand that the TWU provides the best representation." TWU International President Jim Little added, "The TWU appreciates the loyalty and support that the Local 225 membership vote spoke to; as well as their mandate entrusting us with the ability to continue to provide them with strong contracts in the future."

President Mikkelson thanked the volunteer core of members and retirees who made the landslide victory possible: "It couldn't happen without the tireless work of our volunteers who went door-to-door and made phone calls."

That volunteer group included Sec'y Treas. Joyce Kramer, Rec. Secretary Margaret Reddan, VP Scott Sargent, Brick Chair and E-Board Member Lisa Hand, Sue Carbone, Kathy Bennett, Bobbie O'Brien, Maureen Bresee, Diana DesJardins, Pete DeRosa, Ann Morgan, Claire Gianettino, Hank Sneyers, Tom and Ann Fiorentino, Ann Morgan, Gloria Dykes, Dale Cali, Celina Suckiel, Holly Miller, Joe Ernst, Kenneth Estelle, Robert Gianettino, John Gianettino, Annmarie Hubert, Arthur Johnson John Mills and Diane Nase.

LOCAL 241 Turkey Give-Away to All Members



For its 20th year in a row, Local 241 sponsored its annual holiday turkey give-away to all of its 800 members this Thanksgiving. Pictured are members and Local officers who helped with the distribution, including President Enso Rodriguez, Treasurer Dino Centrone, Vice President Sebastian DePalma, and Board Members Juan Diaz and Steve Jones.

Local 225 Branch 4 members at a pension rally over the summer.





ATD ASST. DIRECTOR GLESS CONGRESSIONAL TESTIMONY

On Nov. 18, 2009, Assistant Director of the Air Transport Division Robert Gless, testified before the Subcommittee on Transportation Security and Infrastructure Protection of the Committee on Homeland Security. The hearing included testimony specifically addressing the problems with security risks at foreign repair stations.

Gless, a certified Aviation Maintenance Technician himself, laid out his concerns for the subcommittee saying, "There are three major concerns that we have with regard to repair work performed at foreign aircraft repair stations. First, we have long held that our belief is that the same standards should be applied to repair work being performed on U.S. bound aircraft regardless if the work is done in the U.S. or abroad. Second, the loss of thousands of American jobs to outsourced foreign repair mechanics further weakens our U.S. economic security. And finally, we have a concern regarding security breaches within and around the perimeters of facilities, which can lead to sabotage.

Gless offered the subcommittee four major recommendations:

1. Require that all maintenance on aircraft used in domestic U.S. service be done in FAA-certified repair facilities.
2. Require, as a condition of FAA certification, that all repair stations meet the same standards. This would include, but not be limited to, drug and alcohol testing and Part 65 aircraft mechanic certification.
3. Reconfigure FAA inspection and oversight to place the greatest scrutiny on those repair stations whose audits determine they pose the greatest risk to safety and security.
4. Require, as a condition of FAA-certification, that all repair stations be subject to unannounced FAA inspections. The FAA shall be prohibited from certifying any repair station in any country that prohibits unannounced inspections and shall immediately revoke any existing certifications in such countries.

Watch Gless' whole testimony and read the speech on www.twu.org/international/air.

LOCAL 100 Holds Widows & Orphans Gala

More than 200 guests gathered for the annual Local 100 Widows & Orphans Gala on November 18, including Int'l President James C. Little and Administrative Assistant to the Int'l President Jeffrey L. Brooks Sr.

"We are here not to mourn, but to celebrate the lives of these very special individuals, our Brothers and Sisters who lost their lives while doing their duty," Acting President Curtis Tate told the crowd at the Embassy Suites hotel in Lower Manhattan.

The evening's celebration, which included a dinner and dancing, honored family members of fallen Brothers and Sisters, four of whom took the opportunity to express their appreciation of the support they received from Local 100's Widows & Orphans Fund.

In addition, the evening honored four prominent figures who have contributed to social justice and befriended TWU Local 100: former deputy mayor Bill Lynch, A. Philip Randolph Institute president Clayola Brown, and Member of Congress Charles Rangel.

