TWU’s 24th International Constitutional Convention
Major Organizing Victories for Locals
Contract Rallies Shake Allegiant Air and NYC’s MTA
I started out as an employee of SEPTA in Philadelphia sweeping trolley cars and buses. Later, I became a mechanic. After only a few months on the job, I went on strike with the union. I will never forget what I saw during those days, what I felt— the power of the TWU, the urgency and integrity of our mission. Decades later in 1991, as President of Local 234, I led my brothers and sisters in a hardscrabble fourteen-day strike. We won that battle, securing wage and benefit gains.

Later, I became a mechanic. After only a few months on the job, I went out on strike. We won that battle, securing wage and benefit gains.

I am committed to marshaling the resources of the TWU to support our locals and our local leaders, so that together we can build and strengthen our union—and above all provide good, solid, predictable, reliable representation for our members.

We are going to significantly up our game politically, not by throwing a bunch of checks at politicians at a Capitol Hill fundraiser but by building true grass-roots movements in our communities state by state. Through the work of our State Conferences, we will provide effective support on the ground to our friends and unremitting opposition to our enemies. At the TWU’s 24th Constitutional Convention, I issued a warning to politicians who expect our money in exchange for empty promises: Democrat or Republican, we will not fall for your tricks; you will get nothing from the TWU unless you deliver for working people.

Militant is not a dirty word. Management is militant. Our political enemies in government from townships to big cities to state legislatures to Congress are certainly militant when they come after us. We have to be as well. Not irresponsible, not crazy, not strike-happy, but a union that is willing and able to dig in our heels and fight back.

I pledge to you that under my leadership, we will restore power to our locals, re-unify the TWU, and bring back the fighting spirit that drove our union to the heights of power and earned the allegiance of thousands upon thousands of American workers. But this work to revitalize the TWU cannot be accomplished by one person, one local, or one Division alone. I am asking you to stand with me in this fight. Get involved with your local and in your State Conference action projects.

Watch TWU International President Harry Lombardo’s full speech to Delegates at the 24th Constitutional Convention on TWU’s official release: http://www.twu.org/24thConstitutionalConvention.mp4

STAY CONNECTED! If you see an icon next to an article, be sure to check out www.twu.org for multimedia coverage of that story.

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Transit Workers in Augusta, GA Join Local 527 in a Landslide Election

Local 527’s contract negotiating team (right) sits across from representatives of Augusta Transit Management, Inc. during a collective bargaining meeting. Pictured, from left to right: Theresa Rogers, Bus Operator; Benvel Morgan, Local 527 President; Darrell Withers, Local 527 Vice-President, Richard Boehm, TWU International Representative; Alicia Waters, Bus Operator.

At the end of May, 330 dealers at Harrah’s Las Vegas casino voted to join TWU Local 229 in the last eight months helped to organize the workforce,” said TWU International Director Joe Carbon, who in the last eight months helped to organize 1,150 workers at three Caesars-owned casinos. “They’ve got their bean counters here to stay. And they told us to prove it. So we made a deal: If the union beats you in the election process at both Paris and Baby’s, moving forward you give the union card check.”

“Caesars Entertainment is a company that never stops wanting to take from the workforce,” said TWU International Director Joe Carbon, who in the last eight months helped to organize 1,150 workers at three Caesars-owned casinos. “They’ve got their bean counters here to stay. And they told us to prove it. So we made a deal: If the union beats you in the election process at both Paris and Baby’s, moving forward you give the union card check.”

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TWU Shuts Down Broadway at Local 100 Contract Rally

On October 29th, one year to the day after Hurricane Sandy barreled through New York, over 6,000 transit workers converged outside of MTA headquarters at 2 Broadway,shutdowning down street after street between City Hall and the Financial District. Local 100 members were joined at their Rally for a Fair Contract by half a dozen TWU locals from every division, along with scores of New York labor leaders and politicians.

Local 100 members, MTA/New York City Transit employees, have gone 20 months without a contract. In negotiations, MTA CEO Tom Prendergast has failed to put forward a proposal that recognizes Local 100 members’ hard work, expert knowledge, and decades of commitment to keeping the transit system humming. Instead, the MTA is offering three years of zero wage increases.

