

# TWU EXPRESS

THE TRANSPORT WORKERS UNION OF AMERICA AFL-CIO | WE MOVE AMERICA | FALL 2014 | VOL. 66 | NO. 2



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## Making a Difference for Working Families

*TWU Boots on the Ground, From Our Communities to the Capitol*



Mobilizing for the 2014 Midterm Elections  
TWU Launches New Education & Training Program  
Organizing Victories in Uncharted Territory





# Accountable, Bottom-Up Leadership:

## *Fulfilling the Convention Mandates*

By International President Harry Lombardo

One year ago, at our 24th Constitutional Convention, I took office as International President promising a new, re-invented TWU. I pledged to put every ounce of my energy and experience into fixing what was broken within this great organization and resurrecting its identity as a militant, fighting industrial trade union — a union that engages not only our members, but our communities in the struggle.

At every step, this administration measures its success against how far we have come in fulfilling the Convention Resolutions, which set the tone and priorities for this organization.

If we are to be successful in restoring TWU to national prominence and functioning as a truly effective force for our members, we need all hands on deck. That means coordinated, active engagement from every union Officer, Representative, and rank and file member.

Our work is far from over, but every article in this issue of the *TWU Express* is evidence of our union's many concrete achievements over the past year — from unprecedented organizing wins to TWU's instrumental role in passing national legislation to the rollout of a new intensive program for Steward education and training.

Over the past 12 months, I have had the privilege of hearing directly from thousands of rank and file members across the country in shopgates at your local union halls and on the shop floor. Brothers and sisters, thank you for your commitment to our union and all that you do every day to hold up one another and advance our cause.

TWU's mission is very simple, and it rests firmly on our core American values. We exist to ensure that the American worker is treated with respect on the job, that he or she receives a full day's pay for a hard day's work, and that the decades workers spend building an employer's success are rewarded with the freedom to retire and live out one's later years in dignity.

Eighty years ago, TWU's legendary founder and first International President Mike Quill built this union as a bulwark against the exploitative working conditions that marked the lives of New York City's transit workers. Our union's crusading fight for

justice forced dramatic reforms and lifted hundreds of thousands of workers and their families into the middle class.

Critically, that stand for justice was not confined to TWU members alone. Our union mobilized in militant opposition against discrimination in any form against any group across the United States, playing a key role in the Civil Rights Movement and inspiring the trust and allegiance of workers everywhere.

There are those who claim that the labor movement is no longer relevant. We cannot afford to let that lie stand! Everywhere we look, from our neighborhood communities to the global community, we can see that the tide has turned against working families. In this country, the top 1% of Americans hold 40% of our nation's wealth, and the bottom 80% combined hold only 7%. Today, the richest 1% of Americans take home 24% of all wages — that means that the average CEO is making 380 times more than his average employee. This is the face of injustice!

You will read in this issue about what is at stake in the 2014 midterm elections, along with action alerts telling you what you can do to make a difference. TWU is locking arms with our allies — in organized labor, elected office, our churches and our workplaces — and getting out on the frontlines to protect the American dream and our American way of life.

Join us! No matter which Division, employer or job title, TWU brothers and sisters stand as one from coast to coast — and in solidarity with every working man and woman who isn't getting a fair break!

Watch International President  
Harry Lombardo's speech at TWU's  
rally for transportation funding!

Go to [youtube.com/transportworker](http://youtube.com/transportworker)





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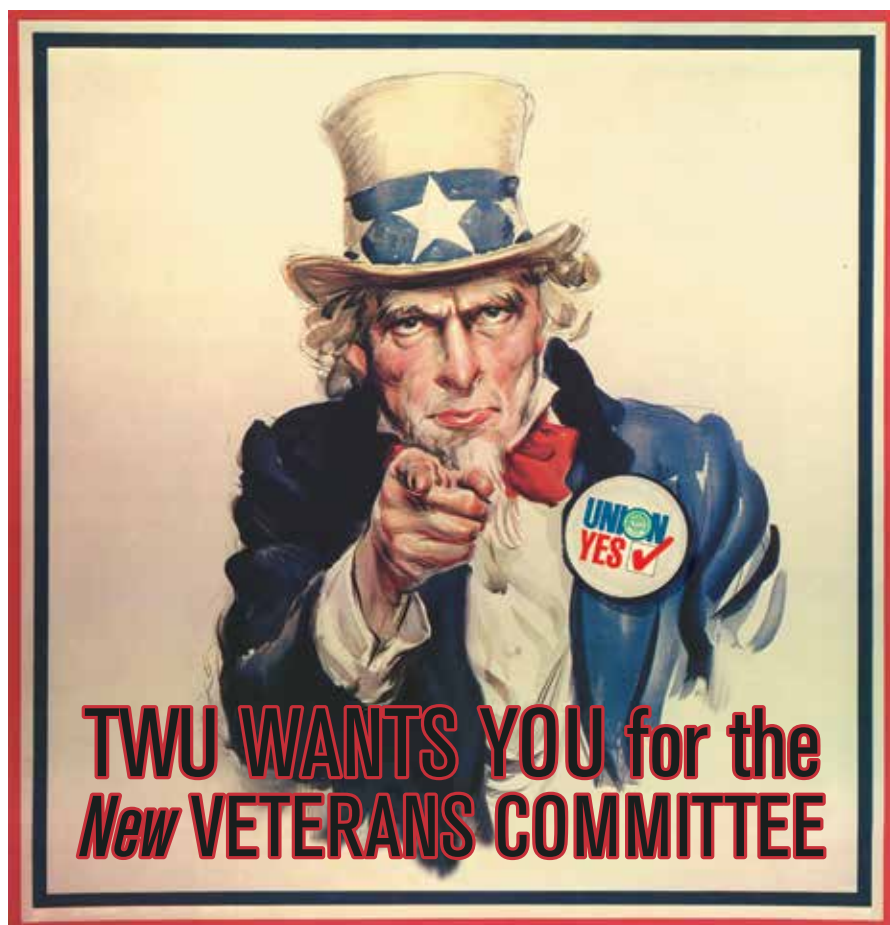
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## Are You a U.S. Military Veteran?

