

TWU EXPRESS

THE TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO • UNITED INVINCIBLE • SPRING 2016 • VOL. 68 • NO. 1



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STRENGTH IN NUMBERS

*More members
More engagement
More victories*





Our Legacy, Our Voice

This year marks the 50th anniversary of the landmark New York transit strike in 1966, an action that brought the city to a halt and solidified TWU's place at the forefront of the labor movement. It also marks 50 years since the death of our founding leader and the mastermind behind that strike, Michael Quill. The anniversary, coupled with the upcoming presidential election, has really inspired me to reeducate myself on the history of this great union and to think long and hard about who we are: where we came from, and where we're going.

It's clear that this year, we're heading straight for one of the most important elections of our lifetimes. One of my goals when I took over as International President was to grow this union's political capacity, and in that spirit, we've taken on a serious, coordinated campaign to increase our voter registration and mobilization efforts for maximum participation in the November presidential election. I know one thing about our members: they've never held back from having political opinions.

As we move closer to this election, I want us to harness that enthusiasm and commitment and reengage ourselves into a strong and mobilized TWU army, capable of tackling any campaign, any issue, and any fight. There is truly strength in our numbers.

Mike Quill's legacy should remind us that politics and trade unionism go hand in hand because political power is about more than just big talk. It's about big leadership. If you consider the needs of our members and of all working people, you know that we have big, serious issues facing our people: Issues with healthcare. Issues with pensions. Issues with bankruptcy laws. Issues with the Supreme Court. These are the issues that should define this—and every—election for us. It's why we do the political and legislative work that we do. We're here to connect the dots—to make sure we all understand why voting and participating matters—and why the things that happen here in Washington and in state legislatures directly affect your everyday lives on the job.

If we take our history seriously, we must stand up for the things that matter to us in this election. These are serious issues that require serious governing, and serious commitment. They require vision and they require an ability to get things done. It's a critical time in our country's history, and a critical time for all of us who believe in something to speak out, and to motivate and encourage others to do the same. As we continue to break down our own internal silos and build bridges across our divisions, I hope we can harness our voices in ways that actually have an effect on the people we go to work with every day.

In this movement, when things get tough, we don't walk away and we don't put our heads in the sand: we hang in and keep fighting. It took a long time for labor to be successful. Let us fulfill the incredible duty we have as Americans to stand up and be heard. We must never, ever let our vote be taken for granted.

United, Invincible,

Harry Lombardo
International President

“As we continue to break down our own internal silos and build bridges across our divisions, I hope we can harness our voices in ways that actually have an effect on the people we go to work with every day.”



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Since its founding, TWU has always believed there is strength in numbers. Throughout the pages of this *Express*, you will see that in action!

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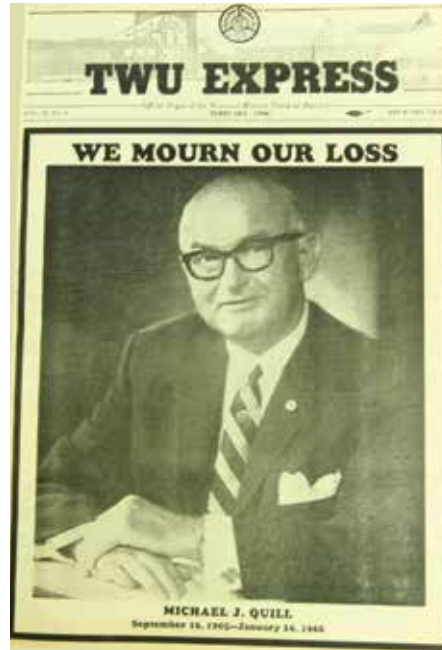
Apply for the Michael J. Quill Scholarship

Scholarship deadline is April 22, 2016 — Apply today at www.twu.org

TWU supports access to high-quality, affordable education for the families of our members. In that spirit, we are accepting applications for the annual Michael J. Quill Scholarship, which will provide 15 college-bound dependents of TWU members with \$4,800 paid out in \$1,200 increments annually, provided the winners remain eligible over their four-year course of study. Full application materials and official rules can be found at www.TWU.org; the deadline for applications is April 22.

The union has been honoring our founder with these scholarships since 1969, and they've benefited hundreds of TWU families. Sons and daughters of our members in all divisions are among those who began their college educations with the help of TWU's signature scholarship, a fitting tribute to the man who made our union what it is today.

We have three additional partners: Union Benefit Planners has again agreed to sponsor eight scholarships worth \$2,500 each, M3 Technology will sponsor five scholarships worth \$2,000 each, and Vincent Pitta, from Pitta & Giblein LLP, in memory of J. Brian Dugan, will sponsor two scholarships worth \$2,500 each. Each of these



TWU has honored our founder with the Michael J. Quill Scholarship since 1969. This year marks the 50th anniversary of Michael Quill's death. For related story, see page 16.

sponsored scholarships will be paid out in the first year, as a single scholarship.

We will not accept any applications by fax or e-mail, or any application postmarked after April 22—no exceptions. Winners will be determined by a public drawing to be held in May and notified by mail five to seven days thereafter.

Frequently Asked Questions:

When is the deadline?

The deadline for all applications is April 22, 2016; no applications postmarked after this date will be accepted—no exceptions.

Who is eligible?

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

How does an applicant qualify?

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

How does a person apply?

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

How is the scholarship paid?

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

How are the winners decided?

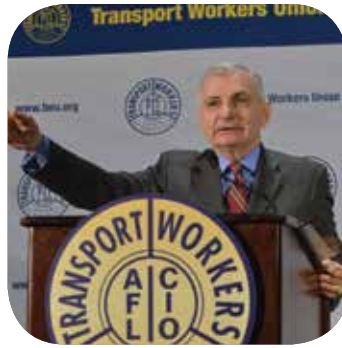
Winners will be determined by a public drawing to be held in May and will be notified by mail five to seven days thereafter.

"Education is the most powerful weapon which you can use to change the world."

Nelson Mandela

Completed and signed applications should be mailed to:

Michael J. Quill Scholarship Fund
Transport Workers Union of America, AFL-CIO
501 3rd Street, NW, 9th Floor
Washington, DC 20001



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TWU Takes on Washington, D.C.

During an unseasonably warm week in early March, TWU held its 2016 Legislative and Political Conference in Washington, D.C. Revitalized in 2014 by President Lombardo and TWU's new Government Affairs Department, the conference brought more than 150 TWU members and leaders from locals across the country for three days of political action on Capitol Hill. Fiery speeches from President Lombardo and AFL-CIO President Richard Trumka on the first day energized the attendees, preparing them for the hard work ahead.

