

TWU EXPRESS

THE TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO | WE MOVE AMERICA | WINTER 2015 | VOL. 67 | NO. 1



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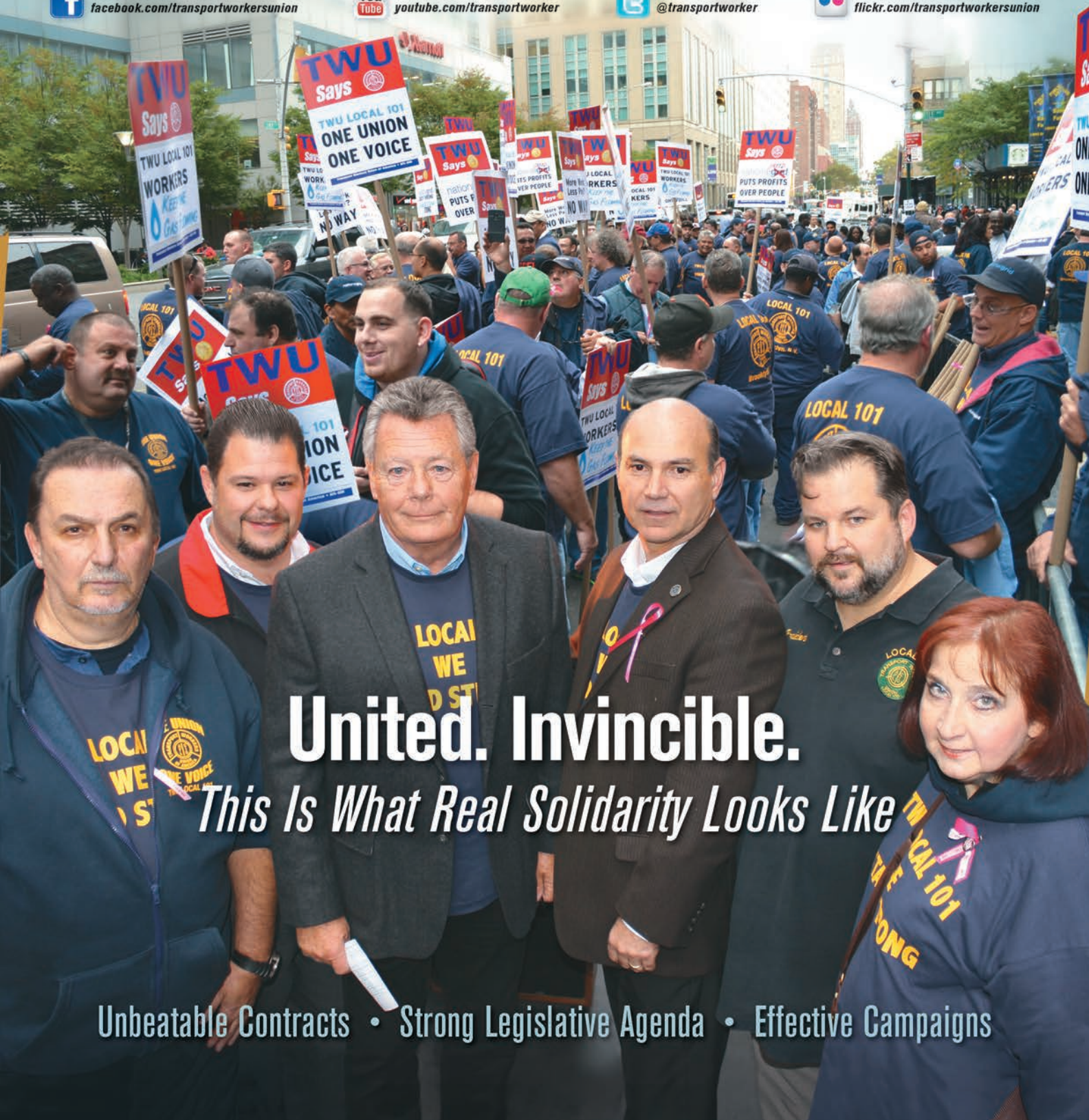
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United. Invincible.

This Is What Real Solidarity Looks Like

Unbeatable Contracts • Strong Legislative Agenda • Effective Campaigns



Every Action We Take, We Will Take Together

By International President Harry Lombardo

For over a year, the International Administrative Committee has been engaged in an unrelenting effort to rebuild and restructure TWU to best serve the membership — and to take on the many, very serious challenges that working men and women face, in America and across the globe.

This has meant reexamining every single area of union business — from organizing to communications to the State Conferences — and making a clear-minded evaluation of whether all of our practices are in the best interest of TWU members. Where there was no concrete evidence of results, we took deliberate and decisive action to fix what was broken. We created new strategies, setting up benchmarks for measuring our progress and communicating that information to locals and the membership.

This work is being done systematically, thoughtfully, and in active collaboration with local leadership and the rank and file. TWU cannot and will not leave any local behind as we reestablish our union's reputation within labor and in the political arena.

I pledge to you that every action we take, we will take together — as an internally united, proactive, fighting organization. That's why the International is focused on breathing new life into all avenues for member participation and leadership. A striking example of this is in our newly unified and expanded committees (see pages 16-17).

Our first move in revitalizing the TWU Veterans Committee and the TWU Working Women's Committee was to open them up to members from all four TWU Divisions. This reflects our action plan across the board. For our committees — and our union — to be truly democratic and at its most powerful, we need to hear every member's voice.

The International remains committed to supporting TWU locals in their battles and to utilizing all of the resources, experience, and manpower that we can bring to bear in achieving our shared goals — whether that be in contract negotiations (see pages 14-15), support for pro-labor elected representatives (pages 6-9), or in officer education and training (page 19).

Out in the field, I hear members' frustrations with how the union has operated in the past. I am grateful for the opportunity to engage in these discussions. This is *our* union, and every member has a right to be heard.

But what I also hear — in every breakroom, depot, base, and on every ramp — is that you want to take TWU to a new level. Join us! Now is the time. I have faith in our members, and I have faith in this union.