**A**t its last summit meeting in August, held at the TWU Local 100 union hall in Brooklyn, NY, the TWU Veterans Committee (TWUVC) established a focused plan of action to make national strides on veterans' issues. The midterm elections are upon us, and TWUVC is in a position to win major political victories across the country — and not just for our TWU servicemen, but all brothers in arms!

The new TWUVC is the product of a unification of all TWU veterans groups and committees, welcoming veterans from all Divisions. This expansion was made in recognition of our union's renewed commitment to unity, and to better adhere to our mission of serving all veterans.

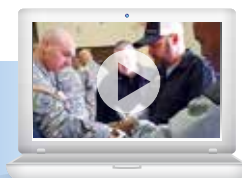
Our priorities are: Building a national TWU veterans political/legislative network, supporting the "Building Homes for Heroes" project, and initiating and passing legislation that would provide full Social Security benefits for all veterans.

We have resolved to fight aggressively for legislation that helps our veterans re-enter the workforce. We all know the difference it makes to have a solid job that you can rely on to support your family — our military servicemen deserve that security and peace of mind.

Go to [veterans.twu.org](http://veterans.twu.org) to learn more about TWUVC, what we're doing, and how you can get involved!

**Watch TWUVC in action at the August summit meeting!**

Go to [youtube.com/transportworker](http://youtube.com/transportworker)



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# Senator Leticia Van de Putte Hits the Campaign Trail in the Famed TWU Bus

**A**nti-worker forces have dominated Texas politics for 20 years, but that stands to change in 2014 with support growing for a number of strong labor allies running for statewide office. TWU has taken an active role in Texas State politics, backing the Democratic nominee for Lieutenant Governor State Senator Leticia Van de Putte — a longtime champion of working men and women — who kicked off her campaign in the TWU motorcoach.

“When I heard Leticia speak at our AFL-CIO COPE Convention in Texas, she spoke from her heart,” said TWU Texas/Oklahoma State Conference Chair and Local 556 member Latonia Benoit, who also serves as a Vice President of the Texas AFL-CIO.

“When she came to meet with us at our State Conference, everyone felt a sense of relief that we might finally get something done in Texas. She is a breath of fresh air for working people. She will fight for us and be behind us wherever we work, be it at an airline or a fast food restaurant.”

The 2,500-mile bus tour began on March 31st at the San Antonio Firefighters Banquet Hall and brought Van de Putte’s message of social and economic justice for working families to almost every corner of the state in nine days.

“The bus tour could not have been a success without TWU’s help, support, and your love,” said Senator Van de Putte. “You made it possible. You made it a success. For that I am incredibly grateful.”

Go to [www.leticiavandeputte.com](http://www.leticiavandeputte.com) to learn more about the campaign!



*Go inside the bus!*

Go to [youtube.com/transportworker](http://youtube.com/transportworker)



# Aggressive TWU Transit Funding Campaign in Michigan Yields Landslide Victory at the Polls



In Michigan, Local 171 took a lead role in a landmark public transit funding campaign that created new TWU-represented union jobs, brought much-needed service to underserved communities, and has alleviated dangerous over-crowding on buses.

On May 6, almost 14,000 Michiganders turned out to vote yes in the single-item special election on a 0.7-mill tax, proposed by the Ann Arbor Area Transportation Authority (AATA).

For months leading up to the vote, Local 171 President Delisa Brown and Maintenance Vice President Mike Schultz led TWU volunteers in an all-out campaign to promote the millage and get out the vote, as part of a broad coalition that included environmental activists, church groups, and public library boards. For many members — AATA workers — that meant phone-banking throughout all of April and knocking on door after door in their neighborhoods.

The tax millage will generate an estimated \$3.4 million in annual revenue to expand public transit service in Ann Arbor, in addition to an annual \$202,730 in Ypsilanti and \$778,207 in Ypsilanti Township.



These funds will allow for the implementation of AATA's five-year transit improvement plan, which includes more than 90,000 hours of additional fixed-route bus service in the city's urban core.

"Voters ended up supporting the tax in a 71% landslide," said Local 171 President Delisa Brown. "That's a credit to the strength of our campaign, and shows the type of support we've built in the community and the value that TWU members bring."

"The support of the International made a huge difference in the campaign," she added. "I am very grateful to the IAC for having enough confidence and faith in our Local to support us and to give us the resources to make our campaign successful. For our efforts to culminate in victory, it's a great feeling. It made me very proud to be a member of TWU."



## Local 100 Co-Organizes Largest Climate March in History

In coordination with allied environmental, labor, and social justice organizations, TWU Local 100 co-organized the People's Climate March, which brought to the New York City streets nearly 300,000 people on September 21. Together, they sounded the alarm for urgent action to halt climate change in advance of a United Nations world leaders summit meeting on September 23.

TA Surface Vice President JP Patafio said, "One bus and one train equals 200 cars, so the road forward out of climate change disaster is us. If public transit ridership goes up, the emissions go down. Two things connect here for TWU. One, we care about our children and don't want them to live in a world plagued by disasters like Hurricane Sandy. Two, more transit means more union work."





# TWU Takes the Reins in Local and National Efforts to End Transit Assaults

Line-of-duty attacks on transit workers occur with alarming frequency across public transit systems. For decades, our locals have worked independently to combat the assault epidemic. In recent months, the Transit, Utility, Universities and Service Division has built on these efforts to roll out a coordinated campaign across the country.

On July 11, TWU International Executive Vice President and Local 100 President John Samuelsen spoke as part of a panel of experts at the U.S. Department of Transportation's assault prevention summit at DOT headquarters in Washington, DC. Addressing fellow leaders in organized labor, transit agency management representatives, law enforcement, bus manufacturers and citizens' groups, he stressed the need for urgent collective action to protect our drivers.

"TWU has made a commitment to do everything we can to ensure that our operators go to work safely and come home the same way," said Samuelsen. "We are working on every level — from community organizing to local and national political action — to increase awareness and pass meaningful legislation."

