



# TWU EXPRESS

TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO • UNITED INVINCIBLE • FALL 2016 • VOL. 68 • NO. 3



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# TODAY WE UNITE

## TWU GETS RESULTS AT AMERICA'S LARGEST AIRLINE

Election 2016  
Information  
Inside!





# Let's Get To Work

The last few months have been a breakthrough span of time for this union. We've enjoyed a series of important victories, reached several critical milestones, and continued our efforts to revitalize our members' faith in TWU. I can hear, see, and feel the difference when I interact with you: when I read your emails, visit your locals, or attend your events.

In the last several months, I joined Local 234, my old local, as they opened up negotiations with SEPTA in Philadelphia. I attended Local 291's annual picnic in Florida. And of course, I was in Dallas as we negotiated with American Airlines to get our Air Division members at American the industry-leading wages they deserve. Today, I recognize a sense of pride in this union that I hadn't seen in many years.

I see you wearing your TWU buttons and t-shirts, and interacting with our posts and one another on social media. I see you sharing our content with your friends and families and calling your local and International officers to see how you can get involved. I see you signing up—literally, by the thousands—to get involved in our unity campaign at American Airlines, or to volunteer with get-out-the-vote efforts. I see a renewed commitment to the value that this union provides all of us, and our families, and an appreciation for the solidarity we've shown our brothers and sisters over the last several years as we've rebuilt TWU together.

This momentum is inspiring, and it only makes me want to do more. If you know me, you know I'm rarely satisfied. At the International, I'm changing the way we run meetings and the way our staff communicates with one another, because I want us to have one thing in mind with every task we complete: you, the members. Every project we take on is another opportunity for us to develop a staff that is best equipped to serve the needs of the incredible people who make up this great union. In the coming months, we'll start to unveil new training opportunities, a new TWU website, and plans for next year's convention, and I hope you'll see the momentum continue to build and that you'll be just as inspired.

When I see all of the progress we have made, I'm reminded why this election in November is so important. If we don't educate ourselves on the issues that matter, and we don't make sure that our friends, our families, our neighbors, and our colleagues are doing the same, then we undo all of this work we have done. If we don't elect candidates who truly stand with working people—candidates who support investments in infrastructure, oppose right-to-work laws, and have pledged to stand up to corporations that take advantage of our broken bankruptcy laws—then our movement won't be here for the next generation.

I'm in this for the long haul—every contract battle, legislative fight, organizing effort, and electoral decision—it's personal to me because it affects the livelihoods of each of you. And I believe that we truly are stronger when we do it together.

United, Invincible,

Harry Lombardo  
International President

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*“This momentum  
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# In This Issue:

**PAGE 2:** Message from President Harry Lombardo

**PAGE 5:** Victory in Court: *Serna vs. TWU*; TWU Fights for Small Airlines

**PAGE 6:** Major Victory at American Airlines

**PAGE 8:** Shop Floor: Odds and Ends from TWU

**PAGE 9:** Local 250-A Tackles Operator Assaults

**PAGE 10:** Election 2016: Clinton Answers TWU Questions

**PAGE 12:** TWU to Donald Trump: You're FIRED!

**Page 13:** What's At Stake in the Senate? Your Union Rights.

**PAGE 15:** Local 234 in Negotiations

**PAGE 16:** Local 208 Celebrates 75 Years; Local 100 Fights to Bring Back U.S. Jobs

**PAGE 17:** Training for Rail Division; Back-to-Back Contracts for Flight Attendants

**PAGE 18:** Long-Time Local 101 Officer Arroyo Retires

**PAGE 19:** Local 556 Stands Up

**PAGE 20:** TWU Members in Action Across the Country

**PAGE 22:** Local 525 Takes on Contractor

**PAGE 23:** Message from Secretary-Treasurer Alex Garcia



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# Victory in Court: *Serna vs. TWU*

In a huge victory for TWU and its members covered under the Railway Labor Act (RLA), the U.S. Court of Appeals for the Fifth Circuit affirmed an earlier district court ruling in favor of TWU and dismissed a class action suit brought against the union. The decision was handed down in June.

The case, *Serna vs. Transport Workers*, was brought by a group of employees at Envoy Air and Southwest Airlines who were not members of TWU and objected to paying “fair share” fees, money paid by non-union members to cover the cost of collective bargaining.

TWU’s contracts with Southwest and Envoy (then American Eagle) contain provisions requiring all represented employees, regardless of whether they are members of the union, to pay their share of these costs, which is allowed under the RLA’s union shop provision.

The Department of Justice had also sided with TWU and urged the district court to reject the constitutional challenge to the union shop provision of the RLA, which it did in 2015.

Affirming the district court’s findings, the Fifth Circuit said that the issues at hand are governed by Supreme Court and Fifth Circuit precedent, citing a 1956 high court ruling and an appeals court case involving the IAM in 1998.

Along with *Friedrichs vs. California Teachers Association*—the right-to-work case argued before the Supreme Court—the *Serna* case would have ended the practice of “fair share” fees. The National Right to Work Legal Defense Foundation worked on both cases in an effort to block unions from collecting these fees and impeding workers’ rights to fair representation in the workplace.

“This is a great ruling for our members and all organized workers under the Railway Labor Act,” said International President Harry Lombardo. “We want to fairly represent our people in the workplace and need everyone to pay their fair share in order to do that.” But, Lombardo underscored, other anti-union, anti-worker cases are still moving through the judicial system.

## TWU Fights for Small Airlines

It’s not just the big airlines that get TWU’s time and attention. For the nearly 300 workers at seven small airlines, Local 540 has their back. Members of Local 540 work as airline dispatchers all over the country.

Local 540 negotiators have reached an agreement with both Hawaiian Airlines and Island Air to bring new five-year contracts to the Hawaii-based dispatchers. The contracts were overwhelmingly ratified in July and bring significant wage increases to the employees, 44 at Hawaiian and 12 at Island.

The negotiating teams worked tirelessly with the two airlines, said Local 540 President Alex Giarrocco. “Tourism drives the economy of Hawaii,” he said. “Our members

know just how important their work for the airlines is to ensuring the state’s economic health.”

Airline dispatchers are highly-skilled employees. They are licensed by the FAA and take the same written exams as airline transport pilots. They work closely with the pilot during pre-flight planning and monitor the flight from start to finish. In addition, dispatchers work with air traffic controllers and the grounds crews, monitoring weather and more, and their primary responsibility is the safety of the flight.

“The local took great pains to see that these valuable workers got what they deserved in a contract,” said International Vice President Gary Shults.

Local 540 also represents: Frontier Airlines (Denver), PSA Airlines (Dayton, Ohio), Republic Airways (Indianapolis), Spirit Airlines (Miramar, Fla.), and Endeavor Air (Minneapolis).

### NOTICE: LOCAL 504 GENERAL ELECTIONS

*Air Transport Division Local 504 will be conducting General Elections during the months of February and March, 2017. Nominations will be held January 2 through January 27, 2017. All eligible members can send their nomination by either:*

Email: [ulerios@adr.org](mailto:ulerios@adr.org)  
(Subject: Local 504 nominations)

Fax: 212-233-0629

Mail:

American Arbitration Association  
120 Broadway (21st floor)  
New York NY 10271  
Attention: Election Department

### NO NOMINATIONS WILL BE ACCEPTED AT THE LOCAL UNION HALL

#### Local Positions:

President  
Executive Vice President  
Financial Secretary-Treasurer

#### Executive Board:

2 Board Members from Worldwide Flight Services  
1 Board Member from CAS, Avport, KLM, Allied, CORE, Genesis, Triangle, Swissport, Airways Cleaners  
1 Board Member at large from any division

#### Section Officers:

1 from Swissport  
1 from CORE  
1 from Triangle Interline & Triangle Ramp  
1 each from CAS JFK Building 9, 73, 76  
1 each from Genesis Aberdeen and Genesis Franconia  
1 from Allied LGA Tank Farm  
1 from Avport  
1 from KLM SFO  
1 from Airways Cleaners

Worldwide Flight Services  
Base Representative  
1 each from every station within the WWFS System

Constitutional Convention:  
As needed alternate or seated delegates

Any position without a nomination may be appointed by the Local Executive Board.