Honored guests at the event included New York City Comptroller Bill Thompson, Public Advocate-elect Bill de Blasio and Comptroller-elect John Liu.

The TWU Local 100 Widows and Orphans Fund assists the families of those we have lost on the job. It is supported by the contributions of Local 100 members and friends. It incurs no administrative costs; every penny goes to aiding widows and dependents.

From Left: Admin Asst to the Int'l President Jeff Brooks, NYC Comptroller Bill Thompson, Int'l President Jim Little, Local 100 Administrative VP Barry Roberts.



Shown in photo from left: Secretary Treasurer Anthony Celeste, Executive VP Richard Ventola, Recording Secretary Andrew Sydor, President Karen Fleming, Executive Board members Mensan Kinvi, Max Carames, Todd McGue, and Int'l Rep. Jerome Lafragola

225 Swears In NEW OFFICERS

International Representative Jerome Lafragola swore in Local 225's new officers on Oct. 1, 2009. The Local represents bus company workers in New Jersey.



NEW LOCAL 222 Officers Sworn-in

International Representative Carl Martin (left) administers oath of office to newly-elected officers of Local 222, who are employees of RailCrew Express in Nebraska. The swearing-in ceremony was conducted during training session for elected and appointed officers and stewards coordinated by TWU's Education and Research Department with help from the University of Nebraska's Institute for Labor Studies. Omaha Local 223 President Joe Boncordero also lent an assist.

In front from left are Vickey Cox (Section Chair Lincoln), John Snelling (Steward Lincoln), Jo Feller (Recording Secretary Lincoln), Kate Staab (Section Chair Bridgeport), and Sheila James (Steward Lincoln). In middle at left are Local 222 President Dan Telford (partially obscured) and Secretary Treasurer Jenifer Staab. Back Row: Clyde Gray (Steward Ravenna), Roger Ahlers (Steward Fremont), Vice President Rod Hashberger, Jason Jones (Steward Lincoln), Jan Thompson (Section Chair Kearney), Jay Murphy (Section Chair Ravenna), Tami Craig (Steward Lincoln) and Tony Scott (Steward Fremont).



Local 514 VMO participants and Organizer Linda Dill (left, front row)

THIRD VMO TRAINING Held at Local 514

The Volunteer Member Organizing training program held its third class recently at Local 514 in Tulsa, Oklahoma. The day was a great success with more than 30 participants. At the training sessions, participants learn about basic union organizing: how to approach workers about unions, how to identify targets for TWU and situations where locals may be losing work to non-union companies, how to home visit potential union members and the basic laws of worker's rights.

"You guys have re-motivated me, re-reminded me and rejuvenated me," said training participant Marco Enriquez. "It brings it back to me that if I don't stay engaged, if you don't stay engaged, if we all don't stay engaged then who's going to do all the work that needs to be done for our union?"

The program builds member engagement and teaches members how to strengthen the union through organizing, help their communities and make a difference in the lives of working people who need help becoming union.

"We are on a great movement here with training and reminding our members it is time to take ownership of their union and be a part of the solution," said Organizer Linda Dill who runs the training sessions along with Organizing Director Frank McCann.

Become a VMO and strengthen your local and your union. To learn more about becoming a VMO and to find out about upcoming sessions visit www.twu.org/International/vmo or call 1-888-JOIN-TWU.

Local 260 **PLAYS BALL** for Breast Cancer

The First Transit Bus Company held a Softball Tournament in Houston, Texas on Nov. 7 with proceeds going to Breast Cancer Research. TWU Local 260 had a number of members participating in the tournament.

Mary Simon and Loretta Sancho, members of the Local 260 Women's Committee, participated on the Fallbrook #1 team. In recognition of breast cancer awareness, the sisters wore pink baseball hats with their teams' initials on them. The Local 260 Brothers that were on the Fallbrook #1 team were Andre Gatewood, Orlando Campos, Chris Gafford, Eric Andrews and Gary Hatton.

The Fallbrook #1 team members not only partici-

pated for a good cause, they were also the winners of the tournament. There were sixteen teams that participated in the Charity Softball Tournament.