"Deterrents are one avenue. That means cameras, partitions, stickers, initiatives like the Transit Watch program in NYC, panic buttons, felony penalties carrying prison time — no possible means of prevention can be ignored."

In Ohio, Local 208 President Ron Dreyfus and member Ludie Hatten, a bus operator for the Central Ohio Transit Authority and victim of assault, testified before the House of Representatives in support of HB 355, which would dramatically increase assault penalties.

In Nebraska, Local 223 held a "Ban and Bar" meeting on July 17 to make headway on introducing similar statewide legislation. Local President Joe Boncordo and Vice President Steve Foster called the meeting, which was attended by Metro Transit General Manager/CEO Curt Simon and State AFL-CIO President/Secretary Treasurer Rod Vleck. State Senator Steve Lathrop, also in attendance, expressed interest in sponsoring the legislation, after successfully working to pass a recent law that upped penalties for attacks on firefighters and police.

In New York, Local 100 secured — as part of its new contract with MTA/New York City Transit, ratified in May — the installation of Plexiglas barriers throughout the system's entire bus fleet as well as DNA kits, which help to identify criminals for prosecution. Right now, the Local's focus is on working with

management to dramatically increase police presence throughout the system.

"For many transit workers in America, going to work every day means putting themselves in harm's way," said TWU Transit, Utility, Universities and Service Division Director Jerome Lafragola. "Transit workers who deal regularly with the public often have no guarantee of their physical safety on the job."

"They are the face of the system. If a rider is frustrated because their bus is late, they take it out on the driver. When transit service is cut and riders experience delays, operator assault rates spike. And our members are not the only victims — these attacks cause alarm among the riding public and put a strain on the entire system."

Go to [www.twu.org/legislative/endtransitassaults.aspx](http://www.twu.org/legislative/endtransitassaults.aspx) to learn more about what TWU is doing to combat transit assaults and how you can get involved!





## With a Decisive Vote to Join TWU, Virgin America ITMs Take the Airline Union

On August 13, the 900 Inflight Team Members (ITMs) at Virgin America chose TWU union membership and a brighter future for themselves and their families. In doing so, they made history in the airline industry. For nearly a decade, Virgin held the ignoble distinction of being the largest U.S. air carrier to have an entire workforce completely without union protections.



“Over the past few months, management threw everything it could at the workers to try to get them to vote no,” said TWU International President Harry Lombardo. “It didn’t work because Virgin America flight attendants were committed to securing the representation they deserve.”

“We congratulate our new members on staying united throughout the campaign and pulling through with a decisive win. Their hard work has paid off!”

In a message sent out directly after receiving the election results, the TWU organizing committee told fellow ITMs: “In the coming days we will begin the process of contacting our company as a union, creating an ITM-elected negotiating team, surveying our members, writing language for our proposed contract, and establishing vital resources on which to build our new union.”

“We’re excited about what this election means for ITMs,” said Adam Croteau, a Virgin America ITM, who was active in the organizing drive. “We ran a very positive campaign, and we believe that we can make positive changes at the airline by giving flight attendants a voice.”

The yes vote followed Virgin America’s announcement on July 28 of its plans to go public, after posting a profit of \$37 million in the June quarter of this year.

“Virgin is one of the fastest-growing and most recognized brands in the industry,” said Lombardo. “It’s the workers who built that success. They are responsible for the airline’s excellent reputation, and TWU’s next move will be to get them a fair contract.”

“I am beyond ecstatic,” said ITM Jeremy Schoggins. “This was never about ‘us versus the company.’ Our voting process was very friendly — we even hugged our management team after hearing the results. We want to continue to build this airline with them, and we support the Virgin America brand 100 percent.”

Go to [www.twuvx.org](http://www.twuvx.org) for the latest updates on Virgin America ITMs as they take their first steps as union members! You can get to know our new brothers and sisters by checking out the TWU VX UNITY Instagram page at [instagram.com/twuvxunity/](https://www.instagram.com/twuvxunity/)!



# Ramp Service Agents at Frontier Airlines Vote Union YES for TWU!

**O**n July 10, Ramp Service Agents at Frontier Airlines in Denver, Colorado voted to join TWU in a landslide representation election vote. The organizing campaign at Frontier had been in full swing since December, after workers approached TWU Organizing Director Steve Roberts. What the workers laid out as their first priority ultimately became the campaign's rallying cry and official slogan: "We deserve job security!" Now, the union's 400 new members are poised to achieve it.

"It's been a wild ride at Frontier over the past few months," the organizing committee told fellow Ramp Service Agents in a message announcing the election results.

"Each of us had a decision to make about what kind of future we want for ourselves and our families. We are very proud that we can now go home and tell our loved ones that together we made the best possible decision, to protect our livelihoods and ensure that we will continue to be able to provide for our families."

TWU Local 555 member Jason Smith, a Ramp Service Agent at Southwest Airlines and former Ramp Service Agent at Frontier, helped advise the organizing committee during the campaign. Immediately after the win was announced, he posted this message on Facebook congratulating Frontier Ramp Service Agents: "I am so glad that I could be a part of the organizing team for my former co-workers at F9 along with Southwest Union Rep Charles King, Frontier Ramp Agent Brian Fisher, and TWU Organizing Director Steve Roberts."

"I left Frontier because the conditions were really bad over there for Fleet Service. I had had enough of the poverty wages and the way that management treated us. To be able to help my new union brothers and sisters turn that situation around has been the thrill of a lifetime. I'm really proud of what we accomplished."

In a meeting with the organizing committee directly after the vote, TWU International President Harry Lombardo said that the union's first move would be to get new members at Frontier the training required to form an effective contract negotiating team, and to provide that team with the resources to secure a solid contract at the airline.

"I want to welcome you to the TWU," said Lombardo. "We're ready to support you, train you, and stick with you every inch of the way, so that you get a solid contract that provides for the benefits and working conditions that your hard work merits."

Go to [youtube.com/transportworker](http://youtube.com/transportworker) to get an in-depth look at the campaign by watching our series of TWU-produced organizing videos!