# Major Victory at American Airlines

The TWU-IAM Association in early August reached an interim agreement with American Airlines to provide TWU members at the company industry-leading wage rates, a lump sum payment (to bridge members whose increases weren't effective until November), and retirement improvements. Joint contract negotiations will continue to resolve all outstanding issues, including wages and retirement improvements.

The interim agreement provides average wage hikes of approximately 22 percent—more than similarly classified workers at Delta Airlines and United Airlines. The agreement also calls for enhancements to defined benefit and defined contribution pension plans.

“Association members at American Airlines will receive the industry-best wages that they deserve now,” said Association Chair and Vice Chair Sito Pantoja and Harry Lombardo, in a joint statement. “The process of bargaining joint contracts after a mega airline merger like American and US Airways is complex and time consuming. Association members will not have to wait to share appropriately in the success of their airline while their negotiating committees bargain hard to complete the process.”

The work to secure this interim

agreement didn't take place just at the bargaining table. TWU leadership put direct pressure on American Airlines executives about the slow pace of negotiations, and the TWU International Campaign Unit (ICU) led a targeted organizing campaign to generate union-wide support for the negotiating teams.

As reported in the Summer issue of the *Express*, President Lombardo assigned International Vice President; Administrative Assistant to the International President; and Transit, Universities, Utilities and Services Division Director Jerome Lafragola to lead this effort, and he began this campaign at six American Airlines hubs. Phase One—Today We Unite—identified key activists on the ground at airports and maintenance facilities across the country who would help build support for the two TWU-IAM bargaining teams. Phase Two—I'm Ready to Fight—began in earnest this summer, and that's when American sat up and took notice.

Management didn't just see the thousands of Today We Unite buttons sported on safety vests or hundreds of #SolidaritySelfies posted online. The company also noticed the growing unity among TWU members and locals. It noticed the groundswell of support for the bargaining teams. It heard the singular voice of TWU

demanding fair treatment and proper compensation after years of concessions meant to keep the airline flying, not to pad the pockets of senior management.

While the teams were at the bargaining table fighting for their coworkers and demanding what they deserved, TWU staff and rank-and-file members were out on the ramp and in hangars, in breakrooms, and at union meetings supporting their efforts.

After the agreement was announced, TWU thanked the hundreds of volunteer member organizers and activists who helped make the Today We Unite campaign such a success.

Their willingness to fight made it clear that members wanted progress, not stall tactics. It was a win for all the members at American Airlines, and their willingness to engage and spread the word was a critical component.

“I know that our members at American Airlines have been angry for a long time,” said International President Lombardo. “They sacrificed so much to keep the airline running after 9/11 and then had to watch as the corporate fat cats got rich without regard for the workers who kept them in business.”

But, President Lombardo went on, “I've seen a different workforce these





*Members of Local 514 in Tulsa, Okla. get behind TWU's Today We Unite campaign at American Airlines.*

last few months. I've seen members who spent years in the shadows come front and center, not just wearing a button, but talking to their brothers and sisters, engaging them, pulling together to restore their dignity and fight for their families."

American Airlines saw the writing on the wall and an agreement was reached.

ICU Director Lafragola marveled at the support for the campaign union-wide. "We drew on locals large and small across TWU divisions. We had Transit guys on the tarmac and Rail locals wearing Today We Unite

buttons in a show of solidarity." The entire International union pulled together to back the campaign.

As the negotiating committees continue to bargain the rest of the contract, TWU is urging all of its members at American Airlines to stand with their union and stay involved in the campaign. The tone from the company may have changed, but the goal remains the same: to show a united front and organize as much support for TWU and its bargaining teams as possible, and to help them get the significant contract enhancements

members earned. This agreement is a critical first step in the process, but bargaining will continue until a full contract is reached.

The cover of this issue of the *Express* says it all. Those are the faces of the men and women of TWU who are coming together in order to demand respect, to back their union and one another, to go toe-to-toe with the company.

Today we are United. We are Invincible. At press time, TWU reached a tentative agreement with the company for Flight Simulator Engineers. Visit [twu.org](http://twu.org) for more.

## Today We Unite: By The Numbers

**30,000**

The number of members represented by the TWU-IAM Association at American Airlines.

**22%**

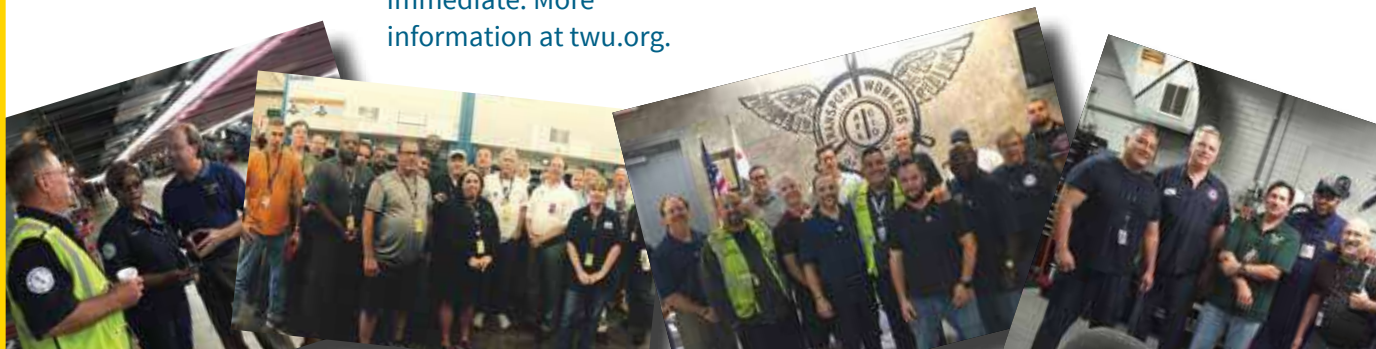
The average wage increase a member will receive. For most employees, this increase was immediate. More information at [twu.org](http://twu.org).

**3,000**

The number of TWU members who signed up to receive regular email updates from TWU.

**15,000**

The number of Today We Unite buttons distributed to TWU members across the country.



# From the Shop Floor: Odds & Ends from TWU



Local 291 held its annual picnic during the first weekend of August at Haulover Park in Miami. **International President Harry Lombardo was the special guest that day, talking to members, enjoying the festivities, and spending some time at the COPE table.** There was plenty of food and fun and definitely south Florida heat—the family-friendly day was a hit for everyone as well as a successful COPE drive. Joining President Lombardo and Local 291 President Clarence Washington were International Secretary-Treasurer Alex Garcia and International staff members Terry Daniels, Carl Martin, Andrew Rangolan, and Gwen York.

**After launching a coordinated legislative and public relations campaign against National Grid’s lack of inspectors, Local 101 reports that the company has agreed to negotiate over the use of outside contractors and hiring more inspectors.** The Brooklyn and Queens utility behemoth had hired so many contractors to install natural gas supply lines and pipes that Local 101 inspectors weren’t able to inspect them all. The contractors were being asked to self-inspect the installation work and Local 101 members were told to make safety checks over the phone.

**Local 100 members at the Access-A-Ride Call Center in New York overwhelmingly ratified a new contract with big percentage raises and much-needed job security. The ratification capped a two-year campaign for fairness and respect against Global Contact Services, a private contractor that operates the para-transit call center. The contract covers more than 700 employees.**

Swept up in an effort to restrict aggressive costumed characters in Times Square from harassing tourists, Local 225 members who are tour bus ticket agents have been forced to work in smaller “activity zones.” **Lobbying efforts by Local 225 and the New York New Jersey State Conference were able to mitigate the harsher effects of the New York City Council legislation that created the zones.** “We were able to defeat an employer plan to have the sales licenses [authorizing them to sell tickets on New York City sidewalks] issued to the companies rather than the ticket agents themselves,” said James Muessig, Local 225 Secretary-Treasurer.

In mid-July, **President Obama signed a Federal Aviation Administration (FAA) extension bill that locks in current FAA funding levels until September 30, 2017.**

TWU opposed passage because of a provision that would extend the background check for employees holding Security Identification Display Area (SIDA) badges from 10 years to 15 as a response to terrorist attacks at European airports. There is no credible evidence pointing to an insider terrorist threat at U.S. airports and TWU argued strongly against this provision as an undue burden on workers.