We are going into 2015 tough and united. For the first time in almost a decade, TWU is on solid financial footing. We organized more new TWU members, got active in more major political and legislative campaigns, conducted more training workshops, and forged more critical alliances in 2014 than we had in previous years combined.

It is our intention, with member support, to build the capacity to go up against any force that would threaten our livelihoods or job protections.

I want to thank you for your support, encouragement, and activism. I look forward to taking on the challenges that this year will bring, and to our coming victories.

A handwritten signature in black ink that reads "H. Lombardo".

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member's voice.



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Thank You
to Our Volunteers
on the TWU Labor 2014 Team

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Have You Been Watching TWU's Award-Winning Videos?

TWU's short videos give you an up-close look at the crucial work that TWU members do every day — whether we're at our job sites or out performing service to our communities. Wherever you find TWU members, you'll see the same qualities: dedication, expertise, professionalism and heart! Check out TWU's YouTube channel and get to know your proud brothers and sisters!

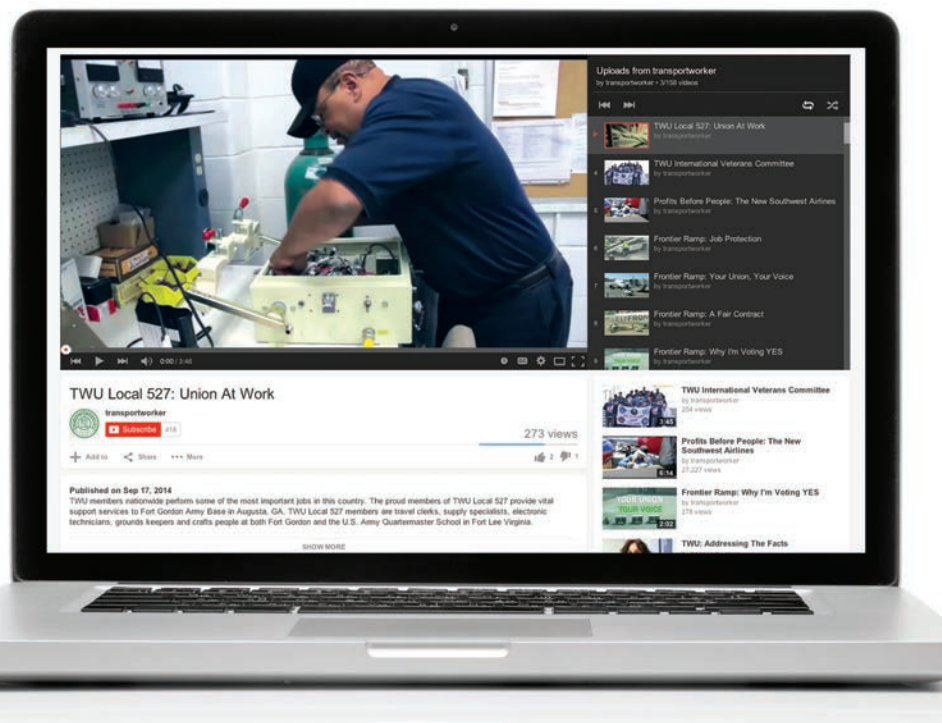


For years, our inspiring videos have won award after award. 2014 was no different. On December 12, TWU accepted four video awards at the 2014 International Labor Communications Association Labor Media Contest award ceremony, held at AFL-CIO headquarters in Washington, DC. This year, we took home 1st Place in the "Documentary/Social Issues" and "Electronic Media/Labor History" awards categories!

If you haven't checked out our YouTube channel yet, now's the time to get online!

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Go to the union's YouTube channel to watch "TWU Local 527: Union at Work," a recent TWU video production that's been getting a lot of attention. TWU members nationwide perform some of the most important work in this country. Get an inside look at the vital support services Local 527 members provide to the U.S. military at Fort Gordon Army Base in Augusta, GA and the U.S. Army Quartermaster School in Fort Lee, VA.

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TWU Legislative Campaign Update: Norwegian Air International

TWU and Allied Unions Make Major Push in Campaign to #DenyNAI

TWU is a strong member of an international coalition of aviation unions and airlines fighting to stop Norwegian Air International (NAI).

While NAI is Norwegian in origin and ownership, it wants to operate as an Irish air carrier to avoid strong Norwegian labor and social laws and to lower the bar for labor standards. If it gets federal approval, the airline would hire flight crews based in Thailand and employed on individual employment contracts with a Singaporean hiring agency.

NAI's scheme would hollow out the airline industry and decimate thousands of middle class airline jobs. The American and European labor movements staunchly oppose NAI's business plan on the grounds that it subverts both Norwegian labor laws and the existing labor provision, Article 17 bis, in the U.S.-EU Open Skies Agreement.

In September, the US Department of Transportation (DOT) rejected an application by NAI to be exempted from applying for federal authority to operate in the U.S. As a result, NAI will be required to go through the full application process. Prior to its rejection, TWU International President Harry Lombardo strongly condemned the airline's exemption application in two sets of federal comments submitted to the DOT.

On November 19, TWU activists representing aircraft maintenance workers, ground crews and flight attendants met with elected officials on Capitol Hill, as part of a multi-union effort to lobby Congress to oppose NAI. Simultaneously, TWU waged a national grassroots campaign against NAI, which included phone banking, letters and emails to members of

Congress expressing our opposition to the NAI application.

On November 24, transportation union leaders from the United States and Europe, including TWU, met to discuss NAI's application for a foreign air carrier permit, which is currently under review by the DOT.

TWU was joined in solidarity by the Transportation Trades Department, AFL-CIO (TTD), the Air Line Pilots Association (ALPA), the Association of Flight Attendants-CWA (AFA), and other allied organizations. The parties released a Joint Declaration — available on the TWU International website — reaffirming their opposition to NAI's plan.



The International, our locals and rank and file activists are continuing to work every angle to finish the job and protect our brothers and sisters in the airline industry.



Why the Update?