# NYC Bike Share Workers Join Local 100, Changing the Face of the Industry



**T**WU Local 100 is now the exclusive bargaining representative for Citi Bike workers, after TWU International Executive Vice President and Local 100 President John Samuelsen signed a voluntary recognition agreement with the company on September 16.

After a months-long organizing drive — which found broad support among Citi Bike’s 200 bicycle mechanics, dispatchers, call center operators and technicians — TWU is in uncharted territory, the first labor union to organize workers in the growing national bike share industry.

“It feels great, very empowering,” said Dolly Winter, a Citi Bike worker and lead union organizer.

“We intend on forming a worker committee to bargain a contract that advances the livelihoods of bike share workers,” said Samuelsen. “This is part of a national organizing effort by the TWU to bring representation to bike share workers across the country. Right now, we have TWU worker committees and organizers on the ground working with bike share employees in a number of other cities.”

Local 100 views bike share workers as an increasingly important

part of the urban transportation system, bringing mobility, healthy exercise, and environmental responsibility to the diverse transportation mix.

“We fully intend to throw our energy and political support behind expanding these bike-sharing systems and ensuring they are designed in a way that supports existing transportation networks,” said Samuelsen.

The win at Citi Bike marked Local 100’s second organizing victory that week, in what has become a banner year for the Local. Success at NYC Bike Share came on the heels of a yes vote from the 600 workers at MTA/New York City Transit Authority contractor Global Contact Services’ paratransit operation in Queens, NY.







# PROFITS OVER PEOPLE

## *Where Is the LUV at Southwest?*

CONTRACT FIGHTS

**L**ocal 555 has been engaged in contract negotiations with employer Southwest Airlines for over three years. Despite the fact that the company is making record profits, management wants to negotiate a concessionary contract that would force TWU members to give up many of the benefits and job protections that the Local has earned at the bargaining table over the past two decades.

Southwest is the largest domestic carrier in the United States. At over 70 airports across the country, no plane arrives or departs without a Local 555 member working that flight. But many of the Local's members — Ramp, Operations, Provisioning, and Freight Agents — haven't received a pay increase in over four years. And in negotiations, management is attempting to follow the lead of legacy carriers and emulate their predatory work rules.

"It took two years of hard work by our negotiating team to get Southwest to pull its proposals for dramatic increases in contract workers," said TWU Local 555 President and International Vice President Charles Cerf. "This is part of a worrying trend across the airline industry where carriers are attempting to push measures motivated purely by corporate greed, and that come at the expense of workers and customers."

"Southwest Airlines historically has had a great working relationship with its employees and treated them fairly," said TWU International Secretary-Treasurer Alex Garcia. "And now it seems that there's been a business model change where they have decided to take the route of bankruptcy carriers like American Airlines."

The Local's team of economists has thoroughly reviewed Southwest's financial statements and concluded that TWU's contract proposals would not diminish the company's competitive edge in relation to other carriers. In fact, a fair contract for the Local's 10,000 members — including raises to keep up with the cost of living — would barely make a dent in the company's finances.

Progress has been made in negotiations, but management has repeatedly used stalling tactics to delay a contract while TWU members are out there without an agreement.

"It's abusing a system that was set up to protect both parties and to get peaceful resolutions to negotiations," said TWU International President Harry Lombardo. "Not a single boss would work a day without a labor agreement with their employer."

The TWU International and all of our locals stand in solidarity with our brothers and sisters at Local 555 as they fight for the contracts that they have earned and deserve.



**Watch Local 555's contract fight campaign video!**

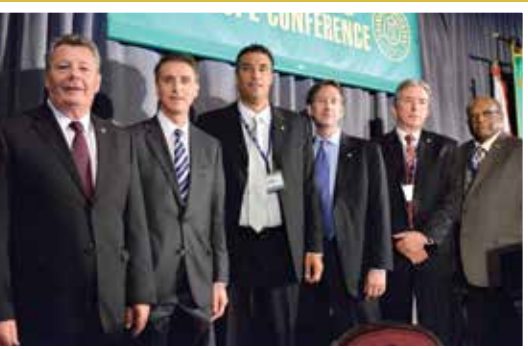
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# 2014



# Legislative and COPE Conference



## *TWU Fights to Put Transportation Funding on the National Agenda*



TWU held its impactful 2014 Legislative and COPE Conference from May 18-21 — the union’s first in over three years and by far largest to date — bringing together hundreds of TWU members from locals across the country for four days of focused political action on Capitol Hill.

TWU’s mission for the Conference was twofold: 1) To provide members with the tools to carry out effective campaigns on Capitol Hill and back in their home districts, and 2) to serve as a springboard for aggressive, concerted political action that achieves real results for TWU members and all working men and women.

Working together, TWU brothers and sisters took ownership of those goals, making meaningful connections with dozens of lawmakers at every level of government. Most importantly, members made it clear in meeting after meeting with their elected representatives that we will be back in their offices on the Hill in the coming weeks and months to move forward on the union’s key issues. TWU’s commitment to representing working

families is not a once-every-four-years sideshow — instead, it is part of the union’s focused commitment to win concrete legislative victories for American workers.

TWU International President Harry Lombardo stressed the union’s openness to working with any elected representative, regardless of where they fall on the political spectrum, if they are serious about carrying forward legislation to protect American workers. “We are putting our money where our mouth is,” said Lombardo. “That means that we are not contributing to candidates just because of their party affiliation. We have said that we will look to those who are elected and those who are running and if they support us on our issues, we will support them.

“You will see by the speakers who come this week that we are committed to delivering on that — they are Democrats and they are Republicans. If they are with us on our issues, we are with them.”

More than 50 members of Congress — Democrats, Republicans and Independents — attended the Conference, engaging with leadership and the rank and file through in-depth dialogues on TWU’s chief legislative



concerns. These productive exchanges ran the gamut from Rail to Gaming and included discussion of funding for transportation, right to work laws, the minimum wage, attempts to privatize transit and rail systems and tip sharing.