First row from left: Andrew Gatewood, Loretta Sancho, Ketha Janes, Mary Simon, Gary Hatton. Back row from left: William Gatewood, Ronald Marshall, Orlando Campos, Keith Briggs, Chris Gafford, Ray Sowell, Rick Carter, Eric Andrew, Pettis Jones



LOCAL 241 OFFICERS SWORN IN

Local 241's new officers took their oath of office on December 1, 2009.

From left: International Representative Jerome Lafragola, President Enso Rodriguez, Juan Diaz, Treasurer Dino Centrone, Stafford Williams, Vice President Sebastian DePalma, Louis Ventura, Steve Jones, and Angel Rosario.



RIDERS SHOW THEIR SUPPORT

Bus riders in Carmel, New York held a protest in support of two unjustly terminated bus drivers from the First Transit bus company: TWU Local 227 President Tony Aramondo and Vice President Rich Demelio. The union believes that the company fired the two drivers several weeks ago because of their current union positions. At the protest it was clear the two drivers have served their community and their riders with professionalism and courtesy. Signs read, "Give us the best back," and "Ridership wants the two best, safe and polite drivers back and soon." Local 227 members also support their elected officials.

While this injustice continues, Aramondo and Demelio continue to serve in their respective roles as President and Vice President of their Local. The TWU and its attorneys are fighting vigorously on all fronts to get the two quality drivers back to work.

First Transit bus riders express their outrage at the unjust termination of two of their favorite drivers.

TWU OF AMERICA, AFL-CIO, AGENCY FEE POLICY

This amended "AGENCY FEE POLICY" was originally adopted by the TWU International Administrative Committee on Nov. 1, 1991 and further endorsed on Sept. 1996, Nov. 30, 1996 and Nov. 1998.

1. Any TWU represented nonmember employee, whether publicly or privately employed who is subject to a union security clause conditioning continued employment on the payment of dues or fees, has the right to become an objector to expenditures not related to collective bargaining, contract administration, grievance adjustment or other chargeable expenditures. A current TWU member who chooses to become an objector, must assume nonmember status prior to filing an objection through these procedures. An objector's fees shall be calculated in accordance with this Policy.

2. To become an objector, a TWU represented nonmember employee shall notify the International Secretary Treasurer in writing of his individual objection by mail postmarked during the month of January each year. A copy of this notice should also be mailed to the Local Union. Such employees desiring to object, but who were unable to make timely objection because they were not subject to a TWU union security clause as of January, must make an objection within thirty (30) days after becoming subject to union security obligations and receiving notice of these procedures. The objection shall be signed and shall contain the objector's current home address and TWU Local Union number, if known. Objections will only be granted if the document signed by a given individual who is a represented non member employee makes clear that individual's intent to become an objector.

a. Notwithstanding anything to the contrary in #2 above, any member who resigns from membership during the course of the year shall have 30 days in which he may elect to become an objector by utilizing the procedures set forth in #2 above. Any such employee wishing to continue his objection in the next calendar year shall provide notice of objection in the subsequent January in the same manner.

3. The following categories of expenditure are chargeable to the extent permitted by law.

a. All expenses concerning the negotiation of agreements, practices and working conditions.

b. All expenses concerning the administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration, and discussion with employees in the bargaining unit or employer representatives regarding working conditions, benefits and contract rights.

c. Convention expenses and other normal Union internal governance and management expenses.

d. Social activities and Union business meeting expenses.

e. Publication, expenses to the extent coverage is related to chargeable activities.

f. Expenses of litigation before the courts and administrative agencies related to contract administration, collective bargaining rights and internal governance.

g. Expenses for legislative, executive branch and administrative agency representation on legislative and regulatory matters closely related to the negotiation or administration of contracts and working conditions.

h. All expenses for the education and training of members, officers and staff intended to prepare the participants to better perform chargeable activities.

i. Other costs of group cohesion and economic action, e.g., demonstrations, general strike activity, informational picketing, etc.

j. An appropriate portion of overhead and administrative expenses.

4. Each December in the EXPRESS, the International Union shall publish these policies and procedures to provide notice to TWU represented employees of their right to object and the procedures for objecting. The International shall also send a copy of these policies and procedures to each person who objected the previous year to inform the person of his or her right to renew the objection for the current year.