Both leaders touched on the critical issues facing working people today, and the high-stakes political battles which labor must fight. To that end, Presidents Lombardo and Trumka hit hard on Republican presidential candidate Donald Trump. They pointed out Trump's support for "right-to-work" legislation and his decades-long anti-labor actions, especially in the aviation industry where workers' pensions were raided. These positions are counter to what TWU has believed in since its founding and the union cannot support a candidate who disrespects TWU members.

So against the backdrop of the 2016 presidential election, TWU had two main goals for the conference. One was to provide members with the tools to educate their elected representatives on issues of concern to the union and working people nationwide. From the ill-advised Trans-Pacific Partnership trade deal, to the WAGE Act, to the safety and security of foreign aircraft repair stations, attendees were armed with

"This election is one of the most serious of my lifetime."

President Lombardo

fact sheets and talking points to bring these issues to the attention of Congress. "I enjoyed getting to meet with my senator," said one attendee. "Even though we are on opposite sides of the table, this gave me a chance to sit and talk in person."

The second objective of the conference was to arm members with election 2016-specific information,

and to reinforce the importance of voter registration and turnout. TWU staff briefed members on the International Campaign Unit's voter registration and mobilization campaign, designed to help the union pack an outsized political punch in electoral contests at every level. Attendees were given lists of members in their local who are not registered to vote as well as state-specific information on how to get them registered.

Said one local leader, "I want to register all my members to vote and educate them on the connection between the ballot box and the bread box."

TWU members fanned out across the Hill and met with lawmakers on both sides of the aisle. Local 556 members met with Sen. Cory Gardner (R-Colo.), Reps. Carlos Curbelo (R-Fla.), and Rob Woodall (R-Ga.) while Local 514 members sat down with Sen. James Inhofe (R-Okla.). Members of the New York/New Jersey State Conference met with Sens. Chuck Schumer (D-N.Y.) and Cory Booker (D-N.J.). "Having these face-to-face meetings with elected officials is crucial," said TWU Government Affairs Director Brendan

Danaher. “When you’re discussing the foreign repair stations, for example, the lawmaker sees constituents who could be gravely harmed by those stations being unregulated. It becomes personal.”

Many of the union’s allies in the fight for workers’ rights spoke as well, such as Sen. Jack Reed (D-R.I.) and Reps. Brad Sherman (D-Calif.) and Ruben Gallego (D-Ariz.). Also addressing the conference were Jersey City Mayor Steven Fulop and Dan Katz, chief of staff to Transportation Secretary Anthony Foxx, who recognized the hard work of TWU in getting the FAST Act signed into law (see page 14).

Invigorating panels were also on the agenda. Organizing a Diverse Workforce brought a provocative discussion to the floor about race, gender identity, and gender equality as it relates to reaching out in the workplace.

The status of the Supreme Court in the wake of Justice Antonin Scalia’s death made for a lively exchange on the final day, as the panel examined the makeup of the Court and the political maneuvering that began just hours after Scalia’s death. President Lombardo called this election the most serious of his lifetime. “If we don’t elect somebody who will appoint judges who are at least sensitive to our rights and our needs and who care about the quality of life Americans live, we’ll get hacks who will politicize the Supreme Court. Believe me, the middle class will be wiped out.”

When the conference concluded, first-time attendee and new TWU member Marcie Mouyard said, “I am so energized by the conference. We tend to feel somewhat isolated in our Virgin America movement, but not anymore! I have met some of the most experienced, kindest, and willing people who are in our TWU family.”

Many of the materials from the 2016 conference are available to all members on TWU.org, under Legislative. You’ll find links to materials and to our Voter Registration Campaign videos which we urge everyone to watch and share!



🐦 Corliss King, Local 556

Listening to some great insights on inclusion and the labor movement. @twu556 @twu_555 @AFLCIO #TWULegCon



🐦 Angelo Cucuzza, Local 501

Government policy is not a TV show! #BradSherman #TWULegCon



🐦 LaTonya Crisp-Sauray, Local 100

Great day on the hill with TWU and Senator Chuck Schumer @TWULocal100 #TWULegCon



International President Harry Lombardo greets AFL-CIO President Richard Trumka as he takes the stage, while International Secretary-Treasurer Alex Garcia applauds.



TWU members review their materials at the Legislative and Political Conference in Washington, D.C.



Check out videos from the conference: youtube.com/transportworker



Transit Locals Get Rolling to Bring Water to Flint, Michigan

For some TWU members, the water crisis is personal

The images from Flint, Michigan were devastating: Brown water dripping from the tap. Scared children facing a needle to have their blood checked for poisoning. Desperate communities demanding answers from a government that had betrayed them.

We've seen these images time and again, although often from developing countries or after a natural disaster: think Hurricane Katrina or Super Storm Sandy. But this time, it was coming from suburban Michigan, from a city that for nearly two years was being exposed to high levels of lead—not because a storm knocked out a source of clean water but because, in an effort to save money, the city's leaders switched water sources. And by doing so in April 2014, the city poisoned its citizens. Lead from aging pipes leached into the water supply drawn from the Flint River. Between 6,000 and 12,000 children have been exposed to drinking water with high levels of lead.

In January 2016, the state finally warned residents to use only bottled or filtered water and President Obama declared a federal state of emergency.

But as one of America's poorest cities, most residents of Flint can't afford to buy bottled water on a regular basis, let alone amounts enough for a family to drink, cook,

and bathe. So in response to the growing crisis, TWU locals in Ohio and Michigan sprang into action.

Local 208 in Columbus, Ohio and Local 171 in Ann Arbor, Michigan teamed up and collected donations of over 2,000 cases of bottled water between them (in addition to 40 gallon-size jugs) from their fellow members in just two weeks. One member enlisted the help of his social club and collected 157 cases. Local 208 took their water to Flint on to a truck donated for use by a member. Another volunteer donated the pallets on which the water was loaded, as well as the shrink wrap and the pallet jack. Ten members made the trip.

Local 171 brought five members on their bus to Flint, which was provided by the Ann Arbor Transit Authority for their use. "It was definitely a joint company effort," said Local 171 President Delisa Brown, noting that management also donated water. The transit authority even refueled the Local 208 truck.

Members dropped the water donations at two state-designated facilities: the Food Bank of Eastern Michigan and Catholic Charities. The timing of the deliveries could not have been better. "When we got to the food bank, they were out of water and were very happy to see us," said Local 208 President Andrew Jordan.