Since Day 1, TWU has played a critical role in the campaign to halt NAI's scheme to undercut the U.S. aviation industry's safety and labor rights standards. Members can find extensive coverage of TWU's position in the Fall 2014 issue of the *TWU Express*.

The International is committed to providing frequent updates on the union's political and legislative work, so that all brothers and sisters are armed with the accurate, up to date information they need.

TWU is building a reputation in the labor movement and on Capitol Hill for following through on its commitments. When our union takes a stand on an issue that impacts our members, we will not back down until we get results — that's the new way we do business at TWU!

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Election 2014

Massive Republican Electoral Gains, Offset in Several States by Pro-Worker Ballot Initiatives

On Election Day, low turnout, difficult economic times and discontent with the political status quo resulted in large gains for Republicans in state and federal elections. Republicans won the U.S. Senate by eight votes. In the U.S. House, Republicans led by Speaker of the House John Boehner will enjoy a 60-seat majority over Democrats. Conservatives made similar gains in state elections, which are outlined in the charts on page 7.

With these results, voters put a significant amount of power into the hands of politicians who are often unfriendly to the labor movement. That said, regardless of party, TWU has and will continue to work with elected leaders who stand up for workers rather than focusing on anti-labor attacks or wedge issues. On Capitol Hill and in state capitals around the country, TWU will fight for good jobs, a secure retirement, labor rights, and modernizing our country's crumbling transportation infrastructure.

But while it's no secret that the 2014 midterm elections did not yield a pro-labor sea change in American politics, voters sent a clear message in ballot initiatives: The American people support higher wages for workers.

Five states approved ballot measures to gradually raise the minimum wage, joining 25 other states that passed similar laws in recent years.

Voters in Alaska, Arkansas, Nebraska and South Dakota supported proposals to raise wages for their lowest-paid workers. Illinois approved a non-binding measure, which won't immediately change the current law but provides the foundation for future legislation. In Massachusetts, voters approved critical legislation for paid sick leave, as they did in a number of cities and counties across the country.

TWU is proud to have played a role in a number of successful campaigns in key races. Now, the union is counting on the candidates we supported to make good on the commitments they made to our members over the course of the campaign cycle.

On Election Day, TWU International President Harry Lombardo joined Governor Tom Wolf in Philadelphia, talking with Wolf about our union's legislative priorities in the hours before polls closed and he beat out the State's notoriously anti-worker incumbent governor.

TWU is fighting for real change for working families, and

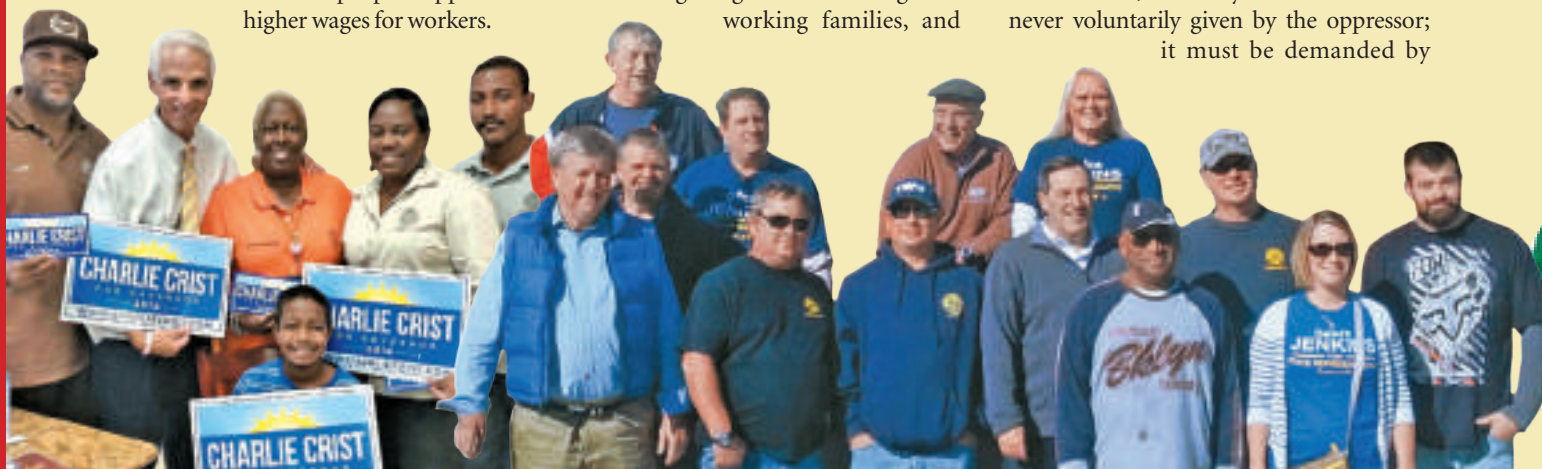
we will work with all of our elected representatives — whether we supported their campaigns or not — to make concrete strides for our members and all workers.

That means that our union's political involvement and particularly the work of our State Conferences will only increase from here. When the polls closed across the nation, we knew that whatever the outcome, TWU will continue to be a force to be reckoned with in our towns, cities, states, and nationally.

We continue to face many tough challenges as working Americans. Not only did labor lose ground in Congress, but we also heard reports from across the country of voter rights violations at the polls, including intimidation, eligible voters being turned away, and misinformation being given to voters who required assistance.

This year, 14 states had new laws in place that made it more difficult to vote. This was also the first election in 49 years where voters did not have full protections under the Voting Rights Act.