There were, however, positive developments in the bill. It provides significant appeal and waiver rights for SIDA badge holders, which TWU has been fighting over a decade for. The bill also strengthens rules for foreign aircraft repair stations by: requiring background checks for each employee who performs safety sensitive work at those stations; calling for rules on drug and alcohol testing for the employees; and increasing risk-based oversight of stations with a history of violations, meaning the worst offenders will get special attention from U.S. government inspectors.

If implemented properly, these provisions will finally start to level the playing field between U.S. and foreign repair stations.

Read TWU’s full analysis of the bill at [twu.org](http://twu.org).





# Local 250-A Tackles Operator Assaults



TWU Transit Division members coast to coast know all too well the dangers that come with transporting sometimes angry, irrational, or even mentally unstable passengers.

In April 2015, International President Harry Lombardo brought the issue directly to Congress when he testified in front of the Senate Committee on Banking, Housing, and Urban Affairs' hearing on reauthorizing MAP-21, the federal surface transportation legislation.

"Working class Americans should not go to work every day fearing for their safety on the job," testified Lombardo. "The solutions aren't difficult and we need this Congress to prioritize the safety of our riders and our operators by installing plexiglass barriers."

Local 250-A in San Francisco has begun to address the issue locally as well. In a letter sent in May to Ed Reiskin, Transportation Director of the San Francisco Municipal Transportation Agency (SFMTA), Local 250-A President Eric Williams wrote, "Management must address the issue of assaults of our members immediately. Our members will no longer be sent into unsafe working conditions as public employees." Every 11 days, a transit operator is assaulted in San Francisco.

Williams also encouraged members to report any assaults immediately and to take the vehicle out of service while waiting for the police.

"I don't think SFMTA has had their operators'—our members'—backs," said Williams. "We've been

talking to the agency about that and how challenging it has become for the operators to come to work," knowing they could be the victim of anything from spitting to punches.

The result of the local's tough stance and the media attention it drew brought the agency around. TWU and SFMTA have now collaboratively produced an ad campaign that was launched in September with the hashtag #KeepThemSafe. The anti-assault campaign includes all SFMTA employees, not just TWU members.

The local released drafts of the campaign ads to the media early, however, after yet another assault occurred in mid-August. Local 250-A member Carla Romero was working on a Saturday morning when she was instructed to return her bus to the depot. She got off the bus in order to attach its trolley poles to a different set of wires, which would allow her to turn around. That's when a car driver, feeling he'd been cut off, got out and began attacking Romero, but thankfully the police were called by a passerby. And just days after the campaign was announced, yet another Local 250-A member was hospitalized when a passenger struck him in the head with a skateboard.

"This is just the first step in our campaign to deal with assaults against SFMTA employees," continued Williams. There are also plans to offer rewards for witnesses to come forward, as other cities have done.

See more of the ads at [sfmta.com](http://sfmta.com)

## Cable Car Bell Ringing Contest

While Local 250-A takes the job of protecting its members seriously, the TWU-represented operators on the iconic San Francisco cable cars get to have a little fun and show off their bell-ringing skills at the same time. This year, the 53rd Muni Cable Car Bell Ringing Contest was held in early July at Union Square.

There are two bells on every cable car used for communication between the grip operator up front and the conductor at the back. One bell means "Stop"; two bells: "All Clear"; three bells: "Emergency Stop"; and four bells means it's safe for the grip operator to turn the cable car around.

A demonstration of skill and rhythm, the contest has a few simple rules: no props, no electronic devices, no additional accompaniment, and the operators must dress in uniform.

This year for the first time a woman was in the contest, TWU member Cassandra Griffin.

Local 250-A President Eric Williams, a grip operator himself, has never entered the contest. "I didn't even try," he laughed.

The winner of the contest was Leonard Oats and the other finalists and TWU members who participated were: Byron Cobb (six-time champion), Singh Rai, Ignacio Sandoval, Joseph Sue, and Trini Whittaker.

To see President Williams demonstrating the bell system for a "Science in the City" video at San Francisco's Exploratorium, visit <http://bit.ly/2bo2bsP>.

# In Her Own Words

How you vote is a personal decision. That decision will affect your job, your family, and your future. TWU submitted a questionnaire to the presidential candidates\* and below are Secretary Clinton's responses on issues that affect working families, union members, and transportation industry workers:

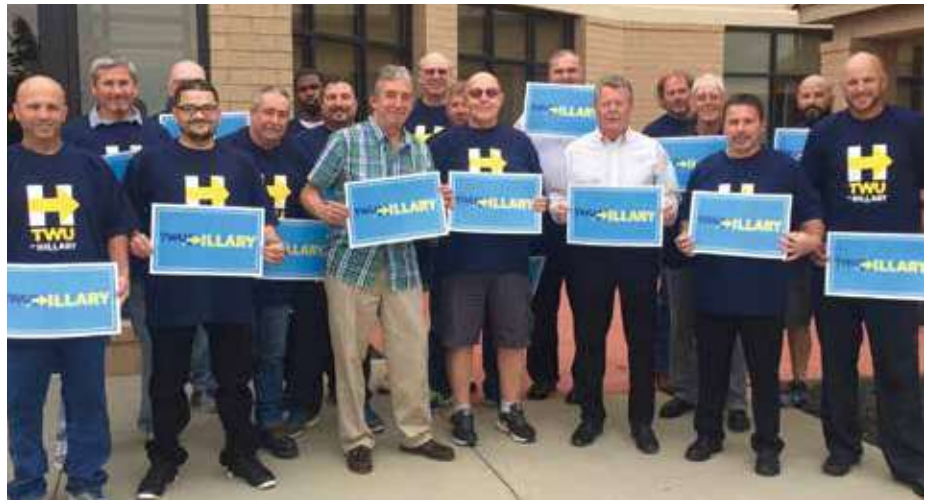
*\*TWU traditionally sends candidate questionnaires to both major party presidential candidates. However, the Trump campaign did not accept any questionnaires.*

## On Collective Bargaining and Raising Wages

It is vital that we modernize basic labor standards. Worker protections and basic labor standards have failed to keep pace with changes over the past half century. I was proud to be an original cosponsor of the Employee Free Choice Act. I support card check and binding arbitration to help workers that have voted to join a union reach a first contract. **We need to find ways to support workers that want a union in their workplace to have fair elections without fear of employer retaliation or intimidation.** That's why I support the WAGE Act. Labor organizing should be protected in our courts. Workers need recourse when they are punished by their employers for organizing.

*If you have photos of TWU members campaigning for Hillary Clinton, share them with us on social media!*

**@transportworker**



**Above:** TWU leadership and Rail Division members campaign for Hillary Clinton.

## On Transportation Issues

We need bold and ambitious new investments in infrastructure that will create good jobs, protect workers, and connect businesses with markets across the country.

**My infrastructure plan will create good-paying jobs, connect businesses with markets, and boost the growth and productivity of our entire economy.** It would result in up to \$500 billion in federally-supported investment.

## On the Transport Workers Union of America

As President, I will always stand with the TWU in the fight to protect workers' fundamental rights to organize, bargain collectively, be safe on the job, and retire with dignity and security after years of hard work. We will make the kinds of investments that grow the economy for everyone, including building 21st century roads, transit systems, and airports. In my first 100 days in office, I will put forward a plan to make the most ambitious investments in our infrastructure since the Interstate Highway System. And I will make sure workers always have a seat at the table and a champion in the White House.

## On Transit Privatization

The federal government should not be going out of its way to encourage efforts to privatize public services at the expense of worker wages. As I have said throughout this campaign, we need to keep the "public" in public service. **Our cities, our states, and our country depend on public services, so we must ensure public workers receive decent, fair compensation for the important—and sometimes dangerous—jobs that they do, including those associated with P3s [public private partnerships].**

That is why in this campaign I **have committed to expanding public transit options to lower transportation costs and unlock economic opportunity for all Americans.** For example, I have said I will dedicate \$50 billion of my \$275 billion infrastructure agenda to an Infrastructure for Opportunity Fund, making significant new investments in public transit systems, water systems and more, and working with state and local governments to ensure these investments are creating jobs and opportunity for local residents and small businesses.

