

TWU EXPRESS

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THE NEXT CHAPTER:

The 25th Constitutional Convention and Beyond





Where I'm Coming From

Growing up in blue collar Brooklyn in the 70's and 80's, we took the subway and buses everywhere. Many families didn't even own a car, and the ones who did weren't ferrying their kids around to play dates, that's for sure.

My Dad, who passed away earlier this year, worked as a truck driver and a lugger in the Meatpacking District on the west side of Manhattan. He left the house at 3:30 in the morning every day. There were times when he came home so exhausted that my Mom would have to help him take his work boots off.

I graduated Nazareth Regional High School in East Flatbush and went off to college on a scholarship. I only lasted a few semesters. Unfortunately, I didn't get the memo that I was supposed to pursue a degree and not... other interests. My parents worked their arses off to give me that opportunity and I let them down terribly. I wouldn't be where I am today without having gone through that period of my life, but I surely regret putting my parents through it.

While I was still a young guy I took the civil service exams for many jobs. NYC Department of Correction called, and after the academy, I was sent to Riker's Island as a Correction Officer. Let me tell you, Confucius didn't have Riker's Island in mind when he uttered his famous proverb, "find a job you love and you'll never work a day in your life." So, in 1993, when New York City Transit offered me a job as a Trackworker, I took the job, joined the TWU and never looked back.

From the very beginning in Transit, I developed deep bonds with my co-workers on the tracks, some of them becoming my best friends in life. The work was demanding because the bosses were tough, and under tremendous pressure from above to "get the job done." Safety rules were frequently ignored in the interest of production, despite the intense danger of working around energized third rails and live train traffic.

I vividly remember one day in the summer of 1994 a boss calling me a "lazy Irish ____" in a dispute over a heavy rubber safety mat used for protection while working near the third rail. The boss lost that battle, and little-by-little my track gang began fighting back in a more organized fashion. I became an active shop steward and began to connect to the broader fights taking place across the subway on safety issues and other management abuses.

I moved up the union's ranks by fighting back, issue by issue, boss by boss. Seventeen years ago, I was elected Chair of the two-thousand member Track Division, and shortly afterward was appointed Acting Vice President of Local 100's Maintenance of Way Department, which stands at over eight-thousand members today.

After several years as a senior elected officer on the union payroll, I was fired in December of 2005 by then Local 100 President Roger Toussaint over a disagreement regarding the sale of 80 West End Avenue, the old headquarters of both the International and Local 100. So, I went back to the subway at 45th St in Brooklyn, to my Track Inspector job. I'll never be able to repay my co-workers for the way they welcomed me back. They encouraged me not to give up on union work, and prodded me to continue advocating for workers.

I worked on the tracks for the next four years. I once again began to look at life through the perspective of a rank and file transit

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"I want to get down to the business of learning the finer details of all our industrial divisions and advancing the livelihoods of TWU members across all of our sectors, in all of our workplaces."



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Where I'm Coming From

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worker, and I will now carry that with me forever. Getting fired and going back to the tracks was a total blessing for me in that regard.

I decided to run for office again, and was elected Local 100 President in December 2009 after a bruising campaign. I took office on January 1, 2010.

At that time, the local had been in the midst of a political civil war for the better part of 15 years. I have always believed that infighting drains the power of the union and delivers us into the hands of our enemies. As the new president, I knew that I had to lead by example, so as my first major act in office, I reached out to my opponent in the election, Curtis Tate, and asked him to join my team and help to reunify the union. Fortunately, Curtis agreed. It was a strong and clear signal that the union was indeed moving forward out of a prolonged period of bitterness and internal strife. Yes, he's the same Curtis Tate who is now an elected International Vice President and member of the Transit Division staff, and my good friend.

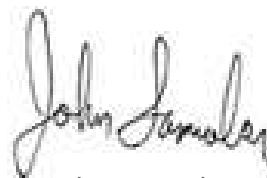
As the Local 100 president, I was suddenly thrust into the position of having to wrangle with the most powerful and influential people in New York as I fought on behalf of our members. Many of those politicians and elites looked down on me, and on my brothers and sisters in Local 100. To them, we were just blue-collar rabble, working class ruffians with creosote beneath our fingernails who could be easily dismissed

or scattered. I'm a Trackworker by trade and proud of it, and I wasn't seeking their validation or approval. But I was damn sure going to defend our union, and I knew that once we were organized and united again they could not defeat us.

Slowly but surely, we rebuilt the local into a unified force capable of winning significant fights for our membership. I'll never forget our contract rally outside New York City Transit's headquarters near Wall Street on the anniversary of Hurricane Sandy. Exactly one year before, Local 100 members had heroically worked around the clock, selflessly and in unity, to restore some sense of normalcy to New York City. More than 8,000 transit workers turned out that day to demand a fair contract. It was a turning point for our negotiations and a turning point for our local. The bosses still had the politicians and courts and a phalanx of lawyers on their side, but we had the power of a unified membership. Which is stronger?

As I take office now as your 10th International President, I don't want to spout lofty ideals or even loftier goals. I want to get down to the business of learning the finer details of all our industrial divisions and advancing the livelihoods of TWU members across all our sectors, in all our workplaces.

I know one thing – **if we stand together as one and fight the bosses**, we can and will win. **I'm looking forward to leading that fight.**



John Samuelson

TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO

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ALEX GARCIA

International Executive Vice President

GARY E. MASLANKA

International Secretary-Treasurer and Director, Rail Division

JOHN BLAND

International Administrative Vice President

JEROME LAFRAGOLA

International Administrative Vice President and Director, Transit Division

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Founder, 1934–1966

SONNY HALL

MICHAEL O'BRIEN

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Sean Doyle

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Earl Phillips

Greg Puriski

Daniel Rivera

Richard Rocco



Andre Sutton

Robert N. Taylor III

Clarence Washington

Eric Williams

2017 Michael J. Quill Scholarship Winners Announced

Established in 1969, the Quill Scholarship Fund provides 15 scholarships worth \$4,800 to college-bound dependents of TWU members. It is paid out per year in the amount of \$1,200 to winners who continue to be eligible over their four-year course of study. The money is paid directly to the recipient's accredited college or university and may be used for tuition, college fees, or room and board while pursuing an undergraduate degree.

This year, International President John Samuelsen was joined by International Vice President and Transit Division Director Jerome Lafragola who administered the drawing, assisted by several members of TWU International staff. Several Air Division presidents were also in attendance, and TWU International Executive Secretary Tinisha Thompson managed the entire scholarship process.