Top left: The bus provided by the Ann Arbor Transit Authority that Local 171 used to deliver water to Flint.

Top center: Members from Locals 171 and 208 in front of the bus filled with water for Flint. Combined, three locals collected over 2,000 cases of bottled water.

Top right: Local 212 Executive Board Member Leland Anderson hauls water into a van for delivery.

Bottom: Local 208 President Andrew Jordan lifts water into a delivery truck. When Local 208 members arrived at a Flint food bank, the social service agency had just run out of bottled water.

Want to see more member photos? Follow us on Instagram.



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Local 212, also in Columbus, delivered water collected from its members and another contractor that works with the transit agency. Local 212 President Marvin Mallory and Executive Board Member Leland Anderson personally brought the water to Flint in early March.

“We’re a very small local and we did the best we could. When we delivered the water to Catholic Charities they were very grateful—every little bit helps.”

For Local 171 President Brown, this was personal. “I’m from Flint. My whole family—mother, aunts, uncles, cousins—are all still there. It’s an awful crisis and they’re living with it every day.” Even if the water tests free from lead and copper “who knows how long they’ll keep drinking the bottled water?” she asked.

TWU also received reports from other locals in the Air Division that collected water to help residents of Flint. The situation could happen to any city, and TWU is proud that its members stepped up to the plate and did what they could to help.

Retiree Sings Sinatra

History has always been important to TWU: where we came from and what we have always stood for informs who we are today and our path forward.

In a more lighthearted vein, one retired TWU member has been out on the road celebrating another milestone. The end of 2015 saw the 100th anniversary of Frank Sinatra’s birth and Larry Branchetti of Local 568 has had the world on a string.

Brother Branchetti, a singer since the age of eight, had the honor of participating in a worldwide international radio broadcast in honor of Sinatra’s birth and called it “a dream come true.”

Branchetti is not an impersonator but sings the Great American Songbook in the style of Frank Sinatra, Dean Martin and others. To date he has recorded over 140 songs and his work is broadcast on radio stations across the country.

Our congratulations to Brother Branchetti!

Remembering MLK’s Legacy

*From the desk of John W. Bland
International Administrative Vice President
Director, Civil and Human Rights Division*

In January, many of you from various locals across the country joined us to help celebrate Martin Luther King Jr. Day. This year, TWU once again stole the show with a huge turnout from our members, eager to celebrate Dr. King’s legacy of civil and human rights. With today’s political and economic climate, it is particularly important that we remember how we got to where we are today and to recommit to the fight to keep the dream alive. We thank all of you for the sacrifices you made in order to share this year’s event with us.

TWU International leadership and staff went above and beyond to make sure the entire weekend was a success, from organizing a fantastic welcome reception to covering every detail and logistic.

We hope the spirit and solidarity of the conference inspired many

of you to participate next year and help us make this memorable event bigger and better. We must never forget the suffering, hardships, harsh treatment, and unethical behavior endured by the brave men and women who came before us, and most of all, we must continue to honor the courage of those who stood up and persevered until they achieved victory.

We cannot stop now! Thank you for helping TWU keep the dream alive!



Watch the MLK conference video:
youtube.com/transportworker

Top: Matthew Guinan, then TWU’s International Secretary-Treasurer, was one of 15 TWU members and leaders who joined Dr. Martin Luther King Jr. on the Freedom March from Selma to Montgomery in 1965. Guinan is in profile next to Dr. King.

Bottom: TWU members at the MLK Jr. Conference in Washington, D.C.

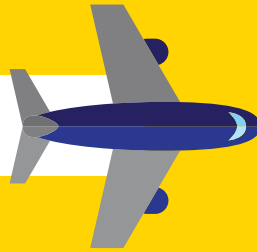


TWU Adds 6,000 New Members

2,150 Transit



1,925 Air



914 Service Contracts



650 Gaming



525 Bike Share



This administration has organized more new members across divisions than TWU has added in years.

There is strength in numbers. That's not a cliché where TWU is concerned, but a working reality borne out every day.

Since the current administration took office in 2013, TWU has organized over 6,000 new members—more than the union had previously added in years. In airlines, in transit, on school buses, in urban bike shares, and on the rails, we're organizing both new units and increasing our membership at established locals. Every division is growing.

You need only look through this issue of the *TWU Express* to see the strength that builds when TWU members come together, and the ripple effect it has on our communities and our country.

It's the strength of the members and leaders who came to the 2016 Legislative and Political Conference to take our issues directly to Capitol Hill. (p. 6)

It's the strength of our community engagement, where, in a time of political vitriol and angry rhetoric, people from across the labor movement came together to celebrate and learn from the legacy of Martin Luther King Jr. and turned that celebration into a day of service in Washington, D.C. (p. 9)

It's the strength of 11 unions coming together against NJ Transit, winning a new contract and averting a strike. (p. 15)

It's the strength of TWU members who join together and venture into their communities to bring supplies to our wounded warriors and Christmas gifts to the residents of a women's shelter. (p. 12)

It's the strength of grassroots mobilization, when our members and lawmakers join forces to ensure passage of the bi-partisan FAST Act. (p. 14)

It's the strength of family, where TWU members and other generous donors raised nearly \$130,000 to help suspended brothers and sisters in Local 555 (p. 18).

It's the strength to do what's right, when TWU locals rallied and delivered nearly 2,000 cases of bottled water to Flint, Mich. (p. 8)

Yes, there is strength in numbers and it often starts with the power of one. One member asking you to help, to join, to act—then all of us, United Invincible.

Air Division Negotiating at Full Strength

TWU is proud to represent airline workers at several of our country's smaller carriers, many of whom are hard at work at the bargaining table, hammering out first contracts that will uphold the industry-leading reputation the union has built up over the years.

At Virgin America, the flight attendants, known as In-Flight Teammates (ITMs), voted to join TWU in 2014, the first workgroup at the airline to vote for union representation. The bargaining team has been steadily making progress since then, meeting with airline officials to reach agreement on the contract. They have reached 16 tentative agreements, including Reliability and New Hire Training, and have four additional items open for discussion. The negotiating committee has also developed five sets of Q&As to assist with contract interpretation and implementation. In the meantime, they have put into effect six letters of agreement to provide immediate remedies to workplace issues. The group has also created an Inflight Support Representative (Shop Steward) Program to represent the ITMs in disciplinary matters and have a Safety Committee in the works.

"As we get ready to conclude our first historic contract the positive change is already happening, for the first time I think our teammates feel protected and know they have a place to turn to that will help and guide them," said negotiating team member Jeremy Schoggins. "We've saved jobs and better policies are truly at the next layover."