**TWU for HILLARY**



## On The Economy

I have said that the defining economic challenge of our time is raising incomes for hardworking Americans so they can afford to live a middle-class life, and **I believe strong unions are critical to achieving that goal. In order to get incomes rising, I've laid out an economic agenda that has three parts: fair growth, strong growth, and long-term growth.**

First, we need fair growth. The deck is stacked against middle-class Americans, with an increasing share of income going to the top. We need to strengthen unions' ability to organize and collectively bargain. The great American middle class was built in large part by workers exercising their right to organize and bargain for higher wages and better conditions. **When more workers were in unions, more workers were in the middle class and their wages went up.**

Second, we need strong growth. That means making the kinds of investments that drive job creation, productivity, and higher wages. I've proposed \$275 billion for rebuilding our nation's infrastructure—that will create good paying jobs and make our economy more productive over the long term. We also need to invest in education from pre-K to college to unlock the potential of every American. And we need to make it much easier for every American to join and stay in the labor force by making quality child care more affordable and by ensuring America is no longer the only developed nation without paid leave. That's how we will create the economy of tomorrow: with a tight labor market that drives rising pay for workers, gives every worker pathways to good jobs, and ensures everyday Americans share in the rewards—not just those at the top.

**And third, to raise wages sustainably, we need long-term growth that doesn't depend**

**on boom and bust cycles on Wall Street.** We need to defend Dodd-Frank and go even further to hold Wall Street accountable and crack down on risks in our financial system.



**Below, left:** Members at a Clinton/Kaine rally in Florida. **Below:** A member photo of Hillary Clinton from the rally.



**Below:** Members of the Ohio/Michigan State Conference volunteer for the TWU for Hillary campaign.



# TWU to Donald Trump: You're FIRED!

Donald Trump is anti-union. His dishonesty and self-promotion are scams to make himself richer at any expense. He claims to be a great businessman but that's just not true, based on his record of failed businesses. He won't release his tax returns, filed for bankruptcy four times, and is being sued for fraud as well as withholding hard-earned wages from hundreds of people.<sup>1</sup>

A Trump presidency would be a disaster for working people. The judges he promises to nominate for the Supreme Court are extremely anti-union.<sup>2</sup> His disdain for his own

employees and for workers' rights has been on display throughout his career. Trump management allegedly assaulted a worker attempting to organize a union. His company fought long and hard against those workers once they did form a union. He outsources manufacture of his products to low-wage countries like Bangladesh, and loves "Right to Work," the CEO-written law that guts unions, drives down wages, and takes power away from working people.<sup>3</sup>

Trump's record as an airline executive speaks for itself. The Trump Shuttle never made a profit

and Trump defaulted on his loans. The banks took over the airline after just three years.<sup>4</sup> And if that's not bad enough, a close Trump ally is responsible for one of the worst airline bankruptcies in history. Carl Icahn wrecked TWA, bled the airline dry, walked away with \$500 million, and left workers with gutted pensions. In spite of this, Trump has proposed naming Icahn his Treasury Secretary.<sup>5</sup>

We don't need that kind of businessman in the White House. Donald Trump, you're fired!

## DONALD TRUMP: LOOKING OUT FOR HIMSELF.

### WORKERS' RIGHTS

Trump has said he would do without unions completely and that he 100% supports "right to work" laws that weaken unions, drive down wages and take power away from working people. (*The Guardian*, 11/19/15; South Carolina Radio Network, 2/17/16)

### FAIR TAXES

Trump proposes cutting taxes for the wealthy, giving billions to CEOs and saving his own family more than \$3 billion dollars. (*Wall Street Journal*, 9/29/15; Donald J. Trump, accessed 12/17/15; Center for American Progress, 9/28/15)

### JOBS

Trump thinks wages are "too high" and that companies should force working people to accept lower pay by threatening to move jobs to states where workers make less. (*Boston Globe*, 11/10/15; *The Detroit News*, 8/12/15)

## HILLARY CLINTON: LOOKING OUT FOR YOU!

### WORKERS' RIGHTS

Clinton believes in the fundamental right of working people to organize and negotiate for better wages and working conditions, and she opposes "right to work" and other corporate attacks on workers' rights. (*Washington Examiner*, 9/16/15)

### FAIR TAXES

Clinton is committed to fixing our out-of-balance economy, raising incomes for hardworking people, and making the wealthy and large corporations pay their fair share in taxes. (*New York Times*, 7/13/15)

### JOBS

Clinton will create good union jobs by investing in manufacturing across the country, and in infrastructure to rebuild our roads, bridges and public water systems. (Hillaryclinton.com, 4/1/16)

1. *U.S. News & World Report*, 2/26/16; CNN, 8/31/15; *USA Today*, 6/9/16.

2. Alliance for Justice, 5/18/16.

3. *The Nation*, 8/21/15; *Washington Post*, 3/14/16; *Washington Examiner*, 2/23/16.

4. *The Daily Beast*, 10/4/15.

5. *Washington Post*, 4/30/16.



# What's At Stake in the Senate? Your Union Rights

On Election Day, 34 U.S. Senate seats will be up for grabs.

If the Democrats can win four of them, TWU will be able to fight for a pro-worker agenda on Capitol Hill. That means we can fight to create more transportation jobs, improve labor rights, reform airline bankruptcy laws, and make

workplace safety advancements nationwide.

Six Senate races are highlighted below. In each of these states there's a clear choice between a pro-TWU candidate and someone who will actively work against your interests. How you vote is your own decision. But as your union, it's our duty to

make sure you know where the candidates stand on the workplace issues that TWU defends every day. TWU members who live in these states will be making a decision that affects all of their brothers and sisters across the country.

	Sen. John McCain (R)	Rep. Ann Kirkpatrick (D)
Arizona	<p><b>Bad for Airline Workers</b> Sen. McCain voted against safety and security standards for U.S. aircraft maintenance performed in foreign countries. McCain supports foreign ownership and control of U.S. airlines, and foreign airlines providing service within the U.S., saying that the existing restrictions "should be relaxed." (S. Amdt. 914 to S. 824, Vote #224, 6/12/03. S. Amdt. 3619 to H.R. 4939, 4/26/06; ALPA Presidential Survey, 2/00.)</p> <p><b>Supports Unfair Trade.</b> Never met a free trade deal he didn't like. Voted wrong on trade seven times in 2015 alone. (Brown Amdt., H.R. 1314; Cloture on Hatch Fast Track; Portman Currency Amdt., H.R. 1314; Warren ISDS Amdt., H.R. 1314; Brown TPP Dock-Ons Amdt., H.R. 1314; Fast Track Senate, H.R. 1314; Fast Track Bill Final Psg., H.R. 2146.)</p> <p><b>Opposes Labor Rights.</b> Sponsored legislation to gut aviation workers' union rights and refused to support legislation that would fix the broken collective bargaining system at the FAA. McCain fought against the Employee Free Choice Act—"card-check" labor law reform legislation. McCain supported attacks on transit workers' bargaining rights and voted to lower wages. (S. Vote #227, 6/26/07; S. 1327, 8/2/01; S. 2201, 2006. Gramm Amdt. to H.R. 2, 2/04/87; S. Vote #320, 10/7/99; S. Vote #134, 5/22/96; S. 1533, 1/26/96; S. 141, 8/9/95; S. Vote #119, 5/18/94; S. Vote #105, 5/21/92; S. Vote #35, 3/20/91; S. Vote #122, 6/21/90; S. Vote #181, 9/19/89; S. Vote #36, 4/12/89; Gramm Amdt., 9/29/87; H. Vote #406, 8/15/86; H. Vote #239, 7/12/83)</p>	<p><b>Strong Supporter of Airline Workers.</b> Rep. Kirkpatrick will fight to ensure aviation maintenance work is held to the same safety standards regardless of whether it is performed in-house or under contract and irrespective of the country in which the work is performed. Will ensure that airline workers are protected if their employer files for Chapter 11 bankruptcy protection. She supports banning knives and cell phone calls from commercial aircraft. (2016 TWU election questionnaire; 2013 letter to TSA.)</p> <p><b>Fights Against Bad Trade Deals.</b> "I oppose the TPP due to its lack of protections for American workers" Voted against the TPP. (2016 TWU election questionnaire, H.R. 2146.)</p> <p><b>Supports Unions.</b> "We must affirm workers' rights to organize and advocate for safe, secure working conditions." "I will co-sponsor and vote for legislation that would restore the right to organize and engage in collective bargaining by: a) streamlining the process for allowing workers to choose whether to join a union, and protecting workers from intimidation and coercion; b) strengthening remedies for interference with workers' rights; and c) establishing first contract mediation and arbitration." (2016 TWU election questionnaire.)</p>
Florida	<p><b>Supports Anti-Union Right to Work.</b> "Marco Rubio pledges full support for Right to Work," according to the National Right to Work Committee. (Cosponsor of S. 204, a federal right to work bill; www.nrtwc.org/right-to-work-poised-to-gain-senate-strength.)</p> <p><b>Opposes Law Supporting Equal Pay for Women.</b> Opposed the Paycheck Fairness Act which would expand the scope of the Equal Pay Act of 1963 and the Fair Labor Standards Act as part of an effort to address male-female income disparity in the U.S. (S. Vote 103, 4/9/14, S. 2199 cloture, 9/15/14.)</p> <p><b>Opposes Raising the Minimum Wage.</b> Says it will kill jobs. (Fox Business/WSJ GOP debate, 11/10/15)</p>	<p><b>Opposes Right to Work.</b> "I strongly support the right of workers to join together and bargain as a collective unit for fair wages and benefits. In addition to ardent support for this right, I believe in improving the unemployment compensation system and supporting high-quality job training and re-training programs..." (2016 TWU election questionnaire.)</p> <p><b>Fights for Legislation Supporting Pay Equity.</b> Rep. Murphy is an original cosponsor of the Paycheck Fairness Act, to ensure women with similar education, skills, and experience are paid the same as their male counterparts. (Cosponsored H.R.1619 Paycheck Fairness Act 3/25/15.)</p> <p><b>Supports Increasing the Minimum Wage.</b> "I support raising the minimum wage to \$15 per hour." (2016 TWU election questionnaire.)</p>