Within hours after the Superstorm Sandy floodwaters receded, 34,000 Local 100 members raced against the clock to get the system back up and running, pumping out tunnels, repairing train signals, rebuilding railroad tracks, and getting buses onto the roads. “While most of the city was still in a state of confusion, we had the situation under control,” TWU International Executive Vice President and Local 100 President John Samuelsen told the crowd. “The editorial writers called your effort ‘miraculous.’ It was miraculous.”

Local news helicopters circled as hundreds of TWU Delegates marched outside MTA headquarters. Delegates from coast to coast and every Division took the floor to cheer on Local 577 and offer the benefit of their experience at the negotiating table.

“Twu members and our friends in organized labor across this country are standing behind these workers,” Debra Petersen-Barker, Local 577’s lead contract negotiator, thanked the assembled crowd for their support and vowed to keep up the fight. “I am so happy that you all are here with us today,” said Debra. “We will be back in four years [next Convention] with a contract!”

Resolution 25, “In Support of Allegiant Flight Attendants,” passed with overwhelming support on Day 3 of the Convention. Delegates from coast to coast and beyond the seats of power gathered in Las Vegas, Nevada for the 24th Constitutional Convention. Local 577, which represents Allegiant Flight Attendants, has spent the last two years battling the airline in negotiations for its first contract.

“We’ve got a message for the more than 6,000 Allegiant Flight Attendants who are members of the TWU. You are not alone!” said TWU International President Harry Lombardo. “And these flight attendants will have a fair contract. You know why?”

“...because TWU members and our friends in organized labor all across this country are standing behind these workers.”

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Cheers, applause, and words of solidarity echoed throughout the convention center at the Mirage Hotel in Las Vegas during the four days of TWU’s 24th Constitutional Convention, where Harry Lombardo was elected as International President on Tuesday, Sept. 24th, along with his entire slate, pledging to restore the union’s fighting spirit.

“I pledge that under my leadership, we will become a stronger, more militant union. We will empower our locals, re-unify our union, and bring back the fighting spirit that made our union great,” said TWU International President Harry Lombardo in his acceptance speech before Delegates. At the TWU’s 24th Constitutional Convention, our union’s new top leadership — Harry Lombardo; John Samuelsen, Executive Vice President; Alex Garcia, Secretary-Treasurer; John Bland, Administrative Vice President; and Gary Maslanka, Administrative Vice President — put forth a platform for change, working with Delegates to develop action plans tailored to the needs of our locals, and charting a new course for the union.

TWU’s focus on strengthening our State Conferences took center stage at the Convention, where Delegate breakout groups developed strategies to confront regional challenges on Day 4. The future of the TWU: Powerful locals working together to engage their communities in the labor struggle.

Delegates elected TWU International President Harry Lombardo, Executive Vice President John Samuelsen, Secretary-Treasurer Alex Garcia, Administrative Vice President John Bland, and Administrative Vice President Gary Maslanka by acclamation, along with 13 Int’l Vice Presidents and 40 members of the International Executive Board.

“Knowing the problems we face, and they are tough ones to be sure, I feel energized,” said Harry Lombardo. “I pledge to you that I will dedicate every ounce of energy, my brain, my experience as an industrial trade leader to bring us to the point where every member of this great union will stand up, stand strong and say to their families, coworkers, bosses: ‘I am a member of the Transport Workers Union and I’m proud of it.’”

“Allegiant is the most profitable airline in the world, and the company for a full two years, described her experience to Delegates: “Allegiant is the most profitable airline in the world, and the flight attendants just took a pay cut.”

In a forcefully display of solidarity with Flight Attendants at Allegiant Air, members of TWU Local 577, Convention Delegates stormed the airline’s headquarters in Las Vegas, flooding streets and attracting hordes of policemen, while news helicopters buzzed overhead.

As part of the new International leadership’s push to engage local officers in their regional State Conferences, Delegates separated into regional breakout workshops that provided a forum for collaboration, exchange of ideas, and project planning. Acting as workshop facilitators, TWU International Staff trained local officers in effective strategies for engaging their membership, winning local political change, and securing the support of their communities by building lasting relationships.