At Allegiant Air, a management-backed union-busting effort almost derailed contract negotiations



Above: flight attendants help passengers find their seats on a crowded plane. File photo.

Right: The Virgin America bargaining committee.

for Local 577, which spent the last several months fighting a decertification campaign at the oft-troubled airline. Allegiant flight attendants voted to join TWU in 2010 and the company almost immediately tried to scuttle their efforts to secure the benefits and protections of a union contract. High-paid anti-union consultants spread misinformation far and wide, yet TWU stood firm and ran a strong education campaign to set the record straight and to maintain solidarity behind the union. Those efforts paid off when the decertification was shot down in February and the members of Local 577 voted to remain with TWU. "Thanks to a dedicated TWU team, we successfully fought a ferocious union-busting campaign," said Director of Organizing Steve Roberts. While the airline and its outside firm were working against the union, negotiators were at the table and have already reached tentative agreements on 20 contract articles, with just a few still outstanding. The National Mediation Board has scheduled a bargaining session for the end of March and TWU is certain that the vote of confidence in the union will result in a strong, legally-binding contract for the employees.

"I can't tell you how excited I am for our flight attendants to



be getting back to the bargaining table. I am ready to pick up without skipping a beat where we were and I feel confident we will succeed in moving forward," said Local 577 negotiating team member Marilou Resendes.

The newest members of the Air Division are 400 flight attendants and pursers with Flight Services International, the staffing arm of Atlas Air. That airline has military and corporate contracts all over the world and the assigned flight attendants, most based in Houston, Texas, can be away from home for up to two months at a time. Favoritism, duty days, and lack of job security were all issues that brought the unit to TWU. It was a quick organizing campaign, one that started only in July of 2015, and ended with TWU winning by 61 percent of the vote. Negotiations on what we hope will be a strong and fair contract for our FSI members will begin in April.

TWU Working Within Our Communities

Around the neighborhood, around the state, and around the country, TWU locals and members take their strongly-held beliefs about the importance of working together for the collective good to help those less fortunate in their community. From food and water drives, programs to benefit veterans, bringing the holidays to women and children in a shelter and more, our members turn out in force when it's time to help. Below is a roundup of just some of the events in which TWU members participate or donate goods and funds to help those in need.

Feeding Hungry Families

The TWU Working Women's Committee took time away from their January meeting to volunteer at the Tarrant County Food Bank in Fort Worth, Texas, where they sorted and packed food bound for the city's most vulnerable population. As part of their task, they inspected, sorted, and packed bread. Members from Locals 252, 501, 505, and 568 participated.



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Follow TWU on Instagram for more photos of members.



Comfort & Joy in Brooklyn

TWU members with the New York/New Jersey State Conference spent Saturday, Dec. 19 at Providence House in Brooklyn, N.Y., providing holiday cheer and lunch to the families there. Providence House provides women and children in crisis with shelter, food, and security as well as support services. And TWU members provided a warm and generous Christmas!

Local 291 Toy Drive

Local 291 collected toys to benefit the United Way of Miami-Dade, Florida, which helped several TWU members' families and the local community.

Honoring a Union Brother

Dennis McGinness Jr., executive board member for Local 2015, and his daughters, marched with union brothers and sisters in the Wilmington, Delaware, St. Patrick's Day Parade in honor of the late James Riley, former Local 2015 President.

Honoring Service Members

Local 252 hosted "Bets for Vets," a casino night to benefit the United Way of Long Island, and a donation drive, collecting items for military men and women serving overseas.



Change Shift Policy Reinstated

Sometimes—not often—working with an employer rather than against it can yield tremendous results for TWU members.

In a big victory, Local 501 and the Air Division reached an agreement with American Airlines that provides for a return to the Change Shift (CS) policy that had previously been in effect for decades.

For 25 years, the CS policy allowed employees to swap shifts as a way of picking up extra cash, or relinquishing a shift if the worker wanted or needed extra time off. It offered incredible flexibility, especially for employees displaced from a station and working away from home and in a more expensive area. The policy allowed workers to build time around their regular days off to go home without experiencing financial hardship.

In January, the new American Airlines legal group, AAL—formed as a result of the merger with U.S. Airways—saw in some municipalities, the CS policy created legal conflicts with how many hours one could work in a week.

New York State law, for example, recognizes the federal overtime exemption of airline workers covered by a Railroad Labor Act contract. However, that exemption is only for hourly airline workers who make at least \$13.50.

So under the post-merger CS policy, unless TWU fleet members make over \$13.50 an hour, they would not be allowed to “self-inflict” (by opting to shift swap additional shifts) over 40 hours in a work week. It can take

newly-hired employees three years to get above that \$13.50 threshold, and many struggle to make ends meet.

Local 501 Executive Vice President Angelo Cucuzza informed local management the new CS policy was problematic, and American Airlines management asked for the union’s help to rectify the situation.

Cucuzza then reached out to American’s Senior Vice President for Customer Experience, Kerry Philipovitch, and TWU International Vice President Sean Doyle. Cucuzza made the issue clear: every time a senior employee takes off and a newer employee picks up that shift, the airline saves money, since employees with seniority make more per hour. With that in mind, American worked with Cucuzza and Doyle and agreed to bring the newer employees up to \$13.51 an hour, including those just walking in the door, which ultimately would allow those employees to earn enough to be exempt from New York State overtime laws, and thus be able to qualify for American’s shift swapping policy.

The recently-signed agreement applies to workers at both JFK and LaGuardia airports.

A junior fleet service clerk at JFK expressed his gratitude to Local 501. “This is very important to me and my family,” said Richard McLean. “As a part time FSC I could not survive in New York with restrictions on my hours. The cost of living is very high and hard enough... so thank you from my entire family.”

Local 100 Saves Jobs, Protects Workers

Taking on New York Mayor Bill de Blasio yet again, Local 100 dealt a blow to the mayor’s latest anti-worker scheme: attempting to ban pedicab drivers from operating below 85th Street, which includes areas of Central Park. The misguided legislation would have destroyed the livelihoods of hundreds of workers, many of whom are immigrants, by keeping them away from the most heavily traveled—and therefore more lucrative—sections of the park. “There’s no business above 85th St.,” said pedicab operator Moussa Fall from Senegal. “Everyone would lose their jobs.”

TWU International Executive Vice President and Local 100 President John Samuelson deployed TWU’s legal, organizing, and media resources to raise the workers’ profile and torpedo the bill.