	Sen. Mark Kirk (R)	Rep. Tammy Duckworth (D)
Illinois	<p><b>Against Strong Labor Laws.</b> Sen. Kirk voted repeatedly to gut labor rights. He opposed unionization for firefighters and TSA airport screeners. Kirk voted against rules to speed up union elections, tried to undermine collectively bargained contracts, and voted to cut prevailing wages.</p> <p>(Public Safety Collective Bargaining (S. 3991); TSA Collective Bargaining Rights (S 223); NLRB Elections (S. JreS. 8) and Fair Union Election Rules (S.J.R 36); Rubio RAISE Act (S. 3240); Prevailing Wages/Hurricane Sandy Relief (H.R. 1)).</p> <p><b>Supports Bad Trade Deals.</b> Supported job killing trade deals throughout his entire Senate career.</p> <p>(Brown TAA Amdt. (H.R. 1314); Cloture on Hatch Fast Track Substitute (H.R. 1314); Portman Currency Amdt. (H.R. 1314); Warren Amdt. to Prevent ISDS in FTAs (H.R. 1314); Brown Amdt. Requiring Congressional Approval of TPP Dock-Ons (H.R. 1314); Fast Track Senate Version Passage (H.R. 1314); 2011 Fast Track Bill Final Passage (H.R. 2146); South Korea Trade Agreement (H.R. 3080); Panama Trade Agreement (H.R. 3079); Colombia Trade Agreement (H.R. 3078))</p> <p><b>Voted Against Equal Pay for Women.</b> Opposed the Paycheck Fairness Act, which would ensure wage gaps between men and women doing the same work were actually due to factors besides gender. It would prohibit retaliation against workers who shared salary information or asked about their employers' wage practices.</p> <p>(S. 2199, Roll Call Vote 103, 2014.)</p>	<p><b>Fights for Workers Rights.</b> Rep. Duckworth stands with union members. She voted to speed up union elections. She supports 13(c) transit worker labor rights; opposed legislation to rollback federal employee union rights; voted against attempts to take away union rights on Indian Reservations; voted to ensure federal contractors follow labor laws; and opposed multiple efforts to lower prevailing wages.</p> <p>2016 TWU election questionnaire; (NLRB Elections (S. JreS. 8); Official Time (H.R. 2029); Tribal Labor Sovereignty Act (H.R. 511); Ellison Amdt. on Fair Labor Standards in Federal Contracts (H.R. 4660); 2015 Davis-Bacon (H.R. 2029), 2015 Davis-Bacon (H.R. 22), 2013 Davis-Bacon Prevailing Wage (H.R. 2216).</p> <p><b>Fights for Fair Trade.</b> Opposes bad trade agreements like TPP that would put American jobs at risk and only benefit corporate CEOs, not working families. It "fails to set adequate, meaningful negotiating standards on currency manipulation, rules of origin and labor and environmental standards."</p> <p>WBGZ radio, 6/2/15. 2016 TWU election questionnaire. Fast Track Passage (H.R. 2146)</p> <p><b>Cosponsored Pay Equity Legislation.</b> Is a cosponsor of the Paycheck Fairness Act. Believes that women with similar education, skills, and experience must be paid the same as their male counterparts.</p> <p>(Cosponsored H.R.1619 Paycheck Fairness Act 03/25/2015.)</p>
Nevada	<p><b>Against Your Rights.</b> Rep. Heck has consistently voted against working people and unions, standing in the way of your right to negotiate for safer working conditions and better wages.</p> <p>(House Vote 396, 6/2/11; House Vote 403, 6/2/11; House Vote 101, 4/12/13)</p> <p><b>Ships Jobs Overseas</b> Supports TPP, which will ship more jobs overseas and leave working families behind.</p> <p>(Congressional Letter to President Obama, 11/21/13)</p> <p><b>Protects The Rich</b> Pledged to protect tax cuts for companies that ship jobs overseas.</p> <p>(Americans for Tax Reform, viewed 5/24/16)</p>	<p><b>Protects Your Rights.</b> Cortez Masto grew up in a union home and will fight for paid family leave and equal pay, to ensure the economy works for middle class families again.</p> <p>(Las Vegas Review Journal, 1/12/16)</p> <p><b>Fights Bad Trade Deals</b> Opposes bad trade deals like TPP to keep jobs in Nevada.</p> <p>(KUNR, 5/3/16)</p> <p><b>Levels The Playing Field</b> Will fight to improve the lives of working people by limiting student debt and improving access to affordable health care.</p> <p>(KSNV News, 4/26/16; KSNV News, 5/3/16)</p>
Ohio	<p><b>Against Your Rights</b> Sen. Portman supported a national right-to-work bill and voted to let employers steal workers' wages and overtime pay</p> <p>(National Right-to-Work Act, 2001-02; H.R. 1109; H.R. 2660, Vote 351, 7/10/03)</p> <p><b>Ships Jobs Overseas</b> Served as George W. Bush's Trade Representative, voted for eight trade deals that shipped Ohio jobs overseas, and was called a "dedicated outsourcer" of jobs</p> <p>(UPI, 3/17/05; H.R. 3078, Vote 163, 10/12/11; H.R. 3079, Vote 162, 10/12/11; H.R. 3080, Vote 161, 10/12/11; H.R. 4842, Vote 413, 7/22/04; H.R. 4759, Vote 375, 7/14/04; H.R. 2738, Vote 436, 7/24/03; H.R. 2739, Vote 432, 7/24/03; H.R. 3450, Vote 575, 11/17/93)</p> <p><b>Protects The Rich</b> Supported a budget that gave tax breaks to the super rich and made horrific cuts to Medicare and education.</p> <p>(S.Amdt. 433 to S.Con.Res. 8, Vote 46, 3/21/13)</p>	<p><b>Protects Your Rights</b> Strickland grew up as the son of a steelworker and will fight CEO-written laws like right-to-work that are anti-union job killers.</p> <p>(TedStrickland.com)</p> <p><b>Fights Bad Trade Deals</b> Will fight bad trade deals like TPP that destroy jobs, and will protect your right to negotiate for higher wages and better working conditions.</p> <p>(The Toledo Blade, 4/21/16, The Business Journal, 4/23/16)</p> <p><b>Levels The Playing Field</b> Will fight to improve the lives of working people by limiting student debt and improving access to affordable health care.</p> <p>(TedStrickland.com; Sentinel-Tribune, 11/2/15)</p>