We have our work cut out for us, but that's nothing new for organized labor. As Martin Luther King, Jr, friend and ally of the TWU, famously said: "Freedom is never voluntarily given by the oppressor; it must be demanded by



2015 State Landscape

GOVERNORS

17 Democrats 31 Republicans 1 Independent

California	Alabama	Alaska
Colorado	Arizona	
Connecticut	Arkansas	
Delaware	Florida	
Hawaii	Georgia	
Kentucky	Idaho	
Minnesota	Illinois	
Missouri	Indiana	
Montana	Iowa	
New Hampshire	Kansas	
New York	Louisiana	
Oregon	Maine	
Pennsylvania	Maryland	
Rhode Island	Massachusetts	
Vermont*	Michigan	
Virginia	Mississippi	
Washington	Nebraska	
West Virginia	Nevada	
	New Jersey	
	New Mexico	
	North Carolina	
	North Dakota	
	Ohio	
	Oklahoma	
	South Carolina	
	South Dakota	
	Tennessee	
	Texas	
	Utah	
	Wisconsin	
	Wyoming	

STATE LEGISLATURES*

11 Democratic Control	30 Republican Control	8 Split Control
California	Alabama	Colorado
Connecticut	Alaska	Iowa
Delaware	Arizona	Kentucky
Hawaii	Arkansas	Maine
Illinois	Florida	Minnesota
Maryland	Georgia	New Mexico
Massachusetts	Idaho	New York
New Jersey	Indiana	Washington
Oregon	Kansas	
Rhode Island	Louisiana	
Vermont	Michigan	
	Mississippi	
	Missouri	
	Montana	
	Nevada	
	New Hampshire	
	North Carolina	
	North Dakota	
	Ohio	
	Oklahoma	
	Pennsylvania	
	South Carolina	
	South Dakota	
	Tennessee	
	Texas	
	Utah	
	Virginia	
	West Virginia	
	Wisconsin	
	Wyoming	

*Nebraska is officially a nonpartisan legislature, so it is not included in these lists.

the oppressed.” We have fought for the wages, working conditions, benefits, and respect that we enjoy today.

In 2014, for the first time in a long time, TWU activists banded together and went to bat for pro-worker candidates across this country. Today, like every other day for us in the labor movement, we take the victories we’ve earned and the losses we’ve sustained

and we get down to business, ready for our next fight.

Thank you to all of the proud TWU sisters and brothers who dedicated their time, energy, and vision to dozens of local and national campaigns and GOTV efforts throughout the past year. Together, “We Move America” forward!

2015 Federal Landscape

U.S. SENATE

54 Republicans 44 Democrats
2 Independents
(vote with Democrats)

U.S. HOUSE OF REPRESENTATIVES

247 Republicans 188 Democrats



The 2015 Congressional Outlook

Full-Scale Legislative Fight to Protect Our Rights

The 114th Congress is now in session, and legislators face an agenda that promises to be a busy one for transportation policy makers and TWU. The U.S. Congress is scheduled to vote on bills governing public transportation, passenger rail, and aviation. Known as authorization legislation, they will create or modify government programs for each mode of transportation. These bills will have a tremendous impact on the American transportation system and affect the lives of every TWU member, regardless of whether he or she works in transportation.

TWU's agenda for each of these bills is established in coordination with local leaders, State Conferences and International union leadership. The issues outlined below provide an overview of the results of these discussions, but union leaders and activists are welcome to raise additional concerns.

Surface Transportation Reauthorization

The current surface transportation reauthorization, called MAP-21, will expire on May 31, 2015. This bill lays out the rules governing buses, subways, streetcars, highways, bridges, bike share, and other issues. TWU will focus on an agenda that expands transit, opposes privatization, preserves jobs, improves workplace safety, and protects benefits like good retirement plans.

One of the biggest transportation policy issues facing the 114th Congress is the need to find revenue for the Highway Trust Fund, which pays for highway and transit projects — thousands of transit workers' jobs depend on it. If Congress can't fix the hole in the Highway Trust Fund, public transportation systems are going to struggle to pay for service and cover salaries. Thousands of transit and construction jobs will be at risk because transit agencies will not have funding to buy new buses, start new routes, expand streetcars, create bus rapid transit, and fund other important programs that preserve and create jobs.

Today, transit and highway programs get money from the gas tax — but that tax was set at 18.4 cents per gallon in 1993. The tax has lost 40 percent of its buying power because of inflation over the last 21 years. This poses a very serious challenge because many transit systems are already struggling to keep buses and subways up and running. If Congress cannot find a new source of funding for the Highway Trust Fund, it is hard to see how a new surface transportation reauthorization could pass because there would be no funding available to pay for it. If the MAP-21 reauthorization is debated, TWU will be fighting for a broad agenda on behalf of our members.

TWU opposes transit privatization. In Washington, a lot of politicians claim that privatization will cut costs and improve efficiency. But these advocates ignore the serious damage that private contractors may do to the services that riders

depend on. Additionally, what they call "efficiency" usually means eliminating bus routes, job cuts, and attacks on pensions. TWU will adamantly oppose privatization advocates, whose long-term vision would destroy transit jobs and the quality of service provided to the public.

The union will also fight to improve workplace safety. Around the country, transit operators are at risk of being assaulted on the job. Earlier this year, TWU leaders participated in an anti-assault summit at the US Department of Transportation (DOT). During his address, International Executive Vice President John Samuelson called for installing barriers to protect bus drivers and changing vehicle specifications to require driver side exit doors. A new reauthorization bill should help to ensure that transit workers do not have to worry about being assaulted while carrying out their everyday assignments.

TWU will also work to require transit agencies to provide regular bathroom access for operators. Many bus schedules do not include enough time for drivers to take a personal break between runs, clean and safe bathroom facilities are unavailable on many routes, and drivers are often forced to carry their own bathroom supplies. Many bus operators face a daily struggle to find a dignified and safe place to go to the restroom. This year, TWU advocates around the country will be fighting to fix this problem.

Amtrak Reauthorization

As *TWU Express* readers will remember, the House Transportation



& TWU's Legislative Agenda

and Infrastructure Committee passed an Amtrak reauthorization in September. It did not get a vote on the House floor or in the Senate, but it is expected to be reintroduced in 2015. That bill, known as the Passenger Rail Reform and Investment Act (PRRIA), received bipartisan support from committee members. Its authors rejected efforts made by some lawmakers to privatize Amtrak jobs or target on-board service workers represented by TWU. They also did not include language to contract out long distance passenger rail service. This bill is far from perfect and it does not provide Amtrak the resources it needs to meet demand, make improvements, and upgrade its aging system. But in a Congress sharply divided along partisan lines, PRRIA allows Amtrak to continue to make slow progress on the challenges it will face in the years ahead.