5. The International shall retain an independent auditor who shall submit an annual report for the purpose of verifying the percentage of expenditures that fall within the categories specified in paragraph 3 above. Similarly, if the Local Union has adopted these procedures for application to its total fees, the Local Union shall arrange for the audit of the records of the Local Union which will enable the Local Union to verify annually the percentage of the Local's total expenditures other than the International per capita tax that is chargeable to objectors.

6. The fees paid by objectors shall be handled as follows:

a. Objectors who pay fees by hand shall pay an amount less the percentage of dues, both International and Local, ascribed by the audit (described in #5 above) to nonchargeable activities. The balance shall be placed in an interest bearing escrow account.

The Local shall place its share of the fee in such an account, and forward the objector's share of per capita fee to the International, which shall place said fee in an interest bearing account.

b. Objectors who are paying fees by check-off shall continue to have a fee equal to full Union dues checked off by the employer and transmitted to the Union. The Local shall place its share of the fee in an interest bearing escrow account; the International shall do the same.

c. Following completion of the audit (described in #5 above) for a given year, both the Local and the International shall rebate to each given objector an amount equal to such fees held by the Unions in escrow which were ascribed by the audit to non-chargeable activities (said amount shall be zero for a hand fee payer, if the year's percentage of non-chargeable activities does not exceed the prior year's).

d. If an objector does not challenge the validity of the audit pursuant to #8 below within the allotted time, the fees still held in escrow shall become the property of the appropriate Local Union or the International. If a challenge is filed, the fees held in escrow shall continue to be so held until the challenge is resolved in accord with the procedures referred to below, at which time the fees shall be distributed in accord with said resolution.

e. Objectors filing objections in January of 1992, in addition to paying fees in the manner set forth above, shall receive rebates from the International and their Local Union for the year 1991, based upon the audits (see #5 above) for the fiscal years ending in 1991, as they may be modified by the procedures set forth below.

7. The report(s) of the independent auditor(s) for both the International and Locals shall be completed as soon as possible after the end of the fiscal year. The report(s) shall include verification of the major categories of Union expenses attributable to chargeable and non-chargeable activities. The results of the audit(s) for the International and Locals which have completed them shall be published in the EXPRESS in the first issue following completion of the International's audit. Other results shall be similarly published as soon as they are available. Both the International and the Locals shall provide to all nonmember employees who are represented a copy of their auditor(s) report(s).

8. In the absence of an exclusive statutory review procedure, each objector may challenge the legal and arithmetical bases of the calculations contained in the independent auditor report(s) by filing an appeal with the International Secretary-Treasurer, together with notice to his Local Union. Nonmember challengers in bargaining units covered by the National Labor Relations Act shall also have the right to seek a determination of any issues relating to these procedures by invoking the jurisdiction of the National Labor Relations Board. If such a challenger chooses not to invoke the Board's jurisdiction, or if the Board defers to these appeal procedures, the nonmember challenger's appeal shall be filed exclusively with the International Secretary-Treasurer postmarked no later than thirty (30) days after the later of the following two dates: the date the International Secretary-Treasurer has forwarded a letter to the challenger acknowledging receipt of the challenge or the date the National Labor Relations Board affirmatively declines to assert its reviewing jurisdiction.

9. Except where State law provides, an exclusive statutory review procedure or when a challenger proceeds before the National Labor Relations Board, as set forth in paragraph 8, all such challenges received by the Union within the time limits specified above shall be determined by expeditious referral to an impartial arbitrator appointed by the American Arbitration Association ("AAA") under its rules for impartial determination of Union fees as modified and approved by the courts and these procedures. The International Union will notify the AAA that challenges of its fees, which have been received from one or more individual employees, are to be determined by an impartial arbitrator and will include the names and addresses of the individuals who have filed their appeals challenging the Union's fees and who should be notified of the proceedings. Thereupon, in accordance with its rules, the AAA will appoint the arbitrator to the case, notifying the Union and the other participants.