	Sen. Pat Toomey (R)	Katie McGinty (D)
Pennsylvania	<b>Supports Unfair Trade.</b> Sen. Toomey voted wrong on trade seven times in 2015.  <small>(Brown TAA Funding Amdt., H.R. 1314; Cloture on Hatch Fast Track, Substitute, H.R. 1314; Portman Currency Amdt., H.R. 1314; Warren Amdt. to Prevent ISDS in FTAs, H.R. 1314; Brown Amdt. Requiring Congressional Approval of TPP Dock-Ons, H.R. 1314; Fast Track Senate Version Passage, H.R. 1314; Fast Track Bill Final Passage, H.R. 2146).</small>	<b>Opposes Bad Trade Deals.</b> “Bad trade deals—like the TPP—are devastating for hardworking families here in Pennsylvania. These deals have taken away jobs, lowered wages, and destroyed livelihoods.”  <small>(<a href="http://katiemcginty.com/stop-bad-deals/">http://katiemcginty.com/stop-bad-deals/</a>)</small>
	<b>Wrong on Worker Rights.</b> Opposes rules to speed union elections and contract negotiations.  <small>(2014 S. jreS. 8)</small>	<b>Will Vote for Labor Rights.</b> “Workers must have a voice through collective bargaining, a livable wage, sick leave and affordable health and child care.”  <small>(Pittsburgh Post-Gazette, “Enforce fair trade rules,” 7/6/16 by Katie McGinty)</small>
	<b>Opposes Fair Pay for Women.</b> Opposed the Paycheck Fairness Act to fix gender discrimination in pay.  <small>(S. 2199)</small>	<b>Will Fight for Equal Pay for Women.</b> “In the Senate, I will fight to pass the Paycheck Fairness Act to end gender discrimination in pay and protect women’s right to advocate for themselves in the workplace.”  <small>(York Dispatch, Op-Ed: McGinty will fight for working women, 8/24/16)</small>

## Local 234 In Negotiations

When negotiations opened with the Southeastern Pennsylvania Transportation Authority (SEPTA) in mid-July, Local 234 was ready to fight. With 30 managers at the table, the union bargaining team presented video evidence of a number of unjust discharge cases. One video showed a passenger assaulting an operator, another showed a pedestrian running in front of the bus before being struck. SEPTA initially fired both operators, but later backed down. But the operators had to go weeks without pay and endure the stress of not knowing whether they had jobs. Local 234 had their backs and is standing strong during bargaining.

The local presented over 90 specific demands to management. TWU International President (and former Local 234 President) Harry Lombardo attended the opening session and offered President Brown the full backing of the International, particularly when it comes to pension reform. “SEPTA’s formula for hourly employees and TWU members’ pensions is completely immoral,” Lombardo declared.

Bargaining on behalf of the more than 5,000 members—who are the backbone of Philadelphia’s public



*International President Harry Lombardo joined Local 234 President Willie Brown at the opening session.*

transit system—began at a difficult time for SEPTA, as a number of rail cars had to be taken out of service earlier in the summer because of cracked beams. Local 234 mechanics had informed the agency of the problem weeks earlier but SEPTA denied it. The local took to the media to defend its workforce, and to call out the transit agency.

“SEPTA management has known about this problem for at least a month,” Secretary-Treasurer Joe Coccio said in a statement issued to the media after the July 4th holiday. “The motives ... go beyond safety concerns,” he continued. “The timing of this particular announcement, we believe, has to do with SEPTA management’s desire to send this work to a low bidder in China.”

Then just a week after the

negotiations opened, the city played host to the Democratic National Convention and the tens of thousands of people who attended. There were logistical challenges to be sure, but TWU members met every one. “I was so proud of the way our folks handled the crowds,” said President Brown. “Even more reason for SEPTA to treat us right.”

The current two-year contract expires on October 31. Health care and pension issues were deferred in 2014 but are front and center now. The union has presented several proposals, including an increase in monthly benefits, better funding of the pension, a lump sum option, a cost of living allowance for retirees, and the five-year guarantee.

President Brown reminded the SEPTA bargaining team that top management still pays proportionately less for their pensions, but receives greater monthly retirement benefits.

Negotiations continue and in an effort to ramp up support among the membership, Local 234 has organized the “Solid 234,” a network of section officers, safety committee members, and other activists who want to join the contract fight. And when TWU members come together like this, they are United Invincible.

You can follow the status of negotiations at Local 234’s website: [www.twulocal234.net](http://www.twulocal234.net)

# Local 208 Celebrates 75 Years

It was a nostalgic and joyful evening for Local 208 in July as it celebrated 75 years of working on behalf of transit workers in Columbus, Ohio.

Local 208 President Andrew Jordan and his executive board were hosts for the evening that brought together representatives of the International union as well as other Ohio-based locals, and even Local 1460 from New York.

International President Harry Lombardo, Executive Vice President John Samuelsen, Administrative Vice President Gary Maslanka, and Vice President and Transit Division Director Jerome Lafragola were joined by other members of the International staff in congratulating the local, which was chartered on April 8, 1941.

In a short documentary produced by TWU and presented as a gift by President Lombardo, the long storied history of Local 208 was brought to life. The video, and the remarks by President Lombardo that preceded it, recounted the



*Local 208 members with International President Lombardo at the local's 75th anniversary dinner.*

early days of fighting for fairness on behalf of the transit workers of Columbus, as well as two strikes that put Local 208's union muscle on the map in a way that captured the ideals of TWU's founder, Michael J. Quill.

"I know this local remains successful because you carry on a strong tradition of quality, loyalty, and solidarity—your secret to success is your members," said President Lombardo. "And day in and day out, you set an example of what locals of all sizes can do."

But a union is more than its work on the job. Labor gives back. The documentary put on full display the community activism that is a hallmark of TWU. Clothing and food drives, feeding the homeless, adopting a school to provide special

needs students with supplies—all of these and more make Local 208 members not just United and Invincible, but caring members of the greater Columbus community.

President Lombardo and all the former Local 208 Presidents including TWU International Representative Theotis James were presented an award by current Local 208 President Jordan.

"I know I speak on behalf of all of us here at TWU," finished President Lombardo, "when I say: 'Happy 75th Anniversary!' We can't wait to see what you do next."

A history that would make Mike Quill proud.

**Watch the video online!**

[youtube.com/transportworker](https://youtube.com/transportworker)

## Local 100 Fights to Bring Back U.S. Jobs

For far too long, many of the supply chain components of buses and rail cars used on the transit systems in America's largest cities have been made overseas, taking solid manufacturing jobs out of the hands of American workers and away from struggling communities.

Local 100 in New York is seeking to change that.

Public transit agencies spend nearly \$5.4 billion each year on equipment, and a national coalition is promoting a "U.S. Employment Plan" to make sure

those dollars are spent in the U.S. The plan was developed by a team of experts at Jobs to Move America, an AFL-CIO umbrella organization of which TWU International is a key player and the union took on the plan as a national initiative for generating solid American jobs. The plan encourages bus and rail manufacturing companies to create these jobs when they receive multi-million-dollar contracts paid for with taxpayer funds.

As part of the alliance's New York

Coalition, Local 100 put pressure on the New York Metropolitan Transportation Authority for nearly a year to adopt the plan in the MTA's purchasing procedures moving forward.

Bringing needed public attention to the issue, TWU International Executive Vice President and Local 100 President John Samuelsen and Bronx Borough President Ruben Diaz Jr. co-authored an op-ed in the *New York Daily News* urging MTA to include U.S. job-related language in their Request



for Proposals (RFP) to fulfill the agency's Capital Plan.

"Since 1990, New York State has lost more than half of its manufacturing jobs, totaling an estimated 400,000," they wrote.

The op-ed continued: "The first step is for the MTA to get onboard with the Jobs to Move America campaign by adopting an employment plan for New York. Such a plan would establish new criteria and standards by which bids submitted to the MTA are evaluated."