In January, the mayor’s anti-worker, anti-pedicab bill was headed for a slam-dunk. The City Council’s Transportation Committee was in favor by a 10–2 margin.

The city’s plan hit roadblocks as carriage horse drivers began to realize how the deal would winnow their numbers, and the non-profit Central Park Conservancy, which manages the park, started to have second thoughts about a proposed \$25 million stable. TWU saw the opening, and began to organize the pedicab drivers. Members of the Transportation Committee began to waver as the campaign grew stronger, and soon, the plight of the drivers became major news in the daily papers and on local television. Ultimately, the bill failed.

It added up to a win for working people and a reaffirmation of TWU’s social consciousness: to stand up for working families against a ‘so-called’ progressive mayor.



TWU members pose for a photo while working American Airlines flights at JFK airport.

Landmark Funding Bill Passes Thanks to TWU

After receiving countless calls and letters from TWU members, legislators pass new funding bill

Thanks to years of hard work by TWU leaders and activists, the Fixing America's Surface Transportation (FAST) Act was signed into law by President Obama last December.

Members across TWU divisions mobilized after a legislative training in March 2015, organized by the Transit Division. "I knew that by breaking down barriers and working together we could get this bill passed," said International Vice President, Administrative Assistant to the International President, and Transit, Universities, Utilities and Services Division Director Jerome Lafragola. "We made a commitment to collaborate more across divisions, and the passage of the FAST act is a perfect example."

The FAST Act outlines the laws and spending levels for the nation's transit, Amtrak, and highway programs.

This is the first long-term surface transportation bill in 10 years. It provides \$60.9 billion to transit programs and \$225.2 billion to highway programs over the life of the bill. "The Transit Division standing unto itself is strong, but standing together with all of our divisions, we are far stronger. Our strength is in numbers; that has been demonstrated time and time again," said International Executive Vice President and Local 100 President John Samuelsen.

The Amtrak reauthorization was folded into the FAST Act to ensure its passage. Amtrak grants will continue at flat levels but Amtrak food and beverage workers' jobs are protected from being eliminated

by cutbacks, privatization or other changes to on-board services—a huge win for TWU members. The bill also provides that the Next Generation Corridor Equipment Committee include a representative of a labor organization that performs overhaul or maintenance of passenger rail equipment.

In addition to the increase in funding, the FAST Act improves TWU members' lives and working conditions in other ways. New rules will be issued to diminish the risk of assaults on bus and train operators, and TWU was able to negotiate the privatization mandates out of the bill. Furthermore, the final bill only permits hair sample testing for drugs and alcohol after the Department of Health and Human Services has issued technical and scientific standards, which are critical to ensure the tests are fair and not discriminatory against minorities.

These are just some of the TWU-supported provisions in the bill, and when it passed, International President Harry Lombardo called it, "A bipartisan achievement that makes strides in funding our infrastructure system, improving safety, and boosting our national economy." He applauded the hard work of TWU activists in helping to get the legislation passed, a priority dating back to the 2013 Convention. Resolutions were passed demanding federal action to improve workplace safety, stop transit privatization, and

provide flexibility for agency operating budgets. "And we achieved all of that with the FAST Act," said Lombardo.

The legislation is not perfect, but may represent the best possible outcome of a bill produced by a Congress whose members include factions openly hostile to unions and supportive of drastic budget cuts.



Check out the FAST Act video at:
youtube.com/transportworker

Other Legislative Updates:

FAA Reauthorization Markup

On March 16, the Senate Commerce Committee marked up the FAA reauthorization bill, which lays out the policy and laws for the aviation sector. This legislation includes some TWU-supported provisions but doesn't have everything we have called for. Oversight of foreign aircraft repair stations would be increased, and knives and mobile phone calls would be banned on aircraft. Fortunately, there is no air traffic control reform language; the system would remain federal. This is an 18-month bill that would expire on September 30, 2017.



Read more at
twu.org/legislative/FAAReauthorization



Follow @transportworker on Twitter for legislative updates.

Aviation Security Legislation

Incidents of drug and gun trafficking by airport workers have resulted in legislative efforts to beef up aviation security by increasing background checks on employees. Sponsors of the legislation want to expand often-flawed background checks, despite substantial opposition by TWU and other unions. TWU has been successful in amending these proposals to make sure that background checks will include appeal procedures to protect members from unwarranted suspensions or job loss.

Left: Members across TWU divisions mobilized after attending a legislative bootcamp held by the International last year.



New Jersey Transit Strike Averted

Just 30 hours from a strike in March that would have stranded over 100,000 commuters in Northern New Jersey and paralyzed roadways in and out of New York, TWU Local 2001 and 10 other rail unions reached an agreement with New Jersey Transit that would last through 2019.

The company's 4,200 rail workers, including 175 Local 2001 members, had been working without a new contract since 2011.

As part of the New Jersey Transit Rail Labor Coalition, TWU was bargaining for higher wages and to protect member benefits but had reached an impasse, and a strike was looking imminent. Last fall, President Obama created a second Presidential Emergency Board (PEB) to investigate and make recommendations to resolve the dispute, and the PEB sided with the unions' demands in their entirety, calling the offer the "most reasonable"; but negotiations had remained deadlocked.

Said TWU International Representative and Local 2001 President John Feltz, "Negotiations were difficult, but the fact that NJ Transit choose to ignore the PEB's recommendation was a slap in the faces of these workers. We certainly didn't want to shut down the system but if that was the only way to get a fair and equitable contract for our members, we were prepared to do it."

In addition to ignoring the PEB's recommendations, the agency in a letter to employees the day before the settlement was announced, went so far as to threaten employees—that if they went on strike anyone on sick leave would stop receiving sick leave



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A New Jersey Transit strike would have stranded more than 100,000 commuters. About 4,200 workers, including 175 TWU members, had been without a contract since 2011.

pay and all health insurance benefits would cease immediately.

While negotiations were going on behind closed doors, the coalition also worked publicly to garner support. A bi-partisan letter from nine of the 12 members of the New Jersey congressional delegation was sent to the executive director of NJ Transit in support of the PEB. Citing the passage of the FAST Act, (see page 14), the representatives discounted two of the agency's financial concerns, since the TWU-supported legislation directly addressed those. "Five years have passed without a contract," the representatives wrote. "Neutral arbitrators have provided a settlement proposal. A labor strike or lockout by management are both avoidable. We strongly urge NJT to resolve this dispute before such disruptions can occur."

A rally was held at a New Jersey commuter rail station a week before the strike deadline. Hundreds of people turned out in a show of strength and solidarity and train engineers coming in and out of the station gave long blasts of their horns.