Trumpets, drums and bagpipes marked the call to order of the TWU’s 24th Constitutional Convention on September 23, 2013 at the Mirage Hotel in Las Vegas. Convention Chair and then International Executive Vice President Harry Lombardo welcomed over 350 local Delegates and 55 alternates from across the United States to take part in the TWU’s seminal decision-making assembly.

Delegates weighed in and voted on proposed resolutions, passing with overwhelming support a great number aimed at building TWU-wide support networks to defend and strengthen workers’ rights. Resolutions 1, 2 and 4 were among the first to be passed, laying the groundwork for a more powerful TWU.

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RESOLUTIONS

At each TWU Constitutional Convention, resolutions passed by Delegates lay the foundation for the next four years of action. Prepared in advance of the Convention, resolutions propose game plans to address the concerns and priorities of members and leadership. The five resolutions outlined below formed the campaign platform on which, TWU’s newly elected top officers ran as a team, and were the first to pass with broad support at the Convention. These resolutions will guide the International’s efforts over the course of the next four years with the aim of empowering our locals, unifying the TWU, strengthening our State Conferences, restoring the TWU’s financial health, expanding the TWU through organizing, and rekindling the union’s fighting spirit.

Delegates also voiced strong support for Resolution 14: Fighting Voter Suppression, Resolution 28: Stop the Use of Bankruptcy Proceedings to Attack Workers, and Resolution 12: Ending Assaults on Our Employees. The five resolutions outlined below formed the campaign platform on which TWU’s newly elected top officers ran as a team, and were the first to pass with broad support at the Convention. These resolutions will guide the International’s efforts over the course of the next four years with the aim of empowering our locals, unifying the TWU, strengthening our State Conferences, restoring the TWU’s financial health, expanding the TWU through organizing, and rekindling the union’s fighting spirit.

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Resolution 1: EMPOWERING TWU LOCALS

Our lives and work are the backbone of the TWU’s strength and success. It is through the Locals that our members are educated and organized, enabling them to bring their full force to bear on the challenges we face. It is by channeling their knowledge and opinions through their Local Officers that the voices of TWU members are heard. Therefore, Delegates of the TWU 24th Constitutional Convention resolve to reinvigorate the Locals and ensure their full participation in all actions of the TWU International.

Resolution 2: UNIFYING THE TWU

At each Constitutional Convention, resolutions are passed by Delegates to unite the Locals and work toward a stronger TWU. The five resolutions below formed the campaign platform on which TWU’s newly elected top officers ran as a team, and were the first to pass with broad support at the Convention. These resolutions will guide the International’s efforts over the course of the next four years with the aim of empowering our locals, unifying the TWU, strengthening our State Conferences, restoring the TWU’s financial health, expanding the TWU through organizing, and rekindling the union’s fighting spirit.

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CONVENTION workshops

In regional training workshops, Delegates geared up for political victories in their home states.

Convention workshops are the springboard for future collaborative efforts among locals. Workshops at the TWU’s 24th Constitutional Convention brought Delegates from the same region together, with the goal of increasing participation of local leadership in their State Conferences and jumpstarting Conference projects. Divided into breakout groups based on voting districts, Convention Delegates engaged in a series of skill and knowledge-building exercises led by TWU International Staff. Points of focus included roundtable discussions on regional concerns for organized labor and strategies for launching campaigns to protect workers.

The two-hour long workshops were divided into six regions: New York, New Jersey and Maine; Texas, Oklahoma and North Carolina; California, Nevada, Arizona and New Mexico; Nebraska, Wisconsin, Indiana, Michigan, Ohio and Illinois; and Pennsylvania, Virginia, DC and Maryland.

The conversation often came back to methods for creating grassroots support within local communities, developing enduring relationships with legislators, and inspiring younger members to actively participate in the union.

“We are changing the bit to get these projects going,” said Local 527 President Benjamin Morgan. “There’s a lot of excitement and people are ready to do the work.”

For more information on how to get involved in your State Conference, email cope@twu.org.