And the MTA did just that. In late July, the agency released an RFP for the purchase of 1,025 subway cars, worth an estimated \$3.2 billion. The agency is telling potential bidders to include the number of domestic jobs they would create, in what regions of the country, and what employees in these jobs would be paid. This has the potential for creating 33,165 jobs.

The federal transportation legislation known as the FAST Act approved \$305 billion in transportation spending, and included a 10 percent increase in "Buy America" transit requirements. However, the requirement is only that final assembly of new buses and rail cars takes place in the U.S.; the components can still be made overseas. With the RFP released by MTA, the components in the entire supply chain will be manufactured on U.S. soil, creating American jobs.

"This is a huge win for workers in New York and across the United States," Samuelsen said. "Taxpayer dollars that are used to buy equipment like subway cars should create good quality manufacturing jobs here, not overseas. We in TWU urge transit agencies across the country to adopt a similar pledge to use the power of local tax dollars to create good middle class jobs in their own regions."

TWU will continue to put pressure on transit agencies to adopt pro-U.S. job growth proposals.

## Training for New Rail Division Officers



*International Administrative Vice President and Rail Division Director Gary Maslanka with trainees.*

Proving that a centuries' old mode of transportation can remain agile and up-to-date, TWU's Rail Division set a goal in January of providing training for Rail locals with newly-elected officers by the end of the year. With a session held outside Pittsburgh, Pa. in September, the division has nearly met that target.

The training was developed in response to the retirement of a number of longtime Rail local officers, and to date, over 40 officers and 25 shop stewards have participated. The training, conducted by Rail Division staff, is part of the current International administration's objective to increase officer training across all divisions.

At the most recent session, International Administrative Vice President and Rail Division Director Gary Maslanka was joined by International Representatives John Feltz and Fred Fink and new officers from 11 locals to provide these leaders the tools they need to conduct the business of their local.

In addition to content specific to

the Rail Division, the training employs a number of new and improved Secretary-Treasurer training resources developed by the International.

"The training is a starting point in a continuous process of developing new local leadership," said Maslanka.

International President Harry Lombardo addressed the group on a number of important topics, including the challenges that confront the labor movement today.

He also noted the progress TWU is making in confronting these challenges, and spoke on the importance of Election 2016, discussing why it is critical to TWU members and all working families.

During the meeting, President Lombardo joined Vice President Maslanka and the assembled local officers in honoring long-time Local 2035 President James Guido, who recently retired after more than a quarter century of work on behalf of TWU members.

His legacy is in good hands, as the union he served so well is training its next generation of leaders.

## New Contracts for Flight Attendants

August was a hot month for TWU negotiators, as the union reached agreement with two airlines on first contracts for their flight attendants.

First up, following five years of negotiations, TWU agreed in principle to a contract for the flight attendants at Allegiant Airlines, who voted for TWU representation in December 2010. After a tumultuous few years that included a coordinated union-busting campaign and smear tactics

waged by employer-supported front groups, the dedicated members of Local 577 fought back a decertification vote and successfully bargained a strong first contract.

"The flight attendants at Allegiant Airlines have stood up for years to make their voices heard—they couldn't have done it without their International union, and we are proud to bring them this agreement to vote on," said International Vice

President Thom McDaniel, who helped negotiate both deals.

The six-year Allegiant agreement includes a 12-year pay scale, hourly increases upon ratification and each year thereafter, a per diem increase, a grievance process, and improved sick leave and vacation.

"It's a great moment for our members at Allegiant, and we're thrilled to see their work has paid off," added Mike Mayes, TWU Air Division Director.

In the weeks following the announcement, the negotiating team has been circulating highlights of the agreement to the membership along with contract educational materials as well as the full text of the proposal. While a ratification vote had not been scheduled as of press time, contract education meetings have been scheduled for the members.

On the heels of the Allegiant announcement, McDaniel was able to report that an agreement had also been reached at Virgin America, whose flight attendants voted for TWU representation in 2014, the first work group at the carrier to do so.

Their three-year agreement provides significant economic and quality of life improvements, and a roadmap for the workers' successful transition to Alaska Airlines, contingent upon the regulatory approval of Alaska's acquisition of Virgin. Alaska announced it had acquired San Francisco-based Virgin America in April, while TWU negotiating teams were at the table. Highlights of the agreement include a 13-year pay scale, immediate increases in hourly pay, as well as increases in holiday, deadhead, and operational assignment pay.

Like the TWU leaders at Allegiant Airlines, the negotiating team has developed a communication and ratification process so the flight attendants can make an informed vote when the time comes.

"While most unions would have abandoned the negotiations process, TWU chose to move forward, and we wish to thank Virgin America for working with us," added Air Division Director Mayes.

## Long-Time Local 101 Officer Arroyo Retires

"It's in my blood." That's what Local 101 Vice President Josephine Arroyo replied when asked about her life-long dedication to unions and to TWU.

After 42 years as a proud union member, Arroyo retired on Aug. 1 to care for her mother and to enjoy time with her husband and two sons.

She started her career in 1974 in the accounting department of Brooklyn Union Gas, before it was folded into National Grid. But her union affinity began long before that. "My dad was a union leader with the machinists. He went from shop steward to business agent. I used to go with my dad to union meetings. They were full of 'brawling' men and I've been in the union fight ever since."

Naturally shy, Arroyo hadn't considered becoming a union officer until 20 years into her career, when the then-Local 101 president encouraged her to run as a delegate from the accounting department. Deciding to follow in her father's footsteps, Arroyo ran and won overwhelmingly. "I told my dad I won and he was so proud and happy. He said he would help teach me about handling grievances and dealing with management." He passed away not long afterwards.

Arroyo was appointed assistant to the president in July 1996 and to the Executive Board in December 1996, and then was elected Secretary-Treasurer. She'll retire as Vice President of Local 101, a position she assumed in May 2013.

In 2014, she played a vital role in contract talks with National Grid, helping to secure a five-year guaranteed contract that brought a 15 percent increase to the members over five years. "We were able to change some old existing agreements



*Local 101 Vice President Josephine Arroyo with her husband, Fred, and sons Michael (far left) and Alexander.*

and there wasn't a single giveback. I could not ask for a better wing woman! Josephine and I had so much trust in each other," said Local 101 President Mike Conigliaro.

Arroyo's influence on TWU spread well beyond Local 101. When the current International leadership was elected in 2013, they promised to revitalize the Working Women's Committee. Arroyo attended the WWC's first meeting in December of 2014. "She has always been an inspiration to all the women around her," said Gwen York, Chair of the TWU WWC. "And she has always encouraged us to reach for the stars."

Among the items Arroyo cherishes from her father is the bracelet he wore every day on his wrist. "Whenever I had a meeting with management I would put it on to give me strength. 'Give me some insight, Dad.' And his inspiration always came."

"Josephine is a gem," said International President Harry Lombardo. "The textbook definition of 'union activist' and she will be sorely missed, not just at Local 101 but around TWU."

Union pride and love of family have always kept Arroyo going. She has always introduced herself as the "proud" Treasurer of Local 101 and the "extremely proud" Vice President of the local. "I love TWU. I love what the organization does for people."

And at her retirement party Sept. 30, you can bet that her TWU family will show how proud they are of her as well.



# Local 556 Stands Up

At press time, Local 556 announced it had reached a tentative agreement with Southwest Airlines. Visit [twu.org](http://twu.org) for more.

During a steamy summer that saw record-breaking temperatures and a record-breaking meltdown of Southwest Airlines' computer systems, Local 556 held nationwide informational pickets at its 10 hubs in August to show the traveling public just who The People Behind the Profits truly are.

The outage at Southwest occurred on July 20 and caused delays lasting four days, stranding thousands of passengers and Southwest crew members. Crews were forced to spend the night in airport lounges as the airline was unwilling to find hotel rooms for them.

This was just the latest in a series of issues with the company, which has kept Local 556 without a contract for over four years.

The pickets were planned well before the outage, but proved even more effective after the media scrutiny of the airline's latest issues. The pickets drew widespread press coverage themselves.

"The recent technical outage was kind of the last straw for us," Local 556 President Audrey Stone told the *Dallas Morning News*, calling the outage a debacle. "It's completely unacceptable," she continued. "These are people that love our company and they felt like they were let down."