FAA Reauthorization

The Federal Aviation Administration (FAA) authorization will expire in September 2015. TWU has a robust agenda for this bill that includes fighting against unfair competition, protecting retirement benefits, and ensuring the safety and security of the airline sector.

TWU supports fair trade rules in the aviation sector. As the world's air carriers battle over international marketplace dominance, the union will continue to reject business models that are predicated on the use of cheap labor and lowering legal protections against foreign ownership and control of U.S. air carriers. For example, Norwegian Air International recently applied to the DOT for a Foreign Airline

Operating Certificate, which is designed to ensure the safety of airline operations by applying international safety standards. TWU opposes this request because the corporate framework of this company is specifically designed to evade safety and labor standards. The airline has registered in Ireland, even though it will not service Irish airports, in order to avoid Norway's labor and tax laws. It will hire flight crews from Thailand under contract using a recruitment firm based in Singapore. This will allow the company to undercut U.S. airline salaries. This corporate strategy raises serious concerns regarding Norwegian Air's intention to conform to safety rules, labor law and other national legal frameworks. It would do significant harm to flight crews, which would operate under working conditions and earning wages substantially inferior to those of U.S. aviation companies.

Filing for Chapter 11 bankruptcy has become a popular way for struggling companies to renege on their commitments to their workers. In recent years this has become especially true of airlines. At the same time as executives receive massive payouts and bonuses, they attempt to reduce workers' wages and terminate healthcare and pension agreements. By filing for bankruptcy, many of these companies hope to sidestep the bargaining table and gain an unfair advantage in the courts. The US Bankruptcy Code needs to be modified to ensure workers are treated fairly if their employer files Chapter 11. In the last session of Congress, several bills were introduced to protect retirement security. TWU will continue to work to advance





these measures and end airline attacks on their employees' retirement plans.

When the FAA reauthorization is debated, TWU will fight to ensure that strong safety standards are applied to all aircraft repair stations regardless of their location. Today, U.S. air carriers contract out 70 percent of aircraft maintenance. This outsourced work, much of it performed overseas, should be held to the same safety standards as in-house maintenance in the U.S. All employees should meet the same training and oversight requirements regardless of their employer or the nation in which they work.

TWU supports the prohibition of knives on airplanes and mobile phone calls during airline flights. Recent efforts to allow knives in aircraft cabins would put passengers and flight attendants' safety at risk. Similarly, lifting the ban on mobile phone calls during flight would compromise crew members' ability to do their job, including flight attendants who are responding to an emergency. Recent efforts to allow knives and phones in aircraft cabins are ill-advised and would compromise safety.

When Congress takes up these issues, TWU will be there fighting for our members, protecting good jobs, and defending labor rights. This year looks like it will be a busy one on Capitol Hill, and TWU locals, State Conferences, and the International will work together to fight for our interests.

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Cross-Division Ebola Response Task Force Working Closely With Government Agencies to Improve Worker Protections

On October 23, at the International union hall in Washington, DC, TWU International President Harry Lombardo convened a summit meeting of International officers, local leadership, and safety representatives from across the union's Divisions in order to coordinate a unified strategy for disseminating critical safety and preparedness information to all TWU members whose work puts them at increased risk of exposure to the Ebola virus.

The resulting task force has been working very closely with allied transportation unions as well as the broader labor community, expert authorities, employers, and government agencies, including the Federal Aviation Administration and Department of Transportation, to ensure that members are operating under the safest possible conditions on the job.

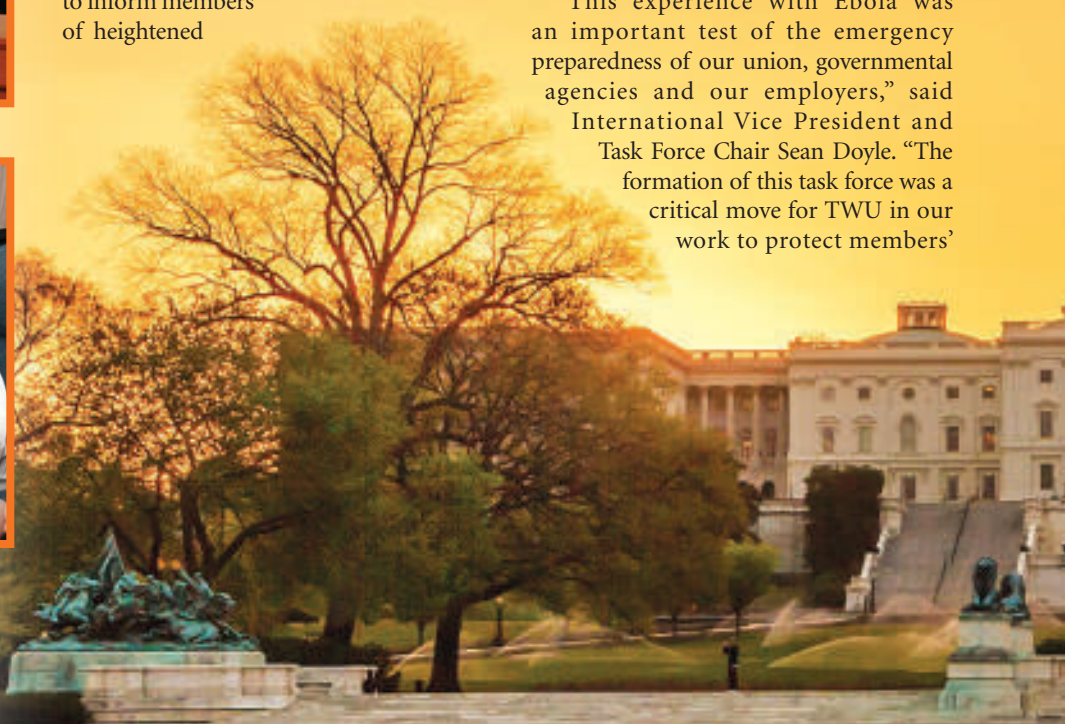
Since the emergence of the threat, TWU locals have worked closely with employers to inform members of heightened

safety protocols and resolve member concerns. Our local leadership teams have weighed in on numerous industry conference calls and been engaged daily in sharing safety information with allied labor organizations.