SAVE THE DATE FOR TWU’S 2014 COPE CONFERENCE MAY 18-21 AT THE WASHINGTON COURT HOTEL

State Conferences

TWU Ups Its Political Game

TWU State Conferences are the powerhouses where we supercharge our vision, know how, and coordination. These meetings of local leadership provide a forum for our locals to pool resources, strategize, and grow a dedicated network to confront regional challenges. In the four years since they first convened, our State Conferences have won critical battles and developed strong community and political ties across the country.

More than financial resources, it’s numbers that are key in regional battles. “You may have 200 people in your local, but when you join a State Conference, you’ll have 20,000 members with you,” said TWU International State Conference Director Terry Daniels. “That’s what the conference brings — the opportunity for us to stand up and support our brothers.”

Traditional grassroots activism forms the backbone of State Conference victories. “Knocking on doors, making phone calls, talking to your neighbors, going to rallies — that’s what works,” said Terry. “When we mobilize together and create a grassroots effort, politicians start realizing that we act as one and we can vote them out.”

Regional actions, projects, and campaigns are the heart of TWU State Conferences. You will hear our State Conference directors say time and again that it’s what happens between meetings that truly creates change in our local communities, in our state legislatures, and on the national level. Join your State Conference in making a difference on the ground!

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Visit www.twu.org/legislative/stateconferences.aspx to get involved in TWU action projects with your state conference!
The TWU International’s Top Officers Lead Historic ATD Summit Meeting

For the first time in recent history, on October 22 in Hurst, TX, our diverse Air Transport Division came together to find common ground and chart a way forward on issues of collective concern. The dialogue among local officers set a new tone of collaboration, shared struggle, and expect insight among the more than 32 ATD locals.

Over the course of the last year, the International’s work with the ATD has been consumed by the AMR bankruptcy. Coming off the Convention, the new administration’s focus is on consistent and productive communication. That process begins with learning from the locals — all of them, from airline locals to our ATD service contract locals. This contact is particularly vital due to the number of open contracts in the Division.

At the 24th Constitutional Convention, President Harry Lombardo made a commitment to unifying the TWU and restoring power to the locals. This historic ATD meeting, convened by the union’s top leadership, opened the door to a new era for the Division.

The following day, the top officers held a Presidents Council meeting with American Airlines and US Airways local leaders to share perspectives on the merger and their new association with the IAM. In a break from the past, the IEC pledged to seek the input of ATD locals at every step in negotiations with employers.

Led by International President Harry Lombardo, Secretary-Treasurer Alex Garcia, Int’l Administrative VP John Bland, and ATD Director Garry Drummond, the group sought to identify concrete ways in which the International can support ATD locals in achieving political and contract goals. The International aims to build on this exchange of ideas for future ATD-wide meetings.

The TWU International’s Top Officers

APPLY FOR THE MICHAEL J. QUILL SCHOLARSHIP

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

Quill Scholarship awards have benefited hundreds of families throughout the TWU. Sons and daughters of our members in city passenger transit, railroad and air transportation, utilities, public employment, space installations, and allied industries are among those who began their college educations with the help of the TWU’s signature scholarship, bearing the name of our founder. Please visit http://www.twu.org/Members/QuillScholarship.aspx to download an application.

FREQUENTLY ASKED QUESTIONS

HOW DOES ONE APPLY?
Fill out and send in the application by May 1, 2014.

HOW ARE THE WINNERS DECIDED?
By random drawing held in May of each year at TWU headquarters. Winners will be notified immediately thereafter.

WHO IS ELIGIBLE?
Sons and daughters and dependent brothers and sisters (claimed with IRS) of present, retired, or deceased TWU members who are High School Seniors and who will enter an accredited college of their own choice beginning with the fall term are eligible. Sons, daughters, brothers, and sisters of full-time, paid officers of the Union are not eligible.

WHAT IS THE DEADLINE?
All applications must be received by the Michael J. Quill Scholarship Fund by May 1, 2014.