"We're exceedingly grateful to the sponsors of these scholarships, for recognizing the critical role an education can play in the lives of our members' children," Lafragola said. "This is one of TWU's proudest traditions."

TWU leadership is committed to honoring the tradition of investing in the educational goals of our members' children and is grateful to be joined in this noble endeavor by three other scholarship sponsors—Union Benefit Planners, M3 Technology and Pitta & Giblin LLP. Lori Goldberg, Vice President of Sales and Marketing and Maryelizabeth Zacharias, Executive Vice President from Union Benefit Planners attended to draw their scholars' names, and John Pescitelli, President and Igor Rivilis, Chief Operating Officer of M3 Technology attended to draw theirs.

The winners came from locals large and small across TWU divisions, representing some of the best and brightest students in the country, eager to continue their education. They can now do so with some financial assistance to make the journey a little easier. TWU will continue to honor our founder by investing in the next generation and to support the commitment to learning that all the Quill Scholarship applicants exhibit. Our members and their families are our greatest asset.



The annual drawing for the Quill Scholarship takes place at TWU International headquarters in Washington, D.C.

Michael J. Quill Scholarship Winners

\$4,800 each

(\$1,200 paid out per year for four years)

Ariana N. Blaisdell (Liam Blaisdell) 507
John J. Bryant (Keith Greene) 234
Matthew J. Cavanaugh (John Cavanaugh) 2001
Gary R. Ennis (Gary Ennis Jr.) 2051
Tyrese J. Gaffney (Eric Gaffney) 100
Kiana A. Hunte (Herbert Hunte) 591
Fion Ma (Zhuo Ma) 250A
Brianna E. Mace (John Mace) 591
Raven V. Marsh (Renda Marsh) 556
Elizabeth A. Nahulak (James Nahulak) 591
Anna Novikova (Yuriy Novikov) 100
Elijah I. Philbert (Nalston Philbert) 100
Ariana N. Ruffin (Aaron Ruffin) 234
Abigail R. Sclesky (Francis Sclesky) 2017
Rachel E. Wimp (Robert Wimp) 514

Union Benefit Planners

\$2,500 each

Sarah E. Ahmad (Mumtaz Ahmad) 250A
Mariam G. Appiah (Isaac Appiah) 100
Ashley E. Baum (Thomas Baum) 568
Olivia G. Billings (Donald Billings) 549
Maitay Cattouse (Aishah Smith) 100
Jamal T. Clarke (Ryonda Clarke) 291
Jessica R. Coia (Michael Coia) 555
Sarah E. Cummins (Scott Cummins) 514
Elizabeth E. Gabriel (Vaughn Gabriel) 591
Ellie A. King (Troy Anderson) 591
Cole A. Mesa (Scott Mesa) 505
Nicole A. Otton (Michael Otton) 100
Ishrar Shaid (Hasan Shaid) 513
Korbyn L. Tramel (Jack Tramel) 514

M3 Technology

\$2,000 each

Malaisha C. Davis (Eddy Eke) 250A
Faith C. Medina (D'Artagnan Magana) 100
Kizelle B. Patrice (Bruno Patrice) 100
Jenna N. Poropatich (Shelly David) 548
Kayla L. Wainright Moylan
(Christine Wainright) 252

Pitta & Giblin

In memory of J. Brian Duggan

\$2,500 each

Austin D. Budhram (Prem Budhram) 100
Alyssa N. Squillante (William Serrano) 229

Lombardo Retires & Swears in Samuelson

IAC Recommits to Growing Union and Investing in Members

After over 40 years as a TWU member and just shy of completing his full term, Harry Lombardo retired as International President of TWU in April, elevating International Executive Vice President and Local 100 President John Samuelson to the role to finish out the remainder of his term. Lombardo swore Samuelson in at the International Executive Council meeting in Las Vegas.

"I have always intended for John to succeed me," Lombardo said. "I've had a great career, and I love this union. I wish you all continued success in everything you do."

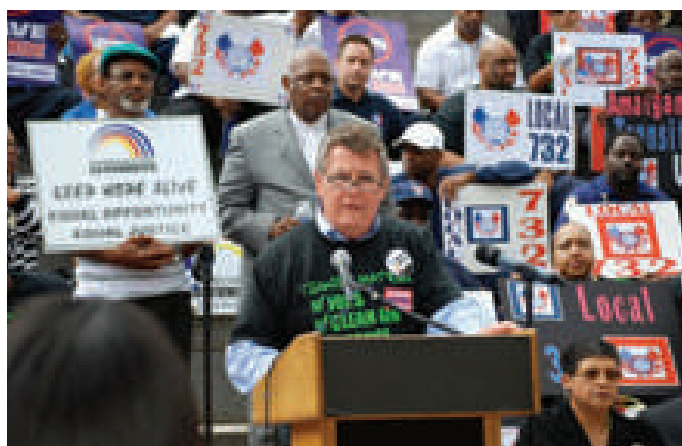
As Samuelson takes the helm, members and staff can expect a strong and united vision for the future of TWU.

"We're looking forward, not back," he says. "We have a vision for this union that combines serious, committed efforts to foster high levels of internal unity, develop a top-notch political and legislative program, and build a strategic worker organizing program. No matter what the campaign is – contracts, issues, legislation, or corporate – we are ready to bring the International's resources to bear. TWU will fight back aggressively against any boss that mistreats our members. If you threaten our livelihoods, we will respond accordingly."

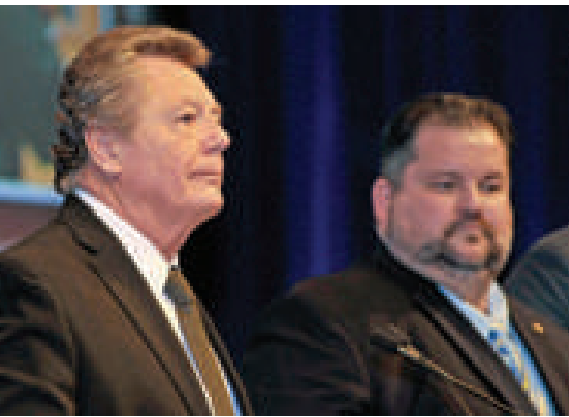
A firm believer in the roots of old-school trade-unionism, Samuelson has led the rebuilding of Local 100 into a massive political power in New York, which he intends to replicate at the International. He says members can expect the union to take on bigger fights and higher profile legislative efforts, and for much of the operation to be run "campaign-style."