a. All appeals shall be consolidated and heard as soon as the AAA can schedule the arbitration. All procedures challenging the International's fee determinations shall take place in New York City, and the parties shall be the appellants and the International. All other procedures (i.e., fee determinations of Locals) shall be at a location selected by the AAA to be the most convenient for those involved in the proceeding; the parties shall be the Local Union and the appellants.

b. Each party to the arbitration shall bear their own costs. The challengers shall have the option of paying a pro rate portion of the arbitrator's fees and expenses. The balance of such fees and expenses shall be paid by the Union party to the proceeding.

c. Challengers may, at their expense, be represented by counsel or other representative of choice. Challengers need not appear at the hearing and shall be permitted to file written statements with the arbitrator instead of appearing. Such statements shall be filed no later than the beginning of the hearing before the arbitrator. Post-hearing statements may be filed in accordance with the provisions of paragraph 9 (g) below.

d. Fourteen (14) days prior to the start of the arbitration, challengers shall be provided with copies of all exhibits or a list of all such exhibits intended to be introduced at the arbitration by the Union party and a list of all witnesses the Union party intends to call, except for exhibits and witnesses the Union party may introduce for rebuttal. Where a list of exhibits has been provided the challenger shall have a right to receive copies of such exhibits by making a written request for them to the International Secretary-Treasurer (where the International is the Union party) or to the Local's Financial Secretary-Treasurer (where the Local is the Union party). Additionally copies of all exhibits shall be available for inspection and copying at the hearing.

e. A court reporter shall make a transcript of all proceedings before the arbitrator. This transcript shall be the only official record of the proceedings and may be purchased by the challengers. If challengers do not purchase a copy of the transcript, a copy shall be available for purposes of inspection at the Union party's headquarters during normal business hours.

f. The arbitrator shall have control over all procedural matters affecting the arbitration in order to fulfill the dual needs of an informed and an expeditious arbitration. The arbitrator shall set forth in the decision, giving full consideration to the legal requirements limiting the amount objectors may be charged.

g. Each party to the arbitration shall have the right to file a posthearing statement within fifteen (15) days after both parties have completed submission of their cases at the hearing. Such statements may not introduce new evidence nor discuss evidence not introduced in the arbitration. The arbitrator shall issue a decision within forty-five (45) days after the final date for submission of post-hearing statements or within such other reasonable period as is consistent with the AAA rules and the requirements of law.

h. The decision of the arbitrator shall be final and binding with respect to all findings of fact supported by substantial evidence on the record considered as a whole and on other findings legally permitted to be binding on all parties.

i. Upon receipt of the arbitrator's award, any adjustment in favor of the challenger will be made from the escrow account.

10. Any Local Union that is required by law to have an agency fee policy, but which has failed to adopt such a policy, shall be deemed to have adopted this "Agency Fee Policy" as its own; the December issue of the EXPRESS shall enumerate those Unions which have thus adopted this policy. Any Local Union which fails in a given year to conduct an independent audit of expenditures in accord with paragraph 5 above, shall be deemed to have spent the same percentage of its expenditures on chargeable activities as the International was determined to have spent for that year, provided that objectors shall have the right to use, the procedures set forth in paragraph 8 and paragraph 9 above to assert that the Local Union spent a lower percentage of its expenditures on chargeable activities than did the International; the Local Unions thus bound by the results of the International's audit shall be enumerated in the same issue of the EXPRESS that publishes the results of the International's audit.

11. The provisions of this procedure shall be considered legally separable. Should any provision or portion thereof be held contrary to law by a court, administrative agency or an arbitrator, the remaining provisions or portions thereof shall continue to be legally effective and binding. If, after consultation with each other, the President of the International Union or the Local Union President determine that modifications in this procedure are necessary to maintain its compliance with applicable law, such modifications may be made in accordance with the Constitution of the International Union or the Bylaws of the Local Union.

12. An objector shall have neither a voice nor a vote in the internal affairs of the Local Union or of the International Union; nor shall he or she have voice or vote in the ratification of or in any matter connected with a collective bargaining agreement, whether or not it covers his or her employment.