Just days before the pickets, Local 556 joined three other Southwest unions in calling for CEO Gary Kelly and COO Mike Van de Ven to step down, voting "no confidence" in the company's leadership.

For more about Local 556's efforts on behalf of its members, visit [peoplebehindtheprofits.com](http://peoplebehindtheprofits.com).



**Above:** Trish Krider, a member of the 556 negotiating team, pickets after a Southwest computer outage left thousands of flight attendants stranded on airport floors across the country. **Left:** 556 President Audrey Stone leads a "People Behind the Profits" picket line. **Right:** Local 512 President Tim Murphy joins a Local 556 picket at Midway Airport in Chicago, showing American Airlines support for the Southwest flight attendants.

Check out more photos on Instagram and Twitter!  
Follow the hashtag for People Behind the Profits:

**#PBTP**



And see our videos at [peoplebehindtheprofits.org](http://peoplebehindtheprofits.org)

# TWU Members In Action Across the Country

*From New York to San Francisco, TWU members don't just keep their cities moving, they keep their communities thriving. If you have photos you'd like to share with TWU, send them to [communications@twu.org](mailto:communications@twu.org).*

**Veterans at American Airlines:** TWU's Veterans Committee held its quarterly meeting in Tulsa, Okla. this past summer. The meeting was hosted by Local 514 which took the group on a tour of the American Airlines maintenance facility. Another highlight of the meeting was the presence of the Spartan Sword, forged from steel recovered from the World Trade Center. As a group, the committee took the Spartan Pledge, part of a movement to help prevent our wounded warriors from committing suicide. Learn more at [spartanweekend.org](http://spartanweekend.org).



**September 11th Ceremony:** International President Harry Lombardo, Air Division Director Mike Mayes, and Local 507 President Tim Hughes and other members of Local 507 at Logan Airport in Boston commemorated the 15th anniversary of the terrorist attacks. The two planes that crashed into the World Trade Center that morning departed from Logan.



**Welcome to Our New Officers:** TWU swore in officers in several new locals recently. Pictured are new officers for locals 514, 548, and 576. Welcome to the TWU family!





**Pride Month in New York and California:** At least two TWU locals, Local 100 and Local 250-A, participated in their city's local LGBTQ Pride Months. Local 100 walked in New York City's Pride Parade, and 250-A did the same in San Francisco. Thanks for showing your cities equality and pride are union values!



**Training at Local 241:** Shop Stewards of Local 241 at Columbia University after a TWU-sponsored training session. Local 241 President Kelvin McAllister (second from right) welcomed the new shop stewards.

**Gaming Division in Action:** Local 721 has been hard at work with the Nevada/Arizona/Colorado State Conference in throwing its support behind three congressional candidates. The members met with Senate candidate Catherine Cortez Masto (blue suit), and House candidates Ruben Kihuen and Jacky Rosen, next to Gaming Division Director Joe Carbon, second from right.





# Local 525 Takes on Contractor

For nearly four years, Local 525 in Florida has been fighting for proper vacation and severance pay for nine members who lost their jobs when their company's contract with the U.S. Air Force ended. Like Locals 526 and 527, Local 525 represents civilian employees under contract at military bases.

In May, the U.S. Court of Appeals for the Fifth Circuit handed down a decision mandating that the government contractor, Hallmark-Phoenix 3 LLC, pay all severance, vacation, and lead payments owed to employees who were laid off after a successful in-sourcing effort by the Air Force at Cape Canaveral Air Force Station.

After the court's mandate was announced, Hallmark sent a certified letter to the affected TWU members telling them of the award, but announced they would not get paid because the company is now broke.

The case began in 2012 when the Air Force terminated Hallmark's contract to provide vehicle operations maintenance services (VOMS) at two military bases. TWU

represented the employees at Cape Canaveral while another union represented the employees at Patrick Air Force Base.

Under its contract with Hallmark, eligible TWU-represented employees would be paid for any accrued vacation time, and a certain number of vacation hours per year could be carried over into the next year. In addition, TWU members enjoyed lead differential pay, which would also be applied to the vacation allowance of lead employees.

When the employees received their final paychecks, however, they weren't paid what they were owed. So the local went to work.

The company tried to claim that it was not obligated to pay for carryover vacation or the lead differential because it didn't win the bid for a new contract; plus, the Air Force was unwilling to pay. But Local 525 pointed out that the Air Force decided to bring the work in house—there was no bidding, and, the union contract was with Hallmark, not the Air Force. Therefore, the company was liable for the payments and the

NLRB and the court agreed.

In December 2012, three months after the employees were shortchanged, Hallmark sent a letter to the Air Force claiming that it required over \$400,000 in order to pay the employees' proper severance as stipulated under the two union contracts. In response, the federal government issued a check to the parent company, Hallmark Capital, so that the employees could be compensated. However, Hallmark took the money out of union members' pockets so it could pay attorneys' fees in order to fight the union!

Local 525 President Kevin Smith said, "It's not over yet. We will keep fighting until these employees receive the money they earned."

The U.S. Department of Justice, the NLRB, and FBI investigators have traced the money Hallmark Capital owner Jason Freeman owes to the employees to an offshore account and Local 525 is helping to build a criminal case to put Freeman in jail for non-payment.

## Local 525 Members Save the Day After Explosion

On September 1, a series of explosions rocked Cape Canaveral in Florida as a SpaceX rocket went up in flames while undergoing a fueling operation.

Among the first responders to Launch Complex 40 were members of Local 525 at the Cape Canaveral Air Force Station Fire Department and their Pump Station Mechanics.

Local 525 members were on the scene most of the day working to safeguard the pad, and stayed on the job for the next 24 hours to keep everyone safe.

According to Local 525 President Kevin Smith, SpaceX is the only outfit at the Air Force Station with a non-union workforce, so safety standards are different.

"I'm thankful nobody was injured, but when you stretch work so thin, and work around every safety measure you could possibly work around, something will eventually happen."







# The Evolution of a Union

TWU began as a transit union, with a storied history dating back to 1934 and President Michael J. Quill's brave leadership during one of New York City's largest subway strikes. But today, we're proud to represent members across a host of industries: railroads, universities, utilities, services, gaming, and airlines, growing beyond our transit roots. If there's a sector of the American economy that requires some hard work, grit, and backbone to keep it moving, you can bet you'll find a TWU member there.

Through years of dedicated organizing, we've built a strong presence in the airline industry, earning the trust of fleet service clerks, mechanics & related and stores workers, passenger service agents, flight training instructors, dispatchers, contract service workers at military bases and the Kennedy Space Center, and flight attendants at a number of airlines. Our Air Division has evolved to become one of the union's most diverse and accomplished group of members. From our smaller locals at Alaska and Hawaiian Airlines to our largest groups at Southwest and American Airlines, our air members are dedicated to TWU and to mobilizing on behalf of their union, no matter the cause or division.

As you read in this issue, some of the division's newest members, flight attendants at both Allegiant Air and Virgin America, reached their first tentative agreements after years of negotiations. TWU has truly become a union of strong negotiators, dynamic campaigners, and a real cooperative team, able to mobilize our whole union to work together and fight for respect, dignity, and fairness for our members. No matter the division, I'm confident that Mike Quill would be proud.

You may have also read in the March issue that longtime Air Division Director Garry Drummond retired at the end of last year. After serving as Acting Director of the division for the last several months, I'm pleased to announce that Local 505 President and former International Representative Mike Mayes has been promoted to the role of Air Division Director, a position he has assumed with great humility and dedication to TWU. We're lucky to have him!

This fall, I hope we can build on these successes within our divisions and come out swinging in the November elections. Our Government Affairs Department and State Conferences have also been busy putting together impressive political field operations, interviewing candidates and educating members on the real issues at stake in these elections. Please, get involved and use these resources, and know that TWU members have the power to play a key role in electing candidates who truly stand with working people.

Moving forward into the final year of our administration's first term, it is so rewarding to see the progress TWU has made, and how our entire union continues to evolve in an effort to serve our membership better.

In solidarity,

Alex Garcia  
Secretary Treasurer

*"This fall, I hope we can build on these successes within our divisions and come out swinging in the November elections."*



@transportworker

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