"Both mainstream political parties have failed working people in this country. We've had enough lip service from politicians regarding their commitments to the trade union movement and to working people in general. We are at a watershed moment in America. If Democrats do not begin to focus their priorities on economic security for working people, they will lose a generation blue collar Americans," Samuelson continued.

But negotiations and contracts remain a top priority. "From our largest national contracts to the smaller agreements at the local level – this union will be a force to be reckoned with at the bargaining table," he said.



Above: President Lombardo throughout his years of service at TWU.



International Presidents Lombardo, who retired in May, and Samuelsen, his successor.



Lombardo swearing in Samuelsen, along with International Administrative Vice President John Bland and several leaders from TWU Local 100.



International Executive Vice President Alex Garcia, International President John Samuelsen, International Administrative Vice President John Bland, and Secretary Treasurer Gary Maslanka.



The transfer of power between Lombardo and Samuelsen.



The TWU International Executive Committee and Staff.

WORLD TRADE CENTER BEAM



The December 2015 issue of the *Express* told the incredible story of TWU divisions coming together to transport a piece of September 11th history down the East Coast to the Kennedy Space Station in Florida. Earlier this June, nearly two years later, TWU brothers and sisters joined together again to further honor the hallowed artifact.

The artifact is a 7-foot long, nearly one-ton steel beam, recovered from the rubble of World Trade Center Towers after the terrorist attacks in 2001. Local 525 President Kevin Smith worked with members of Local 100, 501, 504, 568, 591 and 1400 to move the beam several years ago, holding an elaborate dedication

ceremony and allowing citizens and supporters along the route to pay tribute to the important relic. But as President Smith and his members reported to work at Cape Canaveral daily, they began to realize that the beam wasn't getting its due respect – on the base and out of the view of the public, only visitors with a pass could



Photos by Kyle Nowlin

CONTINUES ITS JOURNEY



visit the ground and understand the story of the beam's journey, and TWU's members from Local 1400 and Local 100 who were called in to Ground Zero as first responders.

"I hated the fact that we had to move it again," Smith said. "But NASA didn't want it, and we had to move it somewhere where more people would see it."

So he set out to find the beam an even better home, and landed on a park about 30 miles south in Viera, Florida, which just happens to be the winter and retirement home of hundreds of retired NYPD and FDNY members.

"It's the perfect spot, because there are so many New York transplants who will really appreciate everything this beam stands for, and the blood, sweat and tears that it represents. It's not only a symbol of patriotism, but of our brotherhood, and of the power we have when we join together to honor the fallen, and to help one another."

The actual move took place on May 27th, where the artifact was loaded onto a truck and transported with a sheriff's escort, multiple firetrucks and 450 motorcycles – most from the Blue Knights, a

retired NYPD bike club along the shut-down Interstate to its new home. A week later, the community gathered for the dedication at the beam's new home, where workers from Local 525 and 1400 spoke, as well as several other officials involved with the project.

Now, the beam resides in a beautiful park that is open to the public, and lit up 24 hours a day, seven days a week with an LED system that boasts 15,000 different color combinations that can be seen from yards away. It's a fitting testament to such a critical piece of TWU – and American – history.



Pictured throughout: Local 525 President Kevin Smith and other moving images from the beam's dedication ceremony.



New York-New Jersey State Conference Brings Lobby Day to New Level

In May, the New York-New Jersey State Conference headed up to Albany with an ambitious agenda before them. Led by NJ Conference Chair Steve Hamm and NY Secretary Treasurer Patrick Flannery, Conference members met with 15 legislators on key issues affecting the livelihoods of their TWU brothers and sisters, and they did so armed with talking points, action plans, and a commitment to launch several key campaigns to target elected officials when they returned home. In addition to meeting with Assembly and Senate leaders directly, the Conference members did legislative drops to an additional 25 elected legislators.

Nearly 12 members from 8 locals joined the group, representing transit, air and rail divisions. The effort represented President Samuelsen and the IAC's ongoing commitment to invest in grassroots organizing, lobbying, and building

real political power for TWU members at every level of the union.

"The goal is for this State Conference to really serve as a model for others," Samuelsen said. "While each program is in various stages of development, we recognize that we're all charged with the same goal: giving our members a voice in the places where policy decisions get made around the country. It's not enough to just endorse candidates or write checks. We have to get our hands dirty, and get to know the issues, so we can work with any public official – from any party – who can prove to us they have our backs."

Members lobbied on several issues, including:

Privatization of Buses in Nassau and Suffolk County

In late 2016, the Suffolk County bus system (which employs

Local 252 members) decided to permanently eliminate eight bus routes due to lack of county funding. A massive finger-pointing game ensued, with county legislators demanding more money from the state and vice versa, ultimately resulting in lost hours and wages for TWU drivers. In nearby Nassau County, the cuts were set to run deeper, with 10 permanent route cuts announced in spring of 2017. Local 252 President Debra Hagan continued lobbying in earnest, and was able to get three of the proposed routes restored with state legislators matching some of the county legislature's discretionary funding. The key issue at hand was that the county bus system used to be run by the New York MTA. When it was privatized and turned over to the hands of the TransDev corporation, protecting the company's guaranteed 5% profit margin has become priority number

one. Since then, TWU members and commuters have suffered.

Conference members lobbied extensively to pressure legislators to push for reinstatement of cut funding to Long Island's bus system's funding for 2018 and beyond.

La Guardia Airport Contract

Legislators were surprised to learn that the Port Authority had given control of new terminal at La Guardia Airport to a Canadian consortium known as La Guardia Gateway Partners, which has proposed running the terminal (upon completion in 2022) like a hotel, taking control away from the airline partners and ultimately running it themselves. This poses a huge risk for TWU members working in airline facilities/automotive jobs and ramp services. This vision also threatens the companies, who worry that employees will begin to leave by way of voluntary transfer to other locations prior to project completion, at the threat of a large non-airline conglomerate taking over the property.

As the TWU is currently the largest labor organization in terms of members at LGA the proposal could affect close to a thousand of TWU members across six locals (501, 504, 555, 570, 591 and 1400), and the State Conference is now in the process of filing a Freedom

of Information Act (FOIA) request for the contract to see what the Port Authority has agreed to with La Guardia Gateway Partners. The Conference is also working closely with the State's Department of Labor to push for clarity and intent by all the airport parties involved.