LOCAL 291 LEADS SOUTH FLORIDA UNIONS IN INITIATIVE TO CUT HEALTH CARE COSTS

In South Florida, the regional AFL-CIO (CLC) has asked Local 291 to lead up a comprehensive investigation into new ways of accessing affordable, quality health care for the more than 50,000 members of CLC unions.

These costs are too exorbitant for working people,” said Local 291 President Clarence Washington, whose members with dependents are paying up to several hundred dollars a month in health care contribution costs. “Labor...
As you know, our TWU COPE Political Field Director, Alex Garcia, was elected as the new Secretary-Treasurer of the TWU International at our Convention in September. He has been very busy with his new responsibilities, so he asked us to write the COPE article for this issue of the Express. The above statement is an excerpt from Resolution 2, which was passed at the convention, and it accurately sums up the convention’s main theme: The future of the TWU lies in the strength of the State Conference program. You can read the full text of Resolution 2 and all other resolutions passed at the Convention at www.twu.org/24thCon.

Our new leadership team at the International is very engaged in the growth and effectiveness of the TWU State Conference program. President Lombardo and his officers believe in a “bottom-up” organizational model rather than the traditional “top-down.” The Convention Delegates passed Resolution 2 with tremendous support, and going forward we will all be working together to ensure that the State Conferences grow and evolve. The resolution states that we will “expand the State Conferences to cover every area where there are TWU Locals,” and also create Regional Conferences where appropriate. The resolution also says that Division Staff will attend the State Conferences “to learn the broader concerns of the Locals and to integrate the Divisions into the work of the State Conferences.” We have held many State Conference meetings since the Convention, and the TWU Divisional staff is living up to the resolution by attending those meetings all across the country. But while the State Conference meetings are very important, it is truly the work that goes on between the meetings that we will be focusing on going forward. During the Convention, there were State Conference breakout sessions attended by the Delegates based on where they live. At these breakout sessions, we were able to explain the program to the Delegates who had not previously participated. The attendance at these sessions really showed the strength of our numbers and allowed us to look at opportunities to truly build the participation of all TWU members.”

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The above is an excerpt from Resolution 2, which was passed at the TWU 24th Constitutional Convention in September 2013.
LOCALS LEAD

TWU LOCAL 556 LEAVES IT ALL ON THE FIELD IN LABOR VS. LEGISLATORS SOCCER MATCH

TWU Local 556 participated in the 1st Annual “Fight on the Field for a Common Goal” Labor vs. Legislators Soccer Match, held November 9, 2013 in Alameda, California. Coordinated by the Alameda Labor Council, the fundraising event benefited the Cypress Mandela Training Center, which prepares Bay Area youth for skilled trade jobs in the construction industry. “The idea is to take at-risk youth and give them a skill so they can be successful in life,” said COPE Political Field Staff Member Terry Daniels. “The students coming out of the school immediately go into the unions for their craft.” TWU Local 556 ran a clothing drive for the homeless in Houston, TX. Members collected hats, gloves, and socks and distributed them to families in need on December 12.

“PUT A SOCK IN IT” METRO OPERATORS 2013 SOCK DRIVE

TWU Local 260 ran a clothing drive for the homeless in Houston, TX. Members collected hats, gloves, and socks and distributed them to families in need on December 12.

FLIGHT ATTENDANT UNION COALITION LAUNCHES CAMPAIGN TO RAISE FUNDS FOR FLIGHT 93 MEMORIAL

TWU Local 556 President Audrey Stone co-led a cross-union coalition of Flight Attendants in a radical campaign to secure funding for the air- yet unfinished Flight 93 National Memorial in Shanksville, Pennsylvania. On September 10, 2013, Flight Attendants from Local 556 in coordination with union brothers and sisters from IAMAW, AFPA-CWA, and AFPIA descended on the Capitol to hand-deliver letters to 535 members of Congress, requesting that each make a personal financial contribution to fund the memorial’s completion. “It was one of the most emotional visits I’ve had to the Capitol,” said COPE Political Field Staff Member Gwen York. “We showed up unannounced, but when we told them we were there to talk about Flight 93, everyone took notice because the hijackers wanted that plane to hit Washington, DC. The plane was headed for them.” In the letter, our Flight Attendants told legislators: “Twelve years ago, 40 passengers and crewmembers sacrificed their lives on behalf of our country. We know now that the terrorists were intent on destroying the United States Capitol on that day — one of the most iconic buildings in Washington, D.C. and a symbol of our democracy, and the civilians within it. Many owe their lives to the heroes of Flight 93.”