A number of TWU's strongest allies in Congress addressed TWU members during the course of the Conference. Among these elected representatives was Representative Earl Blumenauer (D-OR), Representative Frank LoBiondo (R-NJ), Senator Bob Menendez (D-NJ), Representative Brad Schneider (D-IL), Representative Dina Titus (D-NV) and Representative Marc Veasey (D-TX).

Many of the union's friends in the fight for workers' rights spoke as well, sharing lessons learned through decades of political work. These speakers included Roberta Reardon, former President of SAG-AFTRA; Ed Wytkind, President of the AFL-CIO's Transportation Trades Department; and Lori Wallach, Global Trade Watch Executive Director.

At noon on May 20, TWU members joined together with their brothers and

sisters at the Amalgamated Transit Union (ATU) to take TWU's urgent call for transit funding to the streets. Hundreds of union members marched arm in arm, gathering at Upper Senate Park to issue a strong call to action for Congress to pass long-term funding for mass transit.

Those assembled — transit workers, riders, public officials, advocates and allies — heard from Senator Sherrod Brown (D-OH), Representative Marcia Fudge (D-OH), Jersey City Mayor Steven Fulop, Representative Alan Grayson (D-FL), Reverend Al Sharpton, ATU International President Larry Hanley, TWU International President Harry Lombardo and TWU International Executive Vice President John Samuelson.

TWU leadership and rank and file members carried the momentum of the march into dozens of meetings with their elected representatives, in a second day of issue-driven lobbying on Capitol Hill.

"This week, we've prepared you to be as effective as possible in your meetings with elected representatives," said TWU International Secretary-Treasurer Alex

Garcia at the close of the Conference. "But know that the real work begins after this Conference ends, when you return to your hometowns and engage politically on the local level."



*Watch your brothers and sisters take action on Capitol Hill in our video series on the 2014 Legislative and COPE Conference!*  
Go to [youtube.com/transportworker](http://youtube.com/transportworker)





# From Town Halls to the Halls of Congress: Our Program for Effective Political Action

*By TWU Government Affairs Representative Brendan Danaher*



TWU's political and legislative programs were dramatically reformed in 2014 under the direction of President Lombardo and Secretary-Treasurer Garcia. These changes have resulted in very close coordination between the State Conferences, COPE field staff and International Union staff in Washington, D.C. As a result, political action, lobbying, regulatory comments and grassroots activity are now closely coordinated. Every one of these changes were made to build grassroots power and increase our influence in Washington, D.C.

This year, TWU's State Conferences have met with members of Congress, vetted political candidates, participated in neighborhood walks, provided volunteers for charitable activities, trained political activists, and worked on the 2014 elections. We do these activities in order to ensure that TWU can stand up and speak out on issues that matter, like unfair treatment by employers or federal transportation funding.

The TWU International assisted the State Conferences with these activities — providing political questionnaires to help them get candidates on the record about issues that matter to members and assisting in the development of grassroots lobbying campaigns on Norwegian Air, transit funding, Amtrak jobs, and phones on planes. And TWU has reestablished our presence on Capitol Hill, at the White House and at the US Department of Transportation. These changes were perhaps most evident at the 2014 Legislative and COPE Conference in May, which featured appearances by over 50 members of Congress, including Democrats, Republicans and Independents.

As Election Day approaches, the State Conferences are gearing up to encourage volunteers to help get out the vote for TWU-supported federal, state and local candidates. They will walk door to door, make thousands of phone calls, and help draft letters so that every TWU member understands what's at stake this November.

Things are changing at TWU. We are working together every day to grow our union and fight for our rights in the workplace, in statehouses, on Capitol Hill and at the White House.







# What's at Stake for Workers in the 2014 Midterm Elections?

By TWU International Representatives & COPE Field Staff Members Terry Daniels and Gwen York

**W**henver Election Day comes around, voters may wonder, "What's it mean to me?" or "Why should I vote on Election Day?"

This Election Day, November 4, TWU members will have a lot at stake. In fact, starting in January, the US Congress plans to write the laws on transit, aviation, Amtrak, railroad safety and highway programs. They may even consider labor rights laws.

In the next two years, our elected leaders will take up bills that affect the working life of every TWU member. In 2015-2016, the US Congress will write legislation governing public transit funding, the transit and highway bill, Federal Aviation Administration legislation and the Amtrak Reauthorization. Our elected leaders will have to figure out how to fund transit programs, because

the trust funds that pay for transit and highways are running dry. Congress will also have the opportunity to vote on labor rights, retirement security, aviation bankruptcy and workplace fairness issues.

If anti-labor politicians win in November, they will demand transportation cuts, government shutdowns and attacks on labor unions.

TWU fights every day for legislation that provides good jobs and transportation funding. That work is never easy. But our chances of success are better when our allies get elected to office. Together, we can fight for the rights, the funding and the programs that improve the lives of TWU members and Americans from coast to coast.

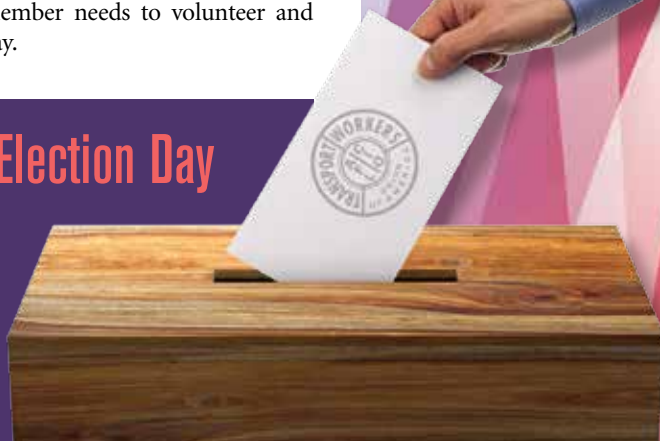
What does this election mean to you? It means fair pay, safe jobs, labor rights and pensions. That's why every TWU member needs to volunteer and vote this Election Day.