13. Use of the male gender in these procedures shall be deemed to include the female gender.

INDEPENDENT AUDITOR'S REPORT

To the International Executive Board
And International Executive Council
Transport Workers Union of America
1700 Broadway, 2nd floor
New York, NY 10019

We have audited the financial statements (modified cash basis) of Transport Workers Union of America for the year ended August 31, 2009, and have issued our report thereon dated December 15, 2009. We have also audited the accompanying schedule of Calculation of Chargeable Expenses (modified cash basis) of Transport Workers Union of America for the year ended August 31, 2009. This schedule is the responsibility of the Union's management. Our responsibility is to express an opinion on this schedule based on our audit.

We conducted our audit of the schedule 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 (modified cash basis) is free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the schedule. An audit also includes assessing

the accounting principles used and significant estimates made by management, as well as evaluating the overall schedule presentation. We believe that our audit provides a reasonable basis for our 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 for the year ended August 31, 2009, in conformity with the Transport Workers Union of America Agency Fee Policy.

Our audit was made 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 supplementary information is presented for the purposes of additional analysis. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects.

SHALIK, MORRIS & COMPANY, LLP
Certified Public Accountants
7001 Brush Hollow Road
Westbury, New York 11590
December 15, 2009

The Transport Workers Union of America prepares its financial statements on the modified cash basis but includes depreciation of capitalized assets, and liabilities for payroll withholdings. Under this basis, revenues are recognized when received rather than when earned, and expenses are generally recognized when paid rather than when incurred.

TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY SCHEDULE OF CALCULATION OF CHARGEABLE EXPENSES (MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2009

	<u>TOTAL</u>	<u>EXPENSES CHARGEABLE</u>	<u>NON- CHARGEABLE</u>
Main office expenses	\$ 4,267,588	\$ 3,891,592	\$ 375,996
Servicing, negotiations and grievance expenses	3,366,392	3,366,392	-
Political expenses	2,180,732	-	2,180,732
Organizing expenses	597,171	-	597,171
TWU Express:			
- Non-political information	293,791	293,791	-
- Political information	58,772	-	58,772
Donations, tickets and advertisements	252,856	-	252,856
Salaries and related expenses	13,929,846	12,209,395	1,720,451
Social events, non-political	67,230	67,230	-
Quill Scholarship	65,400	-	65,400
Insurance	117,725	117,725	-
Quadrennial convention expense	361,906	361,906	-
Investment expenses	242,825	242,825	-
	<u>\$25,802,234</u>	<u>\$20,550,856</u>	<u>\$5,251,378</u>
Percentage to total	<u>100.00</u>	<u>79.65</u>	<u>20.35</u>

TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY SUPPLEMENTARY SCHEDULE OF MAIN OFFICE EXPENSES (MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2009

	<u>TOTAL</u>	<u>EXPENSES CHARGEABLE</u>	<u>NON- CHARGEABLE</u>
Rent and related expenses	\$ 1,293,194	\$ 1,138,067	\$ 155,127
Stationary and printing	298,762	254,856	43,906
Outside consultants	582,880	568,301	14,579
Telephone	304,240	276,278	27,962
Postage	333,944	260,687	73,257
Data processing expense	377,554	371,600	5,954
Equipment rental and maintenance	181,040	176,890	4,150
Newspapers and subscriptions	81,902	46,320	35,582
Accounting	60,250	55,530	4,720
Depreciation	285,124	281,588	3,536
Sundry expenses and taxes	468,698	461,475	7,223
	<u>\$4,267,588</u>	<u>\$3,891,592</u>	<u>\$375,996</u>

TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY SUPPLEMENTARY SCHEDULE OF SERVICING, NEGOTIATIONS AND GRIEVANCE (MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2009

	<u>TOTAL</u>	<u>EXPENSES CHARGEABLE</u>	<u>NON- CHARGEABLE</u>
Negotiation expenses	\$ 670,539	\$ 670,539	\$ -
Legal Fees	724,556	724,556	-
Transportation and facility costs	1,104,885	1,104,885	-
Reimbursement of Locals	866,412	866,412	-
negotiating expenses			
	<u>\$3,366,392</u>	<u>\$3,366,392</u>	<u>\$ -</u>

TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY SUPPLEMENTARY SCHEDULE OF SALARIES AND RELATED EXPENSES (MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2009

	<u>TOTAL</u>	<u>EXPENSES CHARGEABLE</u>	<u>NON- CHARGEABLE</u>
Salaries	\$ 8,661,522	\$ 7,540,759	\$ 1,120,763
Pension and welfare expenses	3,880,864	3,435,100	445,764
Payroll taxes	624,327	550,589	73,738
Auto expenses	711,347	637,878	73,469
Insurance, workers compensation	51,786	45,069	6,717
	<u>\$13,929,846</u>	<u>\$12,209,395</u>	<u>\$1,720,451</u>

LOCAL 291 Wins Prestigious Political Awards

Earlier this year, Local 291 won the Reed Awards, presented by the Campaigns & Elections Politics magazine, for its work on a political campaign in fall of 2008 to stop layoffs and service reductions in Miami-Dade County. The award is in recognition of excellence in political communications. The Local campaigned heavily against County Manager George Burgess through extensive leafleting, phone banking, talk show appearances and newspaper ads, including the "Rain Lady," shown at right. Congratulations to Local 291 on its award for outstanding work on behalf of its members and community. You can read more about the campaign in the October, 2008 issue of *The Express*, found at www.twu.org/international/members.



The "Rain Lady," one of the popular Local 291 ads that earned the Local its award.

UNION PLUS SCHOLARSHIP DEADLINE

While applications for TWU's Michael J. Quill Scholarships won't be available until early next year, now is the time to apply for the AFL-CIO's Union Plus scholarships. All TWU members and their children are eligible.

In addition to demonstrating academic ability, applicants submit essays of no more than 500 words describing their career goals, detailing their relationship with the labor movement, and explaining why they are deserving of a union scholarship. Awards are one-time grants ranging from \$500 to \$4,000.

Applications are available now and must be submitted by Jan. 30, 2010.

You can download the application at www.twu.org/international/members by clicking on Union Plus under "Member Benefits" or at www.UnionPlus.org/Scholarships.

UNION MEMBER RIGHTS AND OFFICER RESPONSIBILITIES UNDER THE LMRDA

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in federal court.

UNION MEMBER RIGHTS

Bill of Rights - Union members have:

- equal rights to participate in union activities
- freedom of speech and assembly
- voice in setting rates of dues, fees, and assessments
- protection of the right to sue
- safeguards against improper discipline

Copies of Collective Bargaining Agreements - Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

Reports - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from the OLMS Internet Public Disclosure Room at <http://www.union-reports.dol.gov>.

Officer Elections - Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an election

Officer Removal - Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

Trusteeships - Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

Prohibition Against Certain Discipline - A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence - No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

UNION OFFICER RESPONSIBILITIES

Financial Safeguards - Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

Bonding - Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports - Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

Officer Reports - Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

Officer Elections - Unions must:

- hold elections of officers of local unions by secret ballot at least every three years
- conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year
- mail a notice of election to every member at least 15 days prior to the election
- comply with a candidate's request to distribute campaign material (at the candidate's expense)
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used)
- permit candidates to have election observers
- allow candidates to inspect the union's membership list once within 30 days prior to the election

Restrictions on Holding Office - A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans - A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines - A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.



LEARNING *from the students*

by *International
Secretary-Treasurer*
Joseph C. Gordon

The smarter we are the more we learn from those around us. That's certainly true of a group of students who have been working to better conditions for sweatshop workers overseas.

United Students Against Sweatshops (USAS) learned their social activism and tactics from the labor movement and now we in the labor movement can relearn some valuable lessons from the students.

USAS scored its biggest victory in November when its campaign convinced Russell Athletic, one of the largest U.S. sportswear firms, to reopen a plant in Honduras and rehire 1,200 workers. Russell closed the factory in January shortly after the workers had unionized.

The key to the students' success was convincing a number of major universities to cancel their licensing agreements with Russell. Sales of sweatshirts and other apparel with the colleges' logos are a lucrative part of Russell's business.