Under the agreement, TWU members will see a wage increase of 21 percent over 8.5 years, going back to 2011.

As of press time, the agreement still needs to be ratified by the coalition members.

Court Rules in Workers' Favor

The table game dealers in Las Vegas, represented by Local 721 put up with plenty on the job: an unhealthy smoke-filled workplace and often boorish patrons fueled by alcohol. But at the Wynn casino, they had to put up with even more: a tip pool policy that took money out of their pockets and put it into the hands of other employees, including supervisors.

But in a victory for TWU members, an appeals court reversed a 2011 ruling that allowed Wynn Las Vegas to pool its dealers' tips. The unfair policy was the straw that broke the camel's back and caused the dealers to unionize and join TWU in 2008.

Although the court sided with the dealers—who could potentially regain the tips and receive double in damages—the casino still has the right to appeal.

While the company is weighing its options, a new lawsuit has been filed against Wynn by more than 100 dealers. In it, the plaintiffs claim Wynn did indeed pay other employees out of their tips, and request retroactive pay back to 2011, when the policy was instituted.

TWU is monitoring the situation and will post updates on the Gaming blog at TWU.org.

Financial Training Keeps Locals Fiscally Sound

If running a local union is like operating a small business, then local secretary-treasurers are the chief financial officers. As part of our union's ongoing commitment to developing members' skills, TWU held a Financial Officers Training seminar in December to offer local officers an opportunity to enhance their toolboxes. Financial officers, including Treasurers and Presidents, learned about their fiduciary and legal responsibilities while honing their reporting and budgeting skills with hands-on training.

At convention in 2013, the TWU Education Committee called out the importance of a comprehensive Financial Secretary-Treasurer course and the International has committed to strengthening this track.

The December program focused

on the constitutional and legal requirements of office and included practical work to assist the locals in their financial reporting. Bob Wechsler, TWU's education consultant, outlined the Department of Labor and IRS federal and regulatory union compliance requirements. Each participant developed budgets and bookkeeping spreadsheets to bring back to their locals.

At the end of the program, International Secretary-Treasurer Alex Garcia gave certificates of completion to every participant. He recognized the entire International Administrative Committee's ongoing commitment to investing in every TWU member and officer, and in moving the union forward with an increased focus on training and developing new skills.



From left to right: International Administrative Vice President & Director, Civil and Human Rights Division John Bland, International Secretary-Treasurer Alex Garcia, Education Consultant Robert Wechsler, and Local 555 Secretary-Treasurer Alfonso Santoyo.

Looking for more resources for local officers, organizers, and members? Check out our website.



www.twu.org

In Memoriam: John Czuczman



John Czuczman (left) at the launch of the Acela trains.

The TWU International Administrative Committee and members from across the union's divisions were saddened to learn of the death of John Czuczman in late October. Czuczman was a former TWU International Vice President and Director of the Railroad Division before retiring in 2003.

Cruczman began his railway and union career in 1955. He was elected president of Local 1427 in 1968 and served in that position for 14 years. He was appointed to the TWU International staff in 1980 and was involved in most of the key union negotiations and arbitrations for the Rail Division. He was TWU's representative on the task force that put Conrail together in the early 1980s and he participated in the crucial TWU negotiations that led to the takeover of Conrail's commuter lines by SEPTA, Metro-North, and New Jersey Transit in 1982.

He was honored by Rep. Bill Shuster (R-Pa.) upon his retirement in 2003 with a speech on the floor of Congress. We mourn his passing and will remember his many contributions to our union that has kept TWU united and invincible.

This Year in TWU History: 1966 Transit Strike Anniversary

Next to TWU's founding in 1934, no other year stands out in our storied history like 1966. Fifty years ago, the union known for its militancy and strength of character carried out a transit strike that brought New York City to a screeching halt. It was a move that put TWU on the map nationwide as a union that will aggressively defend its members no matter what, and it set the stage for how TWU is recognized today:

a fighting union that stands up for justice for all working people, with the courage to advocate for what is right, even if it isn't popular.

That spirit was brought to bear most of all by of our founder, Mike Quill. Sadly, just days after leading that strike in January 1966, Quill passed away.

"No one can adequately measure how much Michael J. Quill has meant to all of us," wrote his successor,

Matty Guinan, in the February 1966 issue of the *TWU Express*. "He literally gave his life for TWU—his final collective bargaining triumph coming after a solid and successful 12-day strike during which he was arrested and hospitalized."

Remembering where we come from propels us forward into the next 50 years.



Read more about the strike and its lasting effects at twu.org

Bargaining Continues at American Airlines

After an intensive and time-consuming contract reconciliation process between TWU and the International Association of Machinists (IAM), the Joint Association has been in negotiations with American Airlines since the beginning of the year.

While the company has publicly assured TWU members that it is making every effort to move negotiations forward, the usual stall tactics remain frustratingly in place. Still, the committees remain dedicated to pursuing the strongest contract for their members, reviewing company proposals article-by-article and line-by-line. While several less complex articles have not taken long to complete, others, such as Grievance Procedure, were time consuming, involved blending two mature contracts and reaching agreement on a process that all parties agree will better expedite the process.

"This is a marathon, not a sprint," said TWU International President Harry Lombardo. "But these negotiating teams are the best of the best. And they're hard at work on our membership's behalf, so for that we are grateful. American Airlines continues to reap record profits on the backs of our workers and it's time for us to step up and demand a fair deal."

As of press time, the teams had met six times, including a week in Washington, D.C., just as a blizzard crippled the mid-Atlantic region. For the most up-to-date information on the negotiations, download the TWU app from the Apple or Google app stores and sign up for notifications. All communications on the Joint Association are posted to the app.

Mechanic & Related/Stores Committee

The two sides have reached tentative agreements on Purpose; Preamble; Safety and Health; Bulletin Boards; Uniforms; Fitness for Duty; No Strike No Lockout; MCT Dress Attire; System Board; Recognition of Rights and Compliance; Representation; and Absence From Duty.

TWU is engaging in intense table



A set of proposals at the first day of negotiations with American Airlines in Dallas, Texas.

discussions and exchanges on the Grievance Procedure to ensure the rights of members are protected. The differences are steadily being narrowed.

The sides are still exchanging proposals on Meal Periods, Sick Leave, Training, and General and Miscellaneous.

Fleet Service Committee

The negotiating committee has reached tentative agreements, with enhancements, on No Strike/No Lockout language; Absence from Duty; Uniforms; Bulletin Boards and Fitness for Duty; System Boards; Field Work; and Representation.