During the meeting, International leadership solicited first-hand reports from the field on how employers are responding to the health threat presented by presence of the Ebola virus. It was evident from the discussion that many employers are failing to provide adequate worker training, informational communications, and avenues for addressing member concerns.

In response to a request from the Centers for Disease Control and Prevention (CDC), the task force submitted a comprehensive report, which outlines TWU's concerns surrounding potential member exposure to infectious diseases — including but not limited to the Ebola virus — and proposes specific updates to current health and safety guidelines for aviation workers.

"This experience with Ebola was an important test of the emergency preparedness of our union, governmental agencies and our employers," said International Vice President and Task Force Chair Sean Doyle. "The formation of this task force was a critical move for TWU in our work to protect members'





health and safety on the job, and its impact will not be restricted to dealing with the current Ebola threat.

“We are going to continue to utilize the direct lines of communication that we’ve opened up with the CDC and OSHA, etc. and keep working together with the worker safety experts at the AFL-CIO and our allied unions in transportation. Getting all of our safety reps together, and getting all of our locals on board means that we have the structure in place to respond immediately in the event of another threat.”

The task force is currently engaged in developing similar recommendations to better protect members in our Transit and Rail divisions. It also continually delivers to local leadership and members the most up-to-date and accurate health and safety information available

from the CDC and the Occupational Safety and Health Administration (OSHA), among other sources.

Across all TWU Divisions, our members are on the frontlines, constantly interacting with and serving the public. In the airline industry, our flight attendants, aircraft maintenance, ramp personnel, cabin cleaners, and many other titles are at risk of exposure. The same is true for members working for public and private transit systems, and for our table games dealers in the Gaming Division.

And let’s not forget that elevated safety standards and robust preparedness training are also essential protections for the public. Transit systems are fluid — when a member of the public steps off an aircraft, they often step right onto a subway or a bus.

TWU Local 100 Director of Occupational Health Dr. Frank Goldsmith is in the process of putting together a complete report on the task force’s actions and results, which will be available to members on the TWU International website. The International Administrative Committee is committed to unifying TWU and building up all locals, regardless of size or Division. But equally important is keeping members informed, so that all brothers and sisters can actively participate and make their voices heard.

TWU Reps are committed to making sure that our employers observe all contractual and emergency health and safety regulations. It is the union’s first and last priority to ensure that members come home safe to their families every day after work.



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OUT IN THE FIELD, BUILDING TRU

From the beginning, your International Administrative Committee's top priority has been to re-energize every level of this union. We are determined to restore TWU to national prominence, so that we can knock out our enemies and win fight after fight for members. But in order for TWU to be unshakeable, we have to be internally united. That means we need trust, pride, and tight coordination among our locals, officers, and rank and file members throughout the union.





ST AND SERVICING OUR LOCALS

All of that starts with showing you that there's a new way of doing business at the International. Every single officer and representative is out in the field regularly, holding shop gates, answering questions, and hearing directly from the membership in all Divisions. What happened at TWU's 24th Constitutional Convention was not just talk – it was real. Now is the time, we're asking you to re-engage with your union and get active in the new TWU.



Local 234 Locks in New Two-Year Contract

It was a fight that made news headlines across the country: TWU Local 234 stared down Southeastern Pennsylvania Transportation Authority (SEPTA) management in bitterly contentious contract negotiations this fall. In the end, the Local walked away with no givebacks and raises in both years of the contract.

The largest of SEPTA's 17 unions, Local 234 represents over 5,000 drivers, operators, mechanics, cashiers, and many other titles — all of whom had been without a contract since the spring.

In negotiations, management repeatedly demanded increases in pension fund contributions, despite the fact that members already contribute 3.5% of their pre-overtime pay to the pension fund.

But Local 234 members militantly and vocally supported the Local's negotiating team and were united in their determination to take home a fair contract.

At the October 26 strike authorization vote, hundreds upon hundreds of members

crowded into a Columbus Boulevard meeting hall. "There wasn't a nay in the room," said Local 234 President Willie Brown. "Members didn't want to strike, but they were willing to take the fight wherever it needed to go."

TWU International President Harry Lombardo, who served for nearly a decade as President of Local 234 before taking the reins at the International, told members assembled for the vote that the International was committed to assisting Local leadership through whatever means necessary.

Transit, Utility, Universities and Service Division Director Jerome Lafragola, along with a number of International Representatives, were on the ground assisting the Local over the course of negotiations.

Dozens of our brothers and sisters answered Local 234's call for strike captains, volunteering to serve as leadership's points of contact in the event of a strike. On



October 29, these members gathered at the Local union hall for a Strong Strike Captains Meeting to hammer out their action plan. "Those members were willing to come forward and be our direct points of contact at their specific locations," said Local 234 Executive Board Member and Business Agent Avignon Dent. "If the situation were to necessitate an action, they were ready to take it upon themselves to get the word out to the other members."

Philadelphia held its breath while Local 234 prepared to bring the city to a standstill. At the last minute, the Local's negotiating committee achieved the impossible, walking away from the bargaining table with 5% in raises, an increase in dental, and full maintenance of a robust health care benefits package.

Members voted overwhelmingly to ratify the contract on November 7.



Strong Strike Captains Meeting: In preparation for a possible strike, Local 234 members work with leadership to develop a plan of action on October 29, 2014.

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Local 101 Captures Industry-Leading Contract, With the Help of a Broad Labor Solidarity Network

On November 11, Local 101 members voted to ratify another precedent-setting TWU contract, which will yield over 14% in wage increases over five years and maintain members' robust medical and dental benefits. Compare that to energy company National Grid's demands four months earlier, at the start of negotiations, when management told workers that they had no choice but to swallow a wage freeze.