## Together We Can Make a Difference on Election Day

### What You Can Do Right Now:

- Talk to TWU members at the worksite about the election
- Register to vote and get others to do so as well
- Phone bank with other TWU members
- Join a TWU canvass
- Recruit TWU members and family to volunteer

Contact a State Conference Chair to find out more at [www.twu.org/legislative/stateconferences/findyourstateconference.aspx](http://www.twu.org/legislative/stateconferences/findyourstateconference.aspx)!





# US DOT Rejects Norwegian Air International's Request to Fly

By TWU Government Affairs Representative Brendan Danaher

The US Department of Transportation (US DOT) recently rejected an application by Norwegian Air International to be exempted from applying for federal authority to operate in the U.S. As a result, Norwegian Air International will be required to go through the full application process.

Norwegian Air International is a low fare airline that is structured to undermine wages and degrade labor rights. It is attempting to circumvent the aviation agreements between the U.S. and European Union to usher in a race to the bottom for cheap labor. While it is Norwegian in origin and ownership, the airline wants to operate as an Irish air carrier to avoid strong Norwegian labor and social laws and to lower the bar on labor standards. If it gets federal approval, it would hire flight crews based in Thailand and employed on individual employment contracts with a Singaporean hiring agency.

TWU is an active member of an international coalition of aviation unions and airlines fighting to stop Norwegian Air. TWU International President Harry Lombardo strongly condemned the airline's application in two sets of federal comments submitted to the US DOT. In September, members of the International Transport Workers' Federation issued strong statements condemning Norwegian Air. And in a rare showing of unanimity, airlines on both sides of the Atlantic have been fighting against Norwegian

Air's application. Clearly, this flag of convenience scheme poses serious threats to good jobs and a safe transatlantic aviation industry.

Opposition to the scheme is mounting on Capitol Hill as well. Both Republican and Democratic lawmakers are signaling their discomfort with an arrangement that flouts existing trade agreements and weakens our recovering economy. In June, the House of Representatives unanimously approved an amendment to the 2015 transportation spending bill that opposed the scheme. It said that expansion of our airline trade relationships must not come at the expense of our laws and U.S. jobs. In the Senate, Sens. Amy Klobuchar (D-MN) and Daniel Coats (R-IN) sent a letter to President Obama that said, Norwegian Air "raises serious concerns that DOT should not ignore," and that DOT's ruling "is a matter of critical importance to the future of the U.S. aviation industry, airline workers and our national economy." House Minority Leader Nancy Pelosi (D-CA) wrote to Transportation Secretary Anthony Foxx that approving either the exemption or Norwegian's application for a foreign air carrier permit "will destroy tens of thousands of middle class jobs."

If approved, NAI's scheme would launch a dangerous race to the bottom that will hollow out the U.S. airline industry and decimate thousands of middle class airline jobs. TWU will continue to fight this destructive vision for American aviation and our nation's role in the global aviation marketplace.





# House Transportation and Infrastructure Committee Approves Amtrak Reauthorization Bill

By TWU Government Affairs Representative Brendan Danaher

**O**n September 17, the House Transportation and Infrastructure Committee marked up the Amtrak reauthorization bill. The Passenger Rail Reform and Investment Act of 2014 (PRRIA) would reauthorize Amtrak for the next four years and fund improvements for rail infrastructure. Most importantly for TWU, it does not include any attacks on members of the Amtrak Service Workers Council (ASWC), who provide food and beverage service on-board Amtrak trains around the country.

This bill is unlikely to become law before Election Day. Instead, the reauthorization bill marked up in September will provide a starting point for negotiations when the new 114th Congress convenes in January 2015. TWU will continue to fight for strong Amtrak legislation in the next Congress.

PRRIA would provide Amtrak with \$1.4 billion in for fiscal 2015. Although

this is not enough to address the years of underinvestment in railroad capital, it is probably the best possible outcome given the situation in Washington, in which it is difficult to provide significant funding to transportation programs. This bill does not provide the funding Amtrak needs to deliver the service Americans deserve. In the next Congress, TWU will continue to fight for a rewrite of our passenger rail laws to set in motion a long-term vision for expanded investment in Amtrak. For TWU, the bill is significant in that there are no requirements to privatize passenger rail service, no attacks on long distance routes, and no contracting out mandates that target food and beverage workers.

TWU is extremely grateful to the Democratic leaders on the Committee. For the last two years, TWU has worked closely on this bill with Rep. Nick Rahall

(D-WV), the Ranking Member of the House Transportation and Infrastructure Committee, and Rep. Corrine Brown (D-FL), the Ranking Member of the House Railroad Subcommittee. These members of Congress are champions of TWU members and Amtrak workers across the country owe them a debt of thanks.

The bipartisan agreement on the bill is a result of a collaborative approach used by House Transportation and Infrastructure Committee Chairman Bill Shuster (R-PA). Unlike some past chairmen, Shuster works hard to write transportation reauthorization bills that can gain the support of both Republicans and Democrats. It is unfortunate that more members of Congress do not share his bipartisan approach.







# education

## Targeted Education & Training Workshops Build TWU Stewards' Expertise Across the U.S.

Over the past few months, TWU has rolled out a program of intensive education and training workshops at our locals across the country. Coordinated and overseen by Education and Training Coordinator Bob Wechsler, these focused sessions are tailored to the needs of specific union representatives in each local.

Workshops build Steward know-how on a wide range of representational situations and procedures, creating a forum for ongoing education to support new Stewards after the training comes to a close. Throughout the workshops, Stewards work together, sharing resources and insights from their shop floor experience representing and advocating for members.

Earlier this year, Section Chairs at Local 525 in Cocoa Beach, Florida participated in a training workshop on April 26. These Chairs represent service contract groups, public and private transit companies, airline workers and others.

On July 8, Local 252 Stewards, representing members at school bus and transit operations and paratransit companies, attended a workshop in Islandia, New York.

In Ohio, local union negotiators from Local 1 — representing Akron Metro Regional Transit Authority workers — and Local 208 — representing Central Ohio Transit Authority workers — came together for a three-day contract negotiations workshop taught by

Instructor David Alexander, ably assisted by TWU International Representative Theotis James.