Constitutional Convention

Every twenty years, New York state is required to place on the ballot a referendum on whether to hold a Constitutional Convention to amend the State Constitution. TWU members lobbied hard against the measure, calling it a corporate-backed ploy to weaken workers' rights, pensions, prevailing wage and OSHA protections and the fundamental collective bargaining laws that allow unions to exist. Furthermore, the convention would cost taxpayers million, and polls suggestion voters and legislators on both sides of the aisle are against it. Plans are underway for a voter registration drive and an all-out campaign to push our members and the community at large towards rejecting the mandated referendum.

Fix Tier Six

The State Conference continued to lobby on one of Local 100's key issues, the Tier 6 legislation that creates an extra burden on pension contributions for the local's newest members.

In New Jersey, the State Conference has also endorsed former Ambassador to Germany Phil Murphy for governor. Murphy has met with the Conference on several occasions and has made it clear that without labor at the table in the Garden State, vital infrastructure renovations and projects will not be able to get off the ground, something the state has been lacking under the current Christie administration. Steve Hamm, New Jersey Conference Chair and President of Local 229, sees a big moment for the conference as it continues to exert its political clout amongst other players in the state.

"We opened up a lot of eyes," said New York Conference Chair Angelo Cucuzza, who is also Executive Vice President of Local 501. "These are big ticket items. And we're ready for all-out campaigns. For us here in New York and New Jersey, this is where so much of our power lies. In coming from different divisions of the TWU we tap in to each other's strengths and brainstorm collectively to steer a course that addresses our issues. There is a tremendous sense of pride we all take in these ventures to help the TWU's membership at the grassroots level. All of the State Conferences have the ability to change things for the better."



Members of the New York New Jersey State Conference join International President John Samuelson and Chair Angelo Cucuzza in endorsing Phil Murphy for NJ Governor.

San Juan Change of Shift Benefits Debate Rages On

In the Spring 2016 issue of the *Express*, we reported that Local 501 had entered into discussions with American Airlines in an attempt to extend Change of Shift (CS) straight time benefits to Title II and Title III members working in Puerto Rico. The company's official position was that CS's would not trigger payout of overtime.

The backstory, from that issue:

For over 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 such as New York. The policy allowed workers to build time around their regular days off to go home without experiencing financial hardship.

But recently, the company saw that 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 (which is 1.5 times the \$9 minimum wage in New York, which went into effect on December 31).

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 worked with TWU International and American Airlines management to rectify the situation at JFK and La Guardia, bringing 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



The TWU and CWA teams in San Juan, including all the TWU shop stewards!

to qualify for American's shift swapping policy.

The pay raise applies to workers at those airports who belong to other unions. It even benefits non-union workers, such as employees who offer wheelchair assistance, as the company has agreed to extend the new hourly rate to them. And because the minimum wage went up at the end of 2016, the company extended the agreement and is now paying new hire FSC's in JFK/LGA \$16.51 an hour to remain compliant.

But the same issue began to affect members in San Juan, Puerto

Rico too. The company's official position was that they would love to help TWU Local 501 but saw no avenue to address the mandatory payout of overtime on any worked hours over eight in a day that would occur by way of a voluntary swap between employees. This while acknowledging that its USAir passenger service employees (represented by CWA Local 3140,) were enjoying the benefit under unlawful pre-emption.

The Puerto Rico Constitution addressed any hours worked in excess of eight, saying that employers like American Airlines were required to pay "non-exempt" (under the Fair Labor Standards Act) employees an overtime rate of time and a half of the regular rate for all hours worked in excess

of eight, in any given twenty- four-hour period.

Dubbed the "Sugar Cane Laws" of 1948, overtime was further mandated for all hours worked in excess of 40 hours weekly. This included mutual swaps that were agreements reached between employees and did not involve an employer were, making it illegal under the law not to pay swaps at the overtime rate.

The CWA-represented Passenger Service Agents had enjoyed the shift swap benefit pre-merger, but under the new American Airlines it ended, with management citing island labor law. But at the same time, the company revised its CS policies in other municipalities around the country where it saw violations of local and state wage payout requirements, as it did for members at JFK and La Guardia.

In May of 2015, TWU Local 501 President Victor Gonzalez filed a 29D presidential grievance on behalf of all Local 501's members in San Juan demanding the company

extend this benefit to them in the exact same fashion that it did to TWU members on the mainland. The grievance was denied and placed on the System Board docket for arbitration.

Around this same time, TWU Local 501 and CWA 3140 entered into an alliance to lobby government officials on the island to carve-out airline workers from the restrictive language of Puerto Rican constitution. CWA's council, Ellis D. Ryan, Georgina Felix, Heyda Delgado and TWU 501 VP's Angelo Cucuzza and Luis Valcourt met with the island's undersecretary of labor on at least four occasions to plead members' concerns and to ask

for relief, requesting for a change in laws that would allow for shift swaps for CWA and extend them for the first time to TWU.

Because of the island's ongoing financial crisis, it became increasingly clear that many of the generous labor protections were on the chopping block. But Local 501 continues to lobby on behalf of its members, doing everything it can to fight for their livelihoods, including convincing AA's legal division to send Puerto Rican Secretary of Labor Vance Thomas a letter requesting that the country further explore options to allow mutual CS'ing of hours in excess of eight hours at straight time rates.

While various austerity reforms have been proposed to save the Puerto Rican economy, Cucuzza is working hard to make sure TWU members can access as much work as possible, and that the potential to earn more money remains.

The conference is also working with the New Jersey legislature to reinstate CS's over 40 hours to a small group of Local 591 members, which is a further testament to the power of cooperation within TWU.

"We're working across several locals, several divisions, and several states to make sure this gets done," Cucuzza said. "[NJ Chair] Steve Hamm, Mark Quirk [of Local 1400] and I...we're ready to fight."

One Local 591 Member Discovers Pension Error, Could Affect Others from American Airlines

For TWU members working at American Airlines, the memory of the airlines bankruptcy remains fresh, especially the company's freezing the pension plan to save money. When the plan was frozen, several locals recommended members make a copy of their pension plan information and their estimator to make sure the company was depositing and reporting their pension amount accurately. Local 591 member Laura Boyer, an Aircraft Technician at O'Hare Airport, did just that.