Local 101 represents over 1,500 National Grid utility workers in Brooklyn and Queens. The Local is TWU's only utility local. Founded in 1941, it is one of the oldest locals in our national union.

With this contract battle, Local 101 President Mike Conigliaro set a new standard for labor contracts at National Grid — paving the way for other National Grid unions along the East Coast to not only maintain the wages and benefits that they have now, but to build significant wage increases into their next contracts.

What was the key to Local 101's success at the bargaining table? Aside from skilled negotiating by the Local's team, the hallmark of this contract fight was solidarity and broad-based support. Local

101 locked arms with the International, TWU local unions in the NYC area, allied national unions in transit and utilities, the local branch of the AFL-CIO, and numerous local elected officials. Together, they brought collective pressure to bear and had National Grid management singing to a different tune.

At the start of contract talks — which the Local proactively initiated far in advance of the standard timetable — management demanded that workers accept a five-year pay freeze or agree to enormous out-of-pocket increases in health care contributions. This was from a company that in the last year alone reported a "return on equity" of 9% and a U.S. profit of over \$13 billion in their latest filing with the U.S. Securities and Exchange Commission.

Over 1,000 members flooded the streets on October 9 to rally for a fair contract outside of National Grid headquarters. International President Harry Lombardo, Int'l Executive Vice President John Samuels, and Transit, Utility, Universities and Service Division Director Jerome Lafragola were joined at the mic by NYC Public Advocate Letitia James and a range of allied labor leaders, including NYS AFL-

CIO President Mario Cilento and NYC CLC President Vincent Alvarez.

Together, they made it clear to the company that TWU members needed a fair and reasonable wage increase, enhanced on-the-job safety protocols and maintenance of current health care benefits. Without these components, no deal.

Speaking after the ratification, Conigliaro said, "I'm very proud of our contract and the united power of our Local and the TWU. What we achieved here — and it was no small feat, coming from where negotiations started — we got through locking arms and speaking with a single voice. This gold-standard contract is a testament to TWU solidarity, and the support of our International."

At the rally, Lombardo made the same promise to Local 101 members that he has made to every local engaged in contract negotiations since he took office: "There are people from every Division of the TWU here, and we're going to stand with you for as long as it takes. I pledge to you that whatever it takes — and if it means we have to shut this company down — we will be with you."

"Our International President was with us every step," said Local 101 Recording Secretary Constance Bradley. "National Grid saw that the force of the entire national union was with us in that room."



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TWU Working Women's Committee Looks to Empower Union Sisters



The newly unified TWU Working Women's Committee (WWC) held its first meeting on December 9-10 at the TWU International union hall in Washington, DC. The new WWC's structure — which welcomes sisters from all four Divisions of our union — is a single integrated committee formed from the strong Division-specific WWCs that operated independently within TWU for years.

The Committee's mission is to "identify, recruit, and educate future women leaders at every level of our union," said WWC Chair and COPE Field Representative Gwen York.

The move to unite the divisional WWCs came on the heels of the successful unification of the TWU Veterans Committee in March. The unification of these committees, as well as other bodies within our organization, is part of a broader focus by the International Administrative Committee on making everything we do at TWU as effective as possible.

At TWU's 24th Constitutional Convention, Delegates adopted a number of Resolutions aimed at unifying the TWU and building a fighting organization. The International is committed to doing everything possible to adhere to the vision set out by Convention Delegates.

The first step in building committee powerhouses is to make sure they are open to everyone, so that we can bring our collective force to bear and benefit from TWU members' diverse knowledge and experience.

"Any effective committee mirrors the membership," said York. "That's

why it's so critical to have all of our women involved, no matter what type of work you do or where you do it. We all struggle with the same issues as women in the workforce: Work-home life balance, rising to leadership in male-dominated industries, how to build positive relationships with our male coworkers — not to mention labor's core concerns of economic justice and equality."

Distinguished women leaders from a range of backgrounds addressed our sisters during both days of the meeting. These inspirational women shared their leadership journeys and how they managed to turn obstacles into victories. Speakers included AFL-CIO Secretary-Treasurer/Chief Financial Officer Liz Shuler, American Federation of Teachers President Randi Weingarten, Congresswoman Donna Edwards (D-MD), and American Airlines Managing Director for Government and Corporate Affairs Norma Kaehler.

Going forward, the WWC will be helping TWU sisters study leadership, and providing instruction in areas such as public speaking and how to run for union office. The WWC will meet three times a year, with the next meeting scheduled for the first week in March and hosted by Local 514 in Tulsa, Oklahoma.

"This was an important step in building our power," said Local 556 Chicago Domicile Executive Board Member and Illinois-Indiana State Conference Chair Donna Keith. "When sisters stand together and support one another, we get more attention."



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TWU Veterans Committee November Quarterly Meeting: New Focus on Advocacy Work Will Enhance the Impact of Traditional Service Projects

The TWU Veterans Committee (TWUVC) held its last 2014 meeting from November 18-20 in Miami, jointly hosted by Local 291 and Local 570 leadership. As with every meeting of the TWUVC, the objective was to triage all areas of TWUVC business, assess whether the Committee has met its benchmarks for progress on projects, and determine the agenda for the next three months.

Meeting as a body and in Subcommittee groups, TWU's veterans assessed how the Committee performed in its initiatives over the past few months. The bulk of the Committee's new projects focus on increased political activism, in order to strengthen the impact of TWUVC's service and charity work.

In August, at its first official large-scale meeting since the Committee expanded to encompass all TWU Divisions, our veterans voted to make a bold new commitment: To drastically increase their work with local and national elected representatives, community leaders and labor allies to support our veterans, active-duty servicemen, and their families.

Meeting at the Local 100 union hall on August 20, International Representative and TWUVC Liaison Jose Galarza said, "Local 100 has been concentrating on a legislative agenda with its veterans. The Committee, as it existed before, had been focusing more on giving back, fundraising, and service projects. We want to network and put everything together so that everything we do as veterans has the greatest impact."

TWUVC Legislative Contact and Local 512 member Fred Gajewski is spearheading plans for a TWU Veterans Awareness Task Force that will be meeting with legislators in Washington, DC. "We are going to make it known that TWU veterans know the issues and we act as one," said Gajewski.