A Note on Bargaining

TWU understands the frustration that our American Airlines members continue to feel. As misinformation and rumors about bargaining circulate, we urge members to come directly to your union for the most accurate and up-to-date information. Due to the nature of collective bargaining we cannot release individual TAs, until we reach a complete tentative agreement. While some members want to be privy to each step in the negotiating of proposals, nothing in the joint collective bargaining agreement is complete until every article has a TA and the membership votes to ratify.

Please note, the negotiating schedule and bargaining locations are agreed upon by TWU, IAM, and American Airlines. They are designed to minimize time away from work, and to spread costs evenly among parties involved.

As always, our goal remains to get you the best contract in the industry and to strengthen your wages, benefits, and protections in the workplace.

Solidarity Campaign

Away from the bargaining table, your union is hard at work on the shop floor talking to members, answering questions, and garnering support for what we know will be a strong contract with American Airlines. TWU's International Campaign Unit has launched an internal solidarity campaign, Together We Unite, designed to galvanize members at the company hubs to stand with the union and join together to fight American Airlines for the contract members truly deserve.

For real-time negotiations updates, download the TWU app. Just search for "TWU app" in the App Store.



On the Ground and in the Air: Action at Southwest

The wheels are in motion at Southwest Airlines, and the TWU locals that represent nearly 25,000 employees above and below the wing have been busy!

While the company doesn't always show the LUV for its workers, TWU members can count on their union—both their locals and TWU International—to have their backs at the bargaining table and behind the scenes.

The company hit a low point in December when it issued unpaid suspensions to 105 Local 555 members, alleging they participated in “illegal job actions.” Those “illegal job actions” were actually regional union meetings that took place under the protection of the Railway Labor Act. Members in attendance were discussing options for the local which had been bargaining for a new contract for years.

Following the suspensions, many members found themselves facing the holidays with no income, but in the true spirit of solidarity, the Dallas County AFL-CIO sprung into action, setting up a GoFundMe page to raise

much-needed funds. Thanks to the generosity of TWU International and many locals and individual members, each suspended worker received \$1,096. Donations were made from TWU locals across divisions and even

“Thanks to all my brothers and sisters who contributed. You gave my family a lifeline and we are truly grateful.”

from members of other unions and the general public. By raising money for the suspended members, the drive shined a light for the traveling public on just how callous an employer Southwest Airlines can be.

There's little doubt that the money made a difference during a difficult time; it helped members with basic necessities such as utility bills and rent, and allowed them to provide holiday gifts for loved ones. One

ramp agent said, “Thanks to all my brothers and sisters who contributed. You gave my family a lifeline and we are truly grateful.”

In a letter to International President Harry Lombardo, Local 555 President Greg Puriski thanked him “for the overwhelming support... Your leadership resulted in many individual contributions and donations from more than 30 TWU locals.”

When the dust settled and the members were back at work, the entire local voted in favor of a new contract. It was a lengthy bargaining ordeal and the tentative agreement (TA) was sent for a vote without a recommendation from the local's executive board, but Puriski said he wanted the membership to decide for themselves how to vote. And while the TA passed by a narrow margin, the local is ready to move forward. “We still have a lot of work ahead of us, but I think we can all agree our strength comes in the spirit of solidarity even when we have opposing views,” Puriski explained.

For another Southwest unit,

Local 557, representing the airline's flight crew training instructors, a new contract came after a shorter negotiation process, and passed by a 70 percent margin. According to TWU International Vice President Gary Shults, who helped negotiate the deal, "We really bucked industry trends here, because we never had to discuss major concessions, and that made the process much easier." The agreement provides for structural increases each year for the life of the contract.

Local 556, representing Southwest flight attendants, is working closely with TWU International on a larger, coordinated campaign strategy to move their contract negotiations forward. After Local 556 voted down a TA last year, the union received the members' message loud and clear and put the full resources of the International Campaign Unit to work.

The ICU has partnered with Local 556, hired a professional polling firm to conduct formal research, polling, and focus groups to get a clearer sense of what the membership truly wants. These efforts are already influencing the union's tactics, and will help inform the next steps of the campaign to negotiate the best possible agreement for the members.

In sessions with management so far, the local has made it clear that the union's contract proposals are based completely on the voice of members. From ground time pay to full retro, every proposal the local puts on the table comes directly from the enormous amount of feedback and information submitted by members.

The International is 100 percent committed to ensuring Local 556 can join their colleagues at Locals 555 and 557 to get the contract they deserve, and that their voices are heard. In a personal letter to Local 556's members, President Lombardo wrote, "We all must work together to hold Southwest Airlines accountable to you, the workforce that's keeping the company's profits at record highs. And the only way we do that is by harnessing all of this data, momentum, and enthusiasm and using it to speak collectively as one union, whose International always has the backs of its locals."

Long-Time Air Division Director Retires

For the last 42 years, Garry Drummond has called TWU home. He joined the union in 1973 as a Fleet Service Clerk at JFK Airport in New York, then served as a shop steward and was later elected Station Chairman for Local 514, representing workers at Nashville International Airport. Drummond also served as President of Local 590 in Nashville from 1990 to 1994.

In April 1994, Drummond joined TWU's International staff as a representative. Since then, he has devoted his entire life and career to fighting for TWU members at the bargaining table, and embodying the core principles of our fighting, militant union. Drummond worked with the American Eagle contract groups, served on several panels for TWU at American Airlines, and was involved in contract negotiations between the Hertz Corporation and Local 516 in Tulsa, Okla. Beginning in 1995, he worked with two Southwest Airlines locals: Local 556, Flight Attendants, and Local 555, Ramp, Ops, Provisioning and Freight Agents, and was their go-to contact from the moment they joined TWU.

"Garry taught me that as a union leader, if you do what you believe is right for the members every time, putting the entire membership first in any decisions that are made, the members may not always like the decision, but they will respect you as a leader," said International Vice President Gary Shultz, who worked with Garry for decades.

Elected as International Vice President in 2005, Drummond served as Southwest Airlines System Coordinator, and from June 2010 until November 2015, as Director of the Air Division.

Said long-time colleague, International Representative Tony McCoy, "Garry is a leader, a true unionist, union brother, and my friend, who spent countless hours away from his home and family for the betterment of our membership."

International President Harry Lombardo praised Drummond by saying, "There are few people who



Garry Drummond served TWU for more than 42 years.

have served this union as honorably and completely as Garry Drummond. He's earned this retirement, and we wish him nothing but the best."