Most recently, on August 20, education and training workshops were held on-site for Stewards at Local 591 — representing American Airlines Mechanics and Stores — at LAX. Stewards at Local 502 and Local 505 — representing American Airlines Fleet Service — participated in a training program on August 22 at SFO.

A number of multi-day workshops that focus on specific areas of local union leadership and administrative skills are scheduled for the coming months, including a Secretary-Treasurers' Seminar and a New Officers' Seminar ("Boot Camp"). These seminars will bring together local union officers from across the country. TWU local leadership should expect to receive notices shortly containing workshop details and registration instructions.

Go to [www.twu.org/ourunion/departments/educationandtraining.aspx](http://www.twu.org/ourunion/departments/educationandtraining.aspx) to learn more about TWU's Education & Training Department programs!







# & training

## Making Unbeatable Member Representation Our Union's Calling Card

By TWU Education & Training Coordinator Bob Wechsler, Ph.D.

**T**he great American novelist Thomas Wolfe's work, *You Can't Go Home Again*, was published three years after he was dead. I prefer Bon Jovi's take on it: "Who Says You Can't Go Home Again?" I am home again, and I am thrilled to be back at TWU.

I spent the past three years as the executive director of a nontraditional college that specializes in training and educating adults. Combining that new experience with my nearly 30 years on staff at TWU as Education and Research Director has given me a vision of how we can help achieve the goals laid out in the last Convention. These goals include re-empowering the locals, unifying and growing the union, restoring financial stability, and supporting local efforts in contract negotiations.

How can this be done? The TWU will survive and grow if there is investment in its infrastructure and the key to that dynamic building process is education and training.

Investing in education and training can ensure the following:

- Strengthen the bonds within TWU to ensure stability, loyalty, and a culture of growth.
- Unify TWU by mixing crafts, industries, divisions and locations while creating an environment of peer-based learning.
- Create an educational pipeline that fosters the development of leaders and communication pathways that encourage members to speak out and be heard.
- Empower local unions to bring their strength, passion and experience to bear on our challenges.

The plan is quite simple. We will work with locals and divisions

individually and equally important, together to provide the best training available. We will bring local leaders together to examine and learn how to perform their leadership roles better. We want to ensure that leaders understand how to fulfill their constitutional and legal responsibilities, conduct administrative roles properly, and at the same time learn how to realize their goals.

Soon, we will invite newly elected local officers to a five-day residential boot camp class to study and practice leadership roles. We will also offer a union-wide Secretary Treasurers Seminar. Treasurers will learn everything from accounting principles and budgeting to what their fiduciary responsibilities are. There is nothing more important than making sure your dues are given proper care and spent wisely.

In the past two months, we have been training stewards, contract negotiators and new Executive Boards.

We are working with our leaders on the shop floor – our stewards and grievance representatives. The TWU website is being revised to provide more information for grievance handling. There is a "Stewards Toolbox" hot button on the lower right of the TWU webpage that has important grievance information. Make sure all stewards go to the education and training part of the website and register for the weekly stewards' newsletter. We are mailing out a revised format of the TWU Steward, our five-page bi-monthly newsletter. Check with your local to get the latest copy.

We have hit the ground running but this is just the beginning. I will be working on some plans to see how we can leverage some of the newer forms of training and extend our reach even further. Stay tuned.

## TWU SALUTES THE 2014

# Michael J. Quill Scholarship Winners!



**Kevin Callagy, Age 18,**  
SUNY Stony Brook,  
Son of Thomas Callagy, Local 252



**Amanda Cato, Age 18,**  
University of Tampa,  
Daughter of Anthony Cato, Local 100



**Tevin Clarke, Age 18,**  
Penn State Schuylkill,  
Son of Jennifer Arthur, Local 100



**David Ellis, Age 18,**  
University of Central Oklahoma,  
Son of John Ellis, Local 514



**Bianca Hernandez, Age 18,**  
Broward College, Stepdaughter of  
Christopher Stancato, Local 555



**David Hernandez, Age 18,**  
City College of New York,  
Son of George Hernandez, Jr., Local 100



**Michele Hilton, Age 18,**  
Pace University,  
Daughter of Robert Hilton, Local 100



**Madison Hofmann-Molovich,**  
**Age 18,** University of North Texas,  
Son of John Molovich, Local 567



**Lauren James, Age 18,**  
University of Tulsa,  
Daughter of Roger James, Local 514



**Danielle John, Age 17,**  
Saint John's University,  
Daughter of Ian John, Local 100



**Anna Kapitman, Age 17,**  
Cornell University,  
Daughter of Vadim Kapitman, Local 100



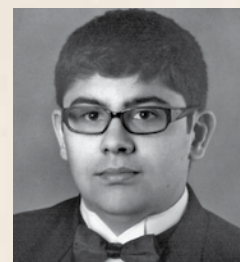
**Amanda McShane, Age 18,**  
Rogers State University,  
Daughter of Robert McShane, Local 514



**Samantha Mejia, Age 19,**  
Texas State University,  
Daughter of William Mejia, Local 513



**Destiny Spruill, Age 18,**  
Howard University,  
Daughter of Donald Jones, Local 100



**Michael Tobin, Age 17,**  
SUNY Orange,  
Son of Michael Tobin, Local 100

## Investing in the Next Generation

Since 1969, the TWU International has awarded 15 four-year college scholarships each year to college-bound dependents of TWU members. Each award recipient receives \$1,200 annually, for a total of \$4,800 over the four-year college period.

The Quill Scholarship has benefitted hundreds of families throughout the TWU. Sons and daughters of our members in city passenger transit, railroad and air transportation, utilities, public employment, space installations, and allied industries are among those who began their college educations with the help of the TWU's signature scholarship, bearing the name of our founder.

TWU Founder and International President Mike Quill (left) and International Secretary-Treasurer Matthew Guinan (center) talk to a reporter at a press conference in New York City, 1964.