USAS also took their campaign to professional sports teams licensed to Russell and some big retailers who sell the garments.

In addition to rehiring the 1,200 workers, Russell also agreed not to fight unionization at its other factories in Honduras. Not surprisingly, union leaders in Honduras — some of whom had received death threats

over the years — hailed the agreement.

The big lesson for those of us in the labor movement who are often discouraged by the slow pace of progress is that this was not an overnight victory. It followed 10 years of creating a movement to convince universities to adopt codes of conduct for the factories where their logo apparel is produced. The students also used sit-ins over the years to get the universities to finance an independent group to monitor factory working conditions.

Mike Powers, a Cornell official who is involved in the monitoring group, said Russell's closing of the Honduran factory was a direct violation of the university's code of conduct, which includes workers' right to freedom of association — and that includes joining a union if they wish.

Another lesson for us in the labor movement is that the students reached out beyond the schools where USAS has chapters. The additional support at 100 other colleges gave them greater strength. USAS also got 65 members of Congress to sign a letter expressing concern over Russell's actions.

Because the students had used militant tactics, such as lengthy sit-ins, in the past, they didn't need them now. The schools remembered.

I don't know about you, but if I were grading these students, I'd give them an A-plus.

*“MY BEST WISHES TO ALL IN THE TWU
FAMILY FOR A WONDERFUL HOLIDAY SEASON
AND A HAPPY AND HEALTHY NEW YEAR.”*

TRANSPORT WORKERS UNION OF AMERICA

1700 Broadway
New York, NY 10019

TWU "STAY CONNECTED" RAFFLE

You could win an iPod, Netbook, Flip cam or TWU credits by filling out this survey online at TWU.org or filling it out right here and mailing it to TWU Communications, 1700 Broadway, 2nd Floor, New York, NY, 10019

Raffle Prizes

1st Prize: TWU Branded Asus Netbook Eee PC 1005HA (Intel Atom N280 1.66GHz, 1GB RAM, 160GB HDD, XP Home, blue) with Memory Card and carry case. A value of \$450.

2nd Prize: TWU Branded 120 min FLiP HD Video Camera-With a How to Media Packet. A value of \$229.00

3rd Prize: TWU engraved IPOD Touch- 8g. A value of \$199.00.

4th Prize: \$50.00 TWU Store Merchandise Gift Certificate

5th and 6th Prizes: An Honorable Mention TWU Store Merchandise Gift Certificates @ \$25.00



Guidelines

- 1 Entry per member
- Six winners from each Division will be picked in the Raffle drawing
- Please Note: If we do not receive your Raffle entry by mail or via the web entry form at twu.org by midnight PST on Jan. 29, 2010 you will not be eligible to participate.
- The raffle will be held at the February IEC meeting. The winner will be announced in the following issue of the Express and on-line at TWU.org. We must be able to verify and validate your contact information and that you are a member in good standing at the time of the drawing. International and Local Staff members, as well as Local elected officers, are not eligible to participate.

To enter into the Drawing, please provide us with the following information:

Circle One: Mr. Mrs. Ms. **Name: (First) (Middle) (Last)** _____

Date of Birth: _____ **Current Employment Status:** Active/Retired

Employer: _____ **Title:** _____ **Station:** _____ **Local:** _____

Military Status: Active Reserves on Tour of Duty Veteran Civilian

Do you wish to continue to receive issues of the Express: Yes/ No

At what address do you wish to receive issues of the Express and all other TWU International communications? _____

Are you interested in going green and receiving your copies electronically: Yes/No

Would you prefer to receive all TWU Communications by mail or e-mail? Mail e-mail

In case further contact is necessary, please provide us with the following information:

Daytime Contact Phone Number _____ **Evening Phone Number:** _____

Valid E-mail Address: _____ **Do you have a cell phone?** (Yes/No)

If yes which best describes your cell phone

Smartphone: I want it all! phone calls, e-mails, texting and more Circle 1: Blackberry, iPhone, Palm, other

Cell phone - I just want to make and receive a phone call, and maybe some light texting.

Cell Phone Number _____

Remember you may also visit us online at twu.org to stay connected and update your contact information and preferences.