Boyer had saved all of her paystubs and all of her pension statements, and after doing an analysis of her numbers, she realized that the company's calculations were wrong. Like a good union member, she went in and filed a grievance. For years, American Airlines argued the error was on her end, but Boyer persisted and went all the way to highest levels of the company. She brought it to her local's president, Gary Peterson, who supported her at every turn.

American's management team routinely pressed Boyer to produce additional documents and to prove lapses in their accounting – at

every turn, she pushed the process forward through any means made available to her by the union. After filing for all her retirement plan documents, she discovered the discrepancy! American's pension plan is based on the best, or most robust, 48 months of pay, but their calculation was missing an entire 2009 paycheck. This paycheck error was throwing off the entire formula and allowing the company to make a smaller contribution than what was actually required. The amount of the error netted out to between \$20 and \$50 dollars per month, which can certainly add up over a member's retirement.

Several years after Boyer's initial discovery, the company finally conceded they had missed the paycheck in question, effectively impacting many members' pension credit. And while American has

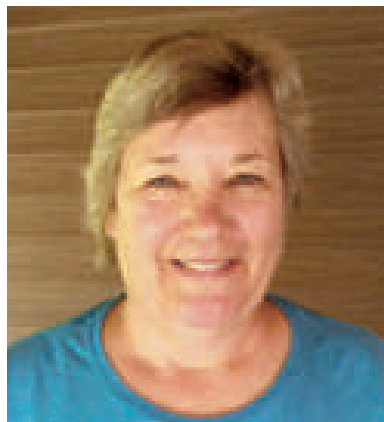
committed to correcting the error, the story highlights just how vigilant members must be in holding the company accountable. What Boyer uncovered has literally saved her TWU brothers and sisters thousands

in their retirement, and the union was proud to support her every step of the way.

"It's not so much the mission that I was on; but rather, why it's so important to understand obligations to you and your family concerning members' pension benefits during

active and retirement status," Boyer said. "Especially since the plan administrator can make a costly oversight."

If you are an active TWU member or retiree who worked in May 2009, you may be entitled to a pension credit adjustment. Please contact the American Airlines benefit hotline and ask them to run an audit on your pension estimator.



Local 591 Member Laura Boyer.

MEMBER SPOTLIGHT: *Thomas Shaw*

SEPTA Bus Operator and City Councilman in Clementon Borough, NJ

You might say that Thomas Shaw wears many hats: Union member. Veteran. Public Servant. As an active participant in TWU's Veteran's Committee and a 13-year member of TWU Local 234, Shaw was also recently elected Councilman in his hometown of New Jersey. Read on to learn how his military service, union background and political office intersect every day!

How did you get involved in politics?

I was appointed to my seat on the Council in October 2016, and then won in the election in November 2016 for three more years.

And what's your military service history?

I was a Sargent United States Army nine-and-a-half years, and served in Operation Iraqi Freedom.

How does all your public service experience fit together? Does your training for one carry over to another?

Each of my different public service positions gives me unique training. In the Army, I learned to organize, plan and then execute that plan; with SEPTA I have learned to deal with the public and their individual needs. These two positions and the experiences combined were both great training to serve on my town's Council.

Do you tackle labor issues at all on the Council? Or find yourself being a voice for working people in other ways, politically?

We tackle labor issues as our police force is unionized. I find myself at a real advantage because I'm in a union and I understand how to read and interpret a CBA. Our public works employees are not unionized, and I fight hard to ensure that they're treated fairly and not taken advantage of.

What are the ways you've remained involved in TWU, particularly with such a busy schedule?

I am currently on my local's Location Safety Committee, ensuring that the company acknowledges and fixes safety issues. I'm also my 234's representative on the TWU Veterans Committee, and I'm running for the vacant Vice Chairman position at my work location.



I have great mentors, plus the support of my wife and family in pursuing different goals in life. I believe that my ability to plan and be organized allow me to take on the tasks required of these positions.

Any advice for other members looking to parlay their union or military service into political experience?

My advice to my union brothers and sisters who would like to get in involved politics is simple: listen; nurture relationships; use the "two-ears-one-mouth" rule – listen twice as much as you talk; be authentic, because people can tell when you're being fake, practice proactive solidarity; be consistent; develop a track record that makes you someone trustworthy. And of course: show up, then show up again, then show up again. Finally, don't be afraid to take the first step and get involved.

What's next for you?

I plan on completing my current three-year term on the Council and then running again. Next, I'd like to run for Freeholder of my county, and eventually for the State House. At TWU, my goals are to work hard at representing and protecting my brothers and sisters, eventually proving my value and obtaining a position on my local's staff, where I can continue to fight for every member's livelihood.

TWU Launches Advanced Leadership Training and Kicks-Off Local Executive Board Training in the Field

Following a train-the-trainer workshop held in January to prepare staff to deliver Local Executive Board training, the IAC and Secretary Treasurer Gary Maslanka organized a new advanced leadership training program this spring, designed to help local officers share resources, collaborate, and develop a bank of strategic tactics for launching local campaigns.

The training, held at the conference center at the Maritime Institute near Baltimore, Maryland, welcomed participants from over 15 TWU locals across the railroad, transit and air divisions. Sessions led by education consultant Robert Weschler also included group discussion, practicums, and co-facilitation by TWU International staff, including International President John Samuelsen, International Administrative Vice President and Transit Division Director Jerome Lafragola, and the

Communications Department. The comprehensive sessions reflect the International Administrative Committee's resolve to move TWU away from a servicing model and toward an organizing model, whereby the International can provide locals more opportunities to learn from each other, discuss best practices, and create materials that can be replicated and scaled for contract, issue and political campaigns.

As Maslanka explained, "It's important that we put our money where our mouth is. As we move this union forward, we want information flowing up, down, left, right – it's one big conversation. The way we work together will continue to change, but if we come together and share ideas, we can be sure that we're maximizing everyone's skills

and talents. We may represent very different memberships, but there are some fundamental leadership principles that TWU believes in, no matter what."

Since many TWU officers remain on the job during their tenure, the training also focused on applicable skills for managing membership tasks and executing negotiations, legislative initiatives and internal organizing efforts particularly for working officers.

"It was really

helpful to have the International Representatives there to help us during the training. And working with other locals from other parts of the country, sharing and finding out that we all face many of the same challenges. That was great," said Chad Olson, Vice President of Local 223.

"It's important that we put our money where our mouth is. As we move this union forward, we want information flowing up, down, left, right – it's one big conversation."