# TWU's Table Games Dealers Show Winning Hand in Las Vegas

**T**able Games Dealers at three high-end Las Vegas casinos voted by a 13-to-1 margin to ratify their first TWU-negotiated contracts with employer Caesars Entertainment back in mid-February of this year. Those contracts set a new industry standard.

The 1,300 dealers at Bally's, Paris, and Harrah's casinos joined Local 721 in back-to-back elections less than a year prior. In addition to the negotiated contracts, Caesars Entertainment has since signed a neutrality agreement and granted the union card check at all Caesars-owned casinos in Las Vegas.

All three five-year contracts secured for Dealers 29 days of paid time off (PTO) with tips, a major victory in the casino industry. "These contracts are really the premiere contracts right now for Las Vegas dealers," said Gaming Division Director Joe Carbon.

"The gains we made are significant for the members. We negotiated job

security, grievance and arbitration, the right to have shop Stewards on all shifts, and the maintenance of their robust health care plan."

"TWU has been on the side of Las Vegas dealers for over a decade," said TWU International President Harry Lombardo. "The union has earned respect throughout the industry, and a reputation for delivering solid contracts and giving dealers the job security and representation they deserve."

The card check and neutrality agreements are testaments to the

reputation that TWU has built in Las Vegas' gaming industry. "Caesars Entertainment came to us," said Carbon. "The company is now accepting the union. That's a relationship that we've been able to build. I think it will only get better."

Going forward, the union is looking to build on its record to make further gains for Dealers. "This is a culture change for the Dealers and the casinos," said Lombardo. "Our Dealers are proud of their contracts and very excited to know that TWU has their back."

"Right now, there isn't anyone who doesn't recognize that TWU represents the gold standard in Las Vegas. At one point, people said that Dealers couldn't be unionized — or even shouldn't be unionized. This union and the Dealers proved them wrong. We're going to continue organizing until every Table Games Dealer in Las Vegas gets the representation they deserve!"





# WHY CONTRIBUTE TO

By TWU COPE Department Staff

The history of labor in politics spans more than two centuries. As early as Colonial America, workers formed groups demanding political equality, initiated currency reforms, and helped establish our free public school system. Throughout the early 1900s unions participated in national elections, supporting friendly candidates and opposing hostile ones. The attack on labor unions today comes from all levels of elected officials, at the local, state and federal level. Our members have learned through bitter experience that there is a powerful link between the bread box and the ballot box. Gains won at the bargaining table can be wiped out by the stroke of a pen when anti-worker candidates are in office.

The TWU has been fighting for our members' collective rights politically for decades through our Committee on Political Education (COPE). Because we do not ever use dues money to make political contributions, we ask each of our members to voluntarily contribute to the COPE fund. The COPE fund invests in labor-friendly candidates on both sides of the aisle

who protect our jobs, our futures, and our working conditions. COPE does not tell anybody how to vote, rather we provide information and education so that our members can make informed decisions at the ballot box.

This coming election in November is critical for all working families. For the first time at TWU, we have a coordinated plan for how to protect our members'

# TWU COPE

# ?

interests during election cycles and all year round. We have our Government Affairs team, headed up by Brendan Danaher, who closely watches legislative and regulatory interests as they happen in Washington D.C. We also have the COPE-Political Field team, led by Terry Daniels and Gwen York, who facilitate our

TWU State Conference Program and ensure our members are educated and mobilized where they live and work, on the state and local level.

This is a new movement in the TWU, where we work together to fight the continuing



assault on working class families. The crushing economic inequality that exists today has to change. It is time to decide who we really are and if our values matter. Is it OK to give billions of dollars in tax breaks to giant oil companies and corporations that send their money and their jobs overseas?! Is it OK to cut vital services to our nation's most vulnerable by gutting public education at every level, raising interest rates on student loans until they bankrupt a graduate's future, and leaving our senior citizens to languish and die from lack of food, medicine and decent housing?! If you believe those choices are wrong for the American people, then you must get out and vote this November.



**Get active in the fight to protect working families! Contact us at [COPE@twu.org](mailto:COPE@twu.org).**



# A Responsible, Streamlined Budget:

## *Creating Long-Term Financial Stability*

By International Secretary-Treasurer Alex Garcia

**T**WU Founder Mike Quill famously said, “Whatever the problem, your efforts will be crowned with success only if your union is sound and united. It takes planning, patience, vigilance and determination to win any struggle, regardless of the arena.”

In my work as International Secretary-Treasurer, I have found that these words ring remarkably true. It is fundamentally impossible to build a powerful union without ensuring that the organization has a sound budget at its core — this is the firm bedrock on which all other elements of our success rest.

It is an honor to have been entrusted with the task of restoring our union’s financial health. Even through all the discussion about it at our 24th Constitutional Convention, the full extent of TWU’s financial distress was not immediately clear to this administration when we took office one year ago.

There was no doubt in my mind of the hard work that lay ahead. However, I am very proud to be able to say today with confidence that we have come a long way since September of 2013 in turning that course around 180 degrees. Make no mistake — we still have our work cut out for us in repairing the budget, but we are starting to see the light at the end of the tunnel.

Every decision that the International Administrative Committee



makes is made in step with our considerations of how it will impact the union’s long-term financial outlook. This is just one way in which the IAC is working to ensure that TWU can continue to provide consistent, reliable, quality representation for workers in our children’s generation and for generations to come.

Since day one, my focus has been on instituting financial transparency, eliminating any waste or drain, and developing strategies for responsible spending. That doesn’t mean that TWU does not have money to spend where it counts — but we want every dollar of dues money that we spend to be an investment in our future and to yield real results for our members. That’s the new way forward at TWU.

This approach is reflected across the board in all of our Divisions and Departments. A powerful example is TWU organizing, where we have won more major representation elections in the past year than we have in recent memory, bringing thousands of new members into our union. And this was accomplished on a fraction of previous organizing budgets — in combination with the effective implementation of our new grassroots, hands-on style of organizing.

In closing, I want to thank each and every one of you for your support of this administration. Brothers and Sisters, I’ll see you out in the field!



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