“A Flight Attendants, we are working to honor our hero colleagues and all who died on that day by ensuring that the memorial is finally completed. We are working with the National Parks Foundation to realize this goal. The memorial is the only National Park Service site commemorating the events of September 11, 2001.” “We are asking you to take part in the final push to raise the less than $1.7 million needed for completion of the Flight 93 National Memorial. We ask that every member of Congress contribute to the national memorial to honor the heroes who gave their own lives to protect your workplace and our country’s shining symbol of democracy.”

Watch our video about the TWU Flight Attendants who fought to continue construction on America’s memorial for the heroes aboard Flight 93.

LOCAL 504 GENERAL ELECTIONS

Air Transport Division Local 504 will be conducting General Elections during the months of February and March 2014. Nominations will be held January 2 through January 29, 2014. All eligible members can send their nominations either via fax to (212) 246-2150 or by mail to: American Arbitration Association, 120 Broadway (21st Floor). New York, NY 10271. Attention: Election Department. No nominations will be accepted at the Local Union Hall.

LOCAL POSITIONS:

- President: Matt Pollitt
- Executive Vice President: William Sheehan
- Financial Secretary-Treasurer: George Lacy
- Recording Secretary: Terri Wood
- Executive Board:
  - 1 At-Large Board Member from Allied: Triangle, Genesis, Meridian, CAS, VLM, Swisport, United Services, Apport

SECTION OFFICERS:

- 1 from Swissport
- 1 from Meridian
- 1 from United Services
- 1 from Triangle
- 1 each from CAS, JFK Buildings 9, 73, and 76
- 1 each from Genesis, Aberdeen and Genesis Francia

WORLDWIDE FLIGHT SERVICES

Base Representative 1 each from every station within the WFS System.
Any Position without a nomination may be appointed to by the Local Executive Board.

Members of TWU Local 101 held the founding meeting of their Women’s Committee on October 14, 2013. The Committee’s mission is to improve the working conditions, opportunities for career growth, and quality of life for every union sister.
We have audited the financial statements (modified cash basis) of Transport Workers Union of America (a nonprofit organization) for the year ended August 31, 2013. The schedule of Calculation of Chargeable Expenses (modified cash basis) that is presented on page 8 is integral matter in our audit of the financial statements of Transport Workers Union of America (a nonprofit organization) as of August 31, 2013, and for the year then ended. In our opinion, the schedule of Calculation of Chargeable Expenses (modified cash basis) that is presented on page 8 is fairly stated, in all material respects, in conformity with the Transport Workers Union of America Agency Fee Policy.

In our opinion, the schedule of Calculation of Chargeable Expenses (modified cash basis) in order to express an opinion on the effectiveness of the entity’s internal control over financial reporting, we conducted a review of the internal control over financial reporting of the Transport Workers Union of America as of August 31, 2013, and for the year then ended, and in our report dated December 10, 2013, expressed an unqualified opinion thereon.

We have audited the financial statements (modified cash basis) of Transport Workers Union of America (a nonprofit organization) for the year ended August 31, 2013. These financial statements include all financial information presented in this report. We have not audited the supplementary schedule of calculation of Chargeable Expenses (modified cash basis), referred to above. Our audits were made in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the schedule of Calculation of Chargeable Expenses (modified cash basis) is fairly stated, in all material respects, in conformity with the Transport Workers Union of America Agency Fee Policy.

SCHEDULE OF CALCULATION OF CHARGEABLE EXPENSES (MODIFIED CASH BASIS)

See notes to schedule of calculation of chargeable expenses.