*Secretary Treasurer
Gary Maslanka*

Local Executive Board Training Update

The new Local Executive Board training program was also officially announced this spring, with the initial training session taking place in April for Local 555 members in Dallas. The response from locals for this program has been overwhelmingly positive, and five additional locals have been scheduled for training in the coming months. Several other locals have requested the Executive Board training, and International staff is working to finalize scheduling.



International President John Samuelsen addresses leadership training attendees.

International Executive Committee Votes to Adopt Key Election Dispute Resolution

On June 21, 2017, the IEC voted to adopt the following:

2017 TWU ELECTION DISPUTE RESOLUTION RULES AND PROCESS

I. NEUTRAL MONITOR

TWU is appointing Barbara Deinhardt as a Neutral Monitor. She will be responsible for resolving election disputes that arise prior to the nomination and election of International officers and Executive Board members at the 2017 Convention under the Convention Rules. The Neutral Monitor's jurisdiction includes all disputes about or protests regarding the campaign conduct of candidate(s), slate(s), the International, any Local, or other parties related to this election, except that the Neutral Monitor will not have jurisdiction to resolve disputes which are raised after the close of Convention business on the day prior to the beginning of the nominations process. Any protests, objections and appeals sent to the Neutral Monitor (see below for the email address to use) must be in writing and must be made within the time periods set forth in these Dispute Resolution Rules and Process. It will be the Neutral Monitor's responsibility to resolve these disputes in accord with the TWU Constitution, the Convention Rules adopted by the Convention and applicable law, and any rules promulgated by the Neutral Monitor in resolving a protest. As to all disputes brought to the Neutral Monitor's attention, the Neutral Monitor will have the power prior to making a decision on the protest involved to investigate and determine the facts, and (if the Neutral Monitor determines it to be warranted) to conduct a brief hearing.

II. PROTEST PROCEDURES

A. Subject to the first sentence of Paragraph II.C., below, all protests within the Neutral Monitor's jurisdiction (as described above) must be filed with the Neutral Monitor within seventy-two (72) hours of the time the complainant(s) knows or should have known of the alleged misconduct. PROVIDED: the conduct giving rise to the protest must have occurred after adoption of this Dispute Resolution Rules and Process by the International Executive Council ("IEC").

B. Any decision or remedy made by the Neutral Monitor prior to the Convention may be appealed to the IEC by the filing of an appeal (see paragraph "I" below) within 72 hours of receipt by the appellant by email of the decision; except that, for any decision issued on or after September 18, 2017, the appeal must

be filed within 24 hours of the receipt by appellant by email of the decision.

C. Protests regarding any alleged improper conduct during the Convention must be filed with the Neutral Monitor as soon as possible, but no later than the close of Convention business on the day prior to the nominations process. Any decision or remedy made by the Neutral Monitor regarding such conduct, or any remedy ordered subsequent to the beginning of the Convention may be appealed to the IEC; any such appeals not ruled on by the IEC prior to the beginning of business on the day of the nominations process shall be considered and ruled on by the IEC elected at the 2017 Convention.

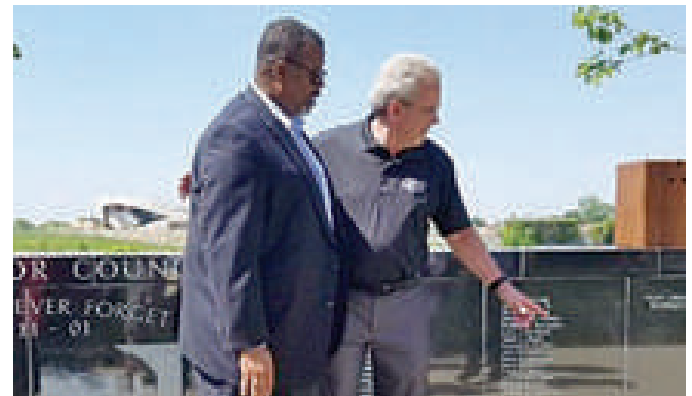
D. A protest must be filed with the Neutral Monitor (see paragraph H below regarding how to file) and must include: (1) a description of the alleged improper conduct, (2) any evidence of the alleged improper conduct, (3) the name(s), e-mail address(es) and telephone number(s) (cell numbers preferred) of the complainant(s), and (4) the name(s) of the person(s) against whom the protest is filed (and, if known, their email addresses and telephone number(s) (cell numbers preferred)). A copy of any protest must also be filed with TWU as set forth below in paragraph H, below. Filing must be by email or, if email is not available, by overnight mail service. The Neutral Monitor shall serve the protest on the affected slate (or a designated representative of the slate) or independent candidate(s) unless it is clear that the protest does not impact on a slate or candidate(s).

E. As soon as practicable after receipt of the protest, the Neutral Monitor shall investigate and evaluate the protest. If the protest is found to be meritorious, the Neutral Monitor shall determine the appropriate remedy. The Neutral Monitor shall issue a written decision on each protest and provide a copy to the complainant(s), any other candidate(s) affected by his/her decision, and TWU General Counsel.

F. All candidates, members, and representatives of TWU and TWU Locals shall cooperate with the Neutral Monitor in her investigations, review of protests, and otherwise carrying out her functions.



International Rep. Theotis James speaks at the dedication of the Ohio Workers' Memorial, held at Richter Workers Memorial Park in Columbus, Ohio.



G. Participation in the procedures set forth in this agreement shall not be deemed a waiver of the rights of a member under the TWU Constitution or the LMRDA, provided that it is understood that these procedures constitute available internal procedures and remedies as the terms are used in Article XXIII of the TWU Constitution, which must be exhausted before filing any action or proceeding in a court or other forum outside of TWU.