Brother Drummond looks forward to spending some time with his family, but knows his union roots are never far. "It has been an honor to have been a member of TWU for over 42 years, and a privilege to have been on staff for almost 22 years," he said. "I will most certainly miss all the brothers and sisters I have worked with, and have many memories I will treasure as I move into retirement. Thanks to you all."

Said International Vice President Thom McDaniel, "Garry Drummond hasn't just made me a better union member and a better organizer, he's made me a better person."

"It has been an honor to have been a member of TWU for over 42 years, and a privilege to have been on staff for almost 22 years."

Garry Drummond

TWU Members Across The Co

Coalition of Labor Union Women Convention

TWU was well represented at the CLUW convention. From left to right are: Texas state CLUW chair Carolyn Burton, Local 567; Lori Lochelt of Local 556, and TWU International Representative Gwen York with Liz Shuler, Secretary-Treasurer of the AFL-CIO.



Local 2001 Helps Dig New York Out from 'Snowzilla'

Members showed some union pride while digging the PATH Commuter Rail out after one of the largest snowstorms the East Coast has ever seen. From left: Juan Martinez, Abdulla Wahid, Cesar Duarte, Mike Gallina, Ronnie Cassaro, Francesco DeRuvo, Pat Collins, Dominic Formica, Mike Kraemer, Joe Shivers, John Burlew.



Showing Solidarity at SFO

In a nationwide day of action in February, TWU members joined their brothers and sisters at the Teamsters to protest corporate greed and other grievances in the airline industry.



Country Keep America Moving

Snow Can't Stop Local 501

As the snow beat down, Local 501 members continued to work through a January storm at JFK airport.



New Officers at Columbia University

In February, new officers at Local 241, Columbia University in New York, were sworn in by International Vice President; Administrative Assistant to the International President; and Transit, Universities, Utilities and Services Division Director Jerome Lafragola. From left to right are Treasurer Dino Centrone, Executive Board Member Charlie Kraus, Recording Secretary Sebastian DiPalma, Executive Board Member Andres Davila, Jerome Lafragola, President Kelvin McAllister, Executive Board Members Andrew Henry and Jardial Tavares. Not pictured are Vice President Alex Molina and Executive Board Member Luis Cruz.

Local 248 Swears in New Officers

First row from left to right: Executive Board member Ishmael Stowe Jr., Recording Secretary Ronda Hill, Executive Board member Larry Boyles, and Secretary Treasurer Brenda Applewhite. Second row from left to right: Vice President Jonperri Thompson, President Marvin Artis, and Executive Board member Michael Campbell

Have photos to share?

Email your photos to communications@twu.org, or tag us on Instagram and Twitter using [@transportworker](https://www.instagram.com/transportworker).



Anti-Union Cases Still on the Docket

Earlier this year, the U.S. Supreme Court heard oral arguments in *Friedrichs v. California Teachers Association*, an anti-labor effort to ban public sector unions from charging “agency fees.” The court’s liberal and conservative wings are tied at 4–4. This gives TWU and many other unions a victory in this case, because the lower court’s ruling in the case—which was in labor’s favor—still stands for now.

At the heart of the case is the issue of whether or not public sector union “agency fees” should be outlawed.

Today, government employees who don’t join a union can be charged an “agency” or “fair share” fee to pay for non-political union costs, including collective bargaining. According to *Politico*, “Scalia’s line of questioning left the strong impression that the plaintiffs could expect to win and public employee unions to lose. The unions had already begun considering how best to cope with a court-imposed right-to-work regime.” For now, the precedent in the case that allows public workplaces to remain union shops

and charge those agency fees, set in the 1997 *Abood* decision, remains in effect.

But even in the aftermath of Justice Scalia’s death and the naming of a Supreme Court nominee, there are still several other anti-worker cases pending before the court, so our work remains cut out for us.



Learn more about the case at:
twu.org/OurUnion/Departments/Communications

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ELECTION 2016

There is a lot at stake for TWU members in this election. Get registered, get informed, get involved. Find Election 2016 resources and more online at TWU.org/Legislative.

The people
elected to Congress
and the
White House affect
your work life in many ways.

COPE



TWU’s Committee on Political Education needs YOU! COPE is the umbrella under which we can educate politicians, influence elections, contribute to candidates and provide information to union voters so YOU can make an informed decision at the ballot box. Union dues can never be used for political activity so contributions to COPE are strictly voluntary. Find out more online at TWU.org/Legislative.



A Call to Action: Get Involved and Be Heard

If we've learned anything from our movement's history and from this election season, I hope it's that we need to get moving, and we need to keep moving. We need to reach beyond incremental change. Labor doesn't forget who has looked out for us in the past, and we work hard for those people.

Through our website, social media platforms, and even the *Express*, the International is providing you with more tools and resources than ever before. I hope you use these tools, share them, spread the word about what we're trying to accomplish together. Talk to your local leadership if you need additional resources and we'll work with our locals to be sure you get them.

Because as we've said before, we don't know what to do for you unless you come to us with your needs. As I'm sure many of you have seen, the International has done polling and surveys to gauge your feelings on many things: your opinions on us, on contract negotiations, political preferences, candidates, the works. It's the beauty of democracy, people. We want to hear from you! This International did not previously have a tradition of asking our members what they thought, but now we're trying to change that. We're trying to be open and get as much information and feedback as we can. So remember that—remember that your voice matters, both within this union and outside of it.

In that spirit, talk to people. Share ideas and engage in lively discussions. It's that great free exchange that we have in America that sets us apart from so many other places in the world. Our movement is mighty, but for us, turnout will be everything. I ask you all, humbly, to do your part. Get involved in your State Conferences—even if you've never done it before, let this be the year you're inspired to take real political action. Our future truly depends on it.

We don't operate out of fear. We work to hold our elected officials accountable to meeting the needs of working people, and doing right by them. It's that burden we have as leaders, not just to think about what happens today, but also about what we're going to leave our children and our grandchildren. This isn't the time to take a back seat. Brothers and sisters, we've come this far...let's keep marching toward victory: united and invincible.

In Solidarity,

Alex Garcia
Secretary-Treasurer

“This International did not previously have a tradition of asking our members what they thought, but now we’re trying to change that.”



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Here's one more thing Union families can share.

Plan ahead with a mortgage from Union Plus. The Union Plus Mortgage program was created for union members, their parents and children. Benefits include mortgage hardship assistance to help protect members' homes in the face of financial hardship. With Union Plus, a mortgage is more than a monthly payment. It's long-term protection for everything your home means to you.



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