Transport Workers Union of America

审计报告

Transport Workers Union of America

Supplementary Schedule of Calculation of Chargeable Expenses (Modified Cash Basis) for the Year Ended August 31, 2013

<table>
<thead>
<tr>
<th>EXPENSES</th>
<th>CHARGEABLE</th>
<th>ARGUABLY NON-CHARGEABLE</th>
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<tbody>
<tr>
<td>Salaries</td>
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<td>Data processing expenses</td>
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<td>Equipment and related insurance</td>
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<tr>
<td>Sundry expenses and taxes</td>
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<tr>
<td><strong>Total</strong></td>
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Percentage to total 100.00% 100.00%

See notes to schedule of calculation of chargeable expenses.

Transport Workers Union of America

Audit Report

Transport Workers Union of America

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UNION MEMBER RIGHTS AND OFFICER RESPONSIBILITIES UNDER THE LMRA

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

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

Reports - Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/g/p/q) with OLMS. Unions must make the reports available to their members to examine or to make copies for recording purposes for just causes. The reports are public information, and copies are available from the OLMS Internet Public Disclosure Room at http://www.union.reports.dol.gov.

Officer Elections - Unions must have the right to:
- nominate candidates for office
- run for office
- cast a secret ballot
- conduct the election

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

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

Prohibition Against Certain Discipline - A union or any of its officials may not, fail, refuse, or otherwise discipline a member for exercising any LMRA right.

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

UNION OFFICER RESPONSIBILITIES

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

Bonding - Union employees or officers who handle union funds or property must be bonded to provide protection against losses.

Labor Organization Reports - Unions and individuals who file labor organization reports must be required to file a report that gives the number of members, certain financial interests, in employees whose employees their union represents and businesses that deal with their unions.

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

Restrictions on Holding Office - A person sentenced of certain crimes may not serve as a union officer, employee, or representative of a union or of any of its officials.

Loans - A union may not lend money to any one or employee that in total exceed $5,000.

For the first time in a long time, we have a truly solid, effective TWU International. We’re strong enough to buck the headwind of an economy that can generate low-paying jobs but doesn’t want to recognize workers’ contributions by paying them what they’re worth. We’re strong enough to get right down to our core mission of empowering our locals. We’re strong enough to chart a winning course in our political battles, which begin with grassroots activism in our communities, led through the often-confusing corridors of power here in Washington. To be strong, efficient, and effective, we need to operate with a lot of intelligence and minimal waste. We need to make smart decisions about which projects we pursue and how.

For the TWU, a national organizing campaign is just starting to take effect, but already I feel confident in our plan for the future. I look forward to meeting as many of you as possible over the next four years that you have entrusted me with.

twu.org/24thConstitutional
Executive Vice President
Alex Garcia’s speech to Delegates at the 24th International Convention on the TWU website at www.twu.org/24thConstitutional
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Ring in the holiday season with valuable savings from “Proud to Be Union” AT&T. You must use your Union Plus Credit Card to get these rebates. There are many ways to save.

- **PURCHASE** a new AT&T smartphone and data plan and get up to $100 back!

- **SWITCH** to AT&T from any other provider and receive up to $100 more towards the cost of moving your service.

- **SAVE 15%** on monthly AT&T voice service and most data plans.

There’s no better way to save money, keep in touch with loved ones and show your solidarity with fellow union members at AT&T.

The Union Plus discount FAN # is 3508840

For full details, visit UnionPlus.org/Holiday2

Get a Union Plus Credit Card. Apply today at UnionPlusCard.com

Text ATT to 22555 for more information. Msg & Data Rates May Apply. Reply STOP to opt-out. Reply HELP or contact info@unionplus.org for help. Expect no more than 2 msgs/mo.

*Credit approval and new two-year service agreement required. Offer cannot be combined with any other discounts. The 15% Union Plus AT&T wireless discount is not available on the iPad, additional lines for family plans, unlimited plans and Unity plans. Data services: Only the 5GB data plan and the shared minutes and data for AT&T Mobile share plans are discounted. All other individual data plans, data plans on secondary lines, and text plans are not discounted. Other conditions and restrictions apply. Offer available to union members, retired union members, and Union Plus Credit Card holders only. For more information, visit UnionPlus.org/ATT. AT&T is a registered trademark of AT&T Intellectual property. Union Plus is a registered trademark of Union Privilege.