H. Filing with the Neutral Monitor and TWU.

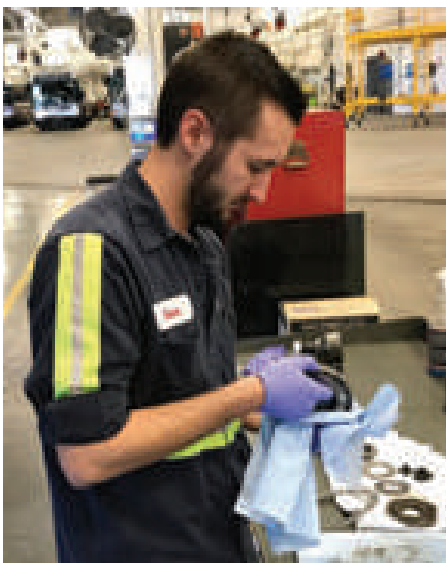
The Neutral Monitor is Barbara Deinhardt and all protests must be filed with the Neutral Monitor by email (neutralmonitor@gmail.com). Copies of all protests must be also be filed with TWU by sending an email to TWU General Counsel David Rosen (drosen@twu.org) as well as to Tinisha Thompson (tthompson@twu.org). If the individual filing the protest does not have access to email, then a protest of conduct, which occurs prior to September 16, 2017, may be filed by sending the protest by overnight mail to Barbara Deinhardt at 52 3rd St, Brooklyn, NY 11231, with copies to both David Rosen and Tinisha Thompson at TWU, 501 3rd St. NW, 9th Floor, Washington DC 20001; protests of conduct which occurs on or after September 16, 2017 must be filed by email, or by hard copy to be delivered timely by hand to Barbara Deinhardt, David Rosen and Tinisha Thompson. Any individual who sends a protest by overnight mail or files a protest on or after September 16, 2017, should so advise the Neutral Monitor by phone at 917-763-0906.

I. **Filing Appeals.** An appeal of a ruling of the Neutral Monitor may be filed by the party wishing to appeal by filing a succinct statement setting forth the nature of the case, and the reasons for overturning the decision of the Neutral Monitor, by email to the Secretary-Treasurer of TWU, Gary Maslanka (gmaslanka@twu.org); the appellant shall simultaneously serve, by email, the other party to the dispute (if the email address is known) and David Rosen and Tinisha Thompson (email addresses set forth above in paragraph H).

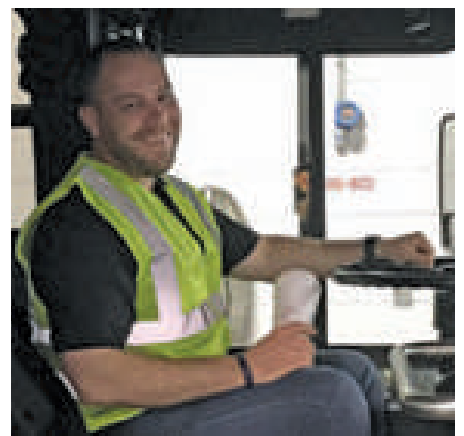
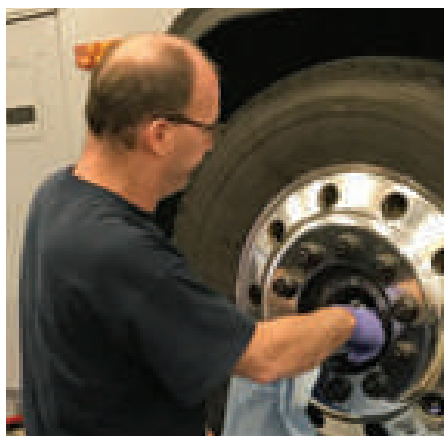
Local 512 President Tim Murphy, Executive Board Member Chris Biancalana with Illinois Secretary of State Jesse White (bottom), and with Congressman Raja Krishnamoorthi (top).



Local 260 members in Houston, TX came out to celebrate their annual picnic, sign up new COPE donors and rally for contract support with International Administrative Vice President John Bland, International Vice President Thom McDaniel, and local President Horace Marves.



Local 208 members in Columbus, OH get to work doing what they do best – keeping the traveling public moving! You know what they say in Columbus: TWU Local 208, where a bus is nothing without us!





Local 252 members in Long Island, who work as bus operators and other transit service providers, pose after a training with education consultant Bob Wechsler, who taught them a class on grievance handling procedures.



Local 567 (DWH) members after a veteran's memorial ride.

Local 171 members in Michigan, including president Delisa Brown, pose after their Shop Steward training, where they learn the skills necessary to represent their brothers and sisters on the shop floor.



The Ohio/Michigan State Conference met in May, hosted by local 2111 in Toledo, Ohio, and discussed several of the critical grassroots and legislative issues facing members in their area.

Local 100 Family Day Tradition Continues

Check out
more photos
on Local 100's
Flickr!

The unofficial kick-off to summer, Local 100's Family Day celebration, brought officers, members, families and community members together on Coney Island June 3rd for a day like no other. The annual event brings together nearly 9,000 people from nearly 10 TWU locals in all the union's divisions, where family members tailgate, ride in the theme park, and play in a softball tournament. This year's winners were, as always, Local 100, despite Local 501's valiant attempts to knock them off their throne. This year, attendees perused union vendors, enjoyed cuisine, crafts and music from locals 101, 501, 229, 252, 2001 and several others, and even braved shifting weather throughout the day!

International President John Samuelsen was joined by Local 100's Executive Board as well as several International staff and officers, and representatives of many local elected officials. The event also welcomed another special guest, New York Mets great

Mookie Wilson, centerfielder on the Mets last World Series winning team in 1986. Mookie joined the event to greet fans and sign autographs.

"This event represents everything Local 100 and TWU International stands for," Samuelsen said. "Trade unionism is about bringing people together and building better lives for our families. That happens on the job, sure, but it happens off the clock too."

TWU International also hosted a COPE drive at the picnic, raising funds for the Committee on Political Education, and signing up new members to participate in our grassroots and legislative programs. Legislative Field Representative Gwen York said the turnout was impressive as always. "Now more than ever, our members understand the importance of their political involvement. They want to invest in the union's legislative and grassroots work, and we're going to make sure we get the job done," she said.



International President John Samuelsen joins Local 100 members at Family Day.



TWU International Staff after an intensive week-long organizing training at D.C. headquarters.

Photo by Jay Mallin

Organizing Top Priority: International Staff Attends AFL-CIO Organizing Institute Training

TWU's entire International staff, joined by several local staff members and leaders and the IAC gathered in Washington, D.C. in early June for a five-day intensive training led by Patrick Scott and Patricia Recinos from the AFL CIO's renowned Organizing Institute. The training was meant to bring every TWU staff member up to speed on the latest tenets of worker organizing, offering hands-on strategies, tools and tactics to devise organizing plans, collect data, make worker house calls, and ultimately grow TWU through innovative new organizing campaigns.

International President John Samuelsen kicked off the training by highlighting the union's new policy: that everyone is, at heart, an organizer, and that we all must cross-train to understand the fundamental workings of the trade union movement, and the critical need to keep growing to survive.

For many staff members, it

was the first foray into formal organizing training – for others, it was a helpful refresher into the updated language and methods organizers use today to interact with workers on the shop floor. The trainers walked participants through dozens of exercises, role-plays and writing workshops, all designed to prepare TWU staff to recognize organizing opportunities and listen to workers looking for representation without selling the union before the workers are ready. Perhaps the most critical piece of the training was learning the new ways to inoculate against employers' anti-union campaigns, and drawing out the many ways to empower workers to envision their own power in coming together to form a leadership committee and eventually decide to organize for union representation.

The training laid solid groundwork for TWU's new enhanced commitment to growing our union's ranks, and our renewed

focus on aggressive, all-hands-on-deck organizing.

"For many of us, we don't have many opportunities to get out in the field and talk to workers," said Heather Laverty, who works in the Government Affairs Department. "But this was a great reminder of how important it is to practice those skills, and how we all need to focus on building a stronger TWU."

TWU International Organizing Director Steve Roberts and Local 100 Lead Organizer Nick Bedell played a critical role in drafting the training agenda, and in helping to identify the mock "target" – DC's hop-on hop-off tour-bus drivers. Participants even had a chance to hit the streets and practice their new skills.

"I've been doing this for decades," said International Rep Terry Daniels. "But you're never too old to learn something new. What a great moment, to see everyone in action and see us focusing on bringing new people into TWU."

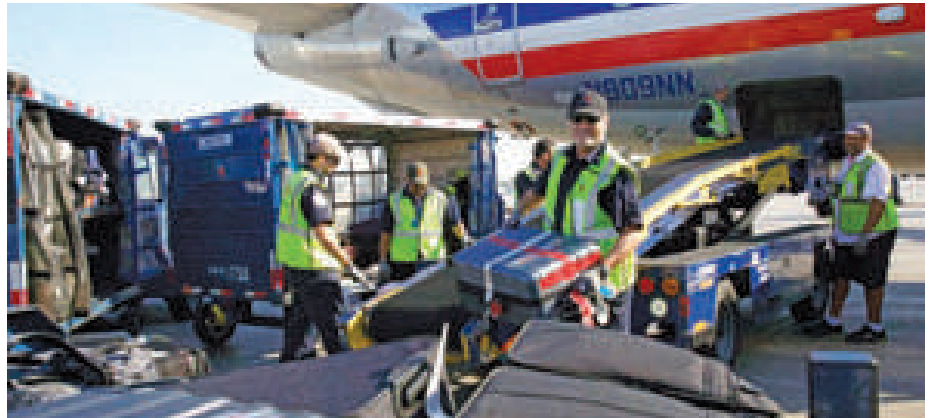
American Airlines Negotiations Continue with Executive Sessions

The TWU-IAM Joint Association continues its negotiations with American Airlines, working to secure a new contract for the over 30,000 members working at the world's largest airline. As our senior officer from American Airlines, International Executive Vice President Alex Garcia is leading the TWU delegation at the joint executive session bargaining. While the executive sessions focus on major economic portions of the agreement, the negotiating committees continue to work hard and are bargaining other articles.

"This is a major, historic agreement, and we are working diligently to bring home a solid contract. Over the last six weeks we have made progress toward an agreement that we can all be proud of. However, I reaffirm my commitment that we are prepared

to engage American Airlines in an escalated contract campaign if that becomes necessary," said International President John Samuelsen, who has been present in Washington, D.C. and receiving regular briefings since he took over the presidency.

Additional sessions have been scheduled through July. The TWU International leadership, the negotiating team and local presidents will continue to keep members updated through the TWU website, social media and the TWU app.



The TWU-IAM Association is the largest union at the airline, representing over 30,000 members.

Vets Committee Sponsors Building Homes for Heroes Golf Outing

In May, the TWU Veteran's Committee (TWUVC) joined forces with Our American Duty (OAD), a not for profit organization based out of Terminal 8 JFK International Airport to present Building Homes

for Heroes with an \$8,000 check at their annual golf outing in New Jersey. Building Homes for Heroes builds or modifies homes, and gifts them, mortgage-free, to veterans and their families.



International Representative Jose Galarza presents Home for Heroes with the donation.

TWUVC brings together veterans from every division who have served in the armed forces for service, solidarity and lobbying. It teamed up with OAD, which raises funds to provide services for veterans, and promotes an understanding of the roles and contributions made by veterans, active duty military personnel and military employees. Together, the organizations were proud to support important work for the veteran's community.

The veterans in attendance also participated in a tradition known as the Spartan Pledge, swearing on a sword made of World Trade Center steel, making a promise to help reduce the rates of veteran suicide that have increased during the War on Terror. The pledge reads:

"I will not take my own life by my own hand until I talk to my battle buddy first. My mission is to find a mission to help my warfighter family."



A Call to Convention

Every four years, we come together in Las Vegas to honor our history, celebrate our present, and plan for our future. This year, as we approach the 25th Constitutional Convention, I'm proud to say that this union is making great strides.

The road hasn't always been easy. But as I consider how far we have come, I look to you, our members, and I am inspired by your patience, your fortitude, and your continued commitment to the TWU we all want to build. This convention, we'll head back to our roots, with a theme of United Invincible, a testament to the fact that when we stand together, our power multiplies, and our chance at success grows immeasurably.

I've seen this play out across every division in my time as Secretary Treasurer – in the progress we've made organizing internally within our Air Division, and in the strides our Transit Division has made in its organizing and grassroots lobbying capacity. Our Railroad Division has trained some of the best and brightest new officers, and our Gaming Division continues to work to grow and organize within its ranks. Despite opposition from employers and anti-worker laws, this union continues to fight. We've learned that the real enemy are those who try to limit the voices of working people, and we continue to find new ways to stand up to them. So now, as I write my last column as Secretary-Treasurer, I'm proud to take on this new role as EVP, and excited about what lies ahead for our new leadership team.

As we head to Las Vegas in September, I look forward to coming together and sharing a vision for the next four years at TWU. We'll discuss the fights ahead and how we plan to tackle them, and we'll keep exploring the ways TWU locals can collaborate with the International to form the strongest possible network our members deserve.

Alex Garcia

"We've learned that the real enemy are those who try to limit the voices of working people, and we continue to find new ways to stand up to them."



**UNITED
INVINCIBLE**

CONVENTION CALL to the 25th Constitutional Convention

Find this and other convention materials on the TWU website by clicking the "2017 Convention" button.

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