"We served our country as members of the armed forces, and we're continuing to serve back home as advocates for our returned brothers in arms."

At its latest meeting, the TWUVC elected a new team of top officers. Now at the helm are Committee Chairman Peter Meyer, Committee Co-Chairman Sean Spence, and Recording Secretary Brendon Remezas. Former Committee Chairman and Vietnam veteran Hank Trujillo is entering retirement, after serving for two terms as head of the Committee.

TWU International Secretary-Treasurer Alex Garcia, in attendance at the meeting, assisted in presenting Brother Trujillo with an award in recognition of his contributions to the growth and success of the TWUVC and his work in the service of veterans of the U.S. military.

In his address to the Committee, Garcia reiterated the International's strong support for the TWUVC's work in aiding veterans through service projects, as well as its aggressive political and legislative work. The International is committed to supporting and developing the TWUVC through all means possible, and to strengthening its work by coordinating efforts with the State Conferences and the Government Affairs Department.



TWU Wins NMB Representation Election at ExpressJet, a Decisive Rejection of Attempted PAFCA Raid

TWU solidarity won out on October 22, as the 135 Flight Dispatchers at ExpressJet Airlines voted overwhelmingly to remain part of our union. This win for TWU marks the definitive end to a bid by PAFCA, the Professional Airline Flight Control Association, for representation of these workers — who have, for three years, been members of TWU Local 542.

Three years ago, Atlantic Southeast Airlines merged with ExpressJet, unifying the collective bargaining groups at these carriers into a single Atlanta-based regional carrier owned by SkyWest, Inc. TWU has represented this new combined bargaining unit from Day 1. But since that point, management and the union have been unable in federal mediation to negotiate a satisfactory joint contract agreement. Therefore, the members at ExpressJet remain split under two different contracts.

Taking advantage of the divide created by the dual contract setup, PAFCA has twice sought to force a decertification by TWU members at ExpressJet in unsuccessful attempted raids. With this vote, our brothers and sisters at ExpressJet told PAFCA in no uncertain terms that, even with contract negotiations stalled, they have confidence in TWU representation and pride in our union.

International Representative Gary Shults and International Representative Jose Galarza met with rank and file members at ExpressJet throughout October, on the ramp and in breakrooms, to answer questions about the contract mediation and next steps.

“Those meetings solidified TWU’s new relationship with

that group,” said Galarza. “Unfortunately, these members were previously not afforded all the information they should have been given by their local leadership.

“Now that the Local is under new leadership, members are clear on the fact that TWU is behind them. But more than that, they know that only TWU has the resources and credibility to get them what they need in a contract — and we will.”

In delivered a resounding no to PAFCA, workers at ExpressJet demonstrated their faith in TWU. The union is determined to keep that trust and deliver for the membership.

“TWU’s next move will be to re-engage the National Mediation Board, getting talks with company management back on track,” said Shults. “We want to achieve a speedy and successful resolution to these protracted mediations.

“We appreciate the support that we receive from our members. We work for them, and we will continue to fight to get them what they deserve in a contract. Not once but twice, TWU members have stood with our union when we went up against an association. And that’s because associations can’t compete with the resources and reputation that TWU brings to bear.”

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TWU Concludes Robust Secretary-Treasurers' Training Seminar, Part of Commitment to Supporting Locals

By Bob Wechsler, TWU Education & Training Coordinator

The question inevitably comes up at the membership meeting: "Why can't we afford it?" Twenty-five local union officers, the majority of them secretary-treasurers, came together during the first week in December at the Maritime Institute in Linthicum, Maryland for an intensive 2.5-day training to learn and practice the tools of their position that will help them to answer that question accurately.

As part of its commitment to training local officers, TWU conducted a secretary-treasurers' seminar that included hands-on training so that officers can do the local union accounting and reporting work easily. Greeted on the first day by International President Harry Lombardo and International Secretary-Treasurer Alex Garcia, these officers joined the ranks of over 350 treasurers who have taken this course since 1991.

Secretary-treasurers and other staff spent time with TWU Chief of Staff and Accounting Director John O'Donnell, who answered many of their questions. The core of the program focused on learning how to use QuickBooksPro. The group worked with instructor Paul Delaine, who taught them how to use the software for accounting and budgeting purposes and for International and government reporting.

The position of secretary-treasurer is governed by very specific legal and fiduciary responsibilities that are spelled out by the TWU Constitution, local union by-laws, and federal government regulation. It's a complex maze of requirements that needs to be explained in a careful manner. Participants learned how to properly fill out all of the required government forms and monthly TWU reports.

The class received high marks from all participants. It was "extremely helpful and informative and will help our local save money," said one participant. "I'm going home with a better



understanding of how to set up accounts," commented another secretary-treasurer.

TWU will continue to offer this kind of programming on a regular basis, as well as engaging with local leadership to bolster internal local education and training initiatives.

Class participants included Robert Garrett (Local 260), D'Ann Johnson and Jay Potter (Local 514), Cassandra Gilbert (Local 291), Darrel Kizer (Local 513), Thomas Antonow (Local 171), Julian Lewis (Local 504), Gary Wilson and Mike Rinaldi (Local 576), Joyce Kramer (Local 225 Branch 4), Stephen Ilko (Local 544), Gregory Petkosh (Local 2019), Mitch Lieberman (Local 568), Ronald Williams (Local 501), Lynn Sanders (Local 700), Sean Hayward (Local 2015), Neal Galloway (Local 252), Phil Johnson (Local 223), Ernest Acevado (Local 721), Rollie Reaves (Local 567), Candace Wilcher (Local 200), Joseph Schlernitzaur (Local 290), Brenda Applewhite (Local 248), Terrence Hall (Local 250-A), and Luis Sanchez (Local 571).

FIND OUT MORE ONLINE...

www.twu.org/OurUnion/Departments/EducationandTraining.aspx
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Independent Auditor's Report

To the International Executive Board
and International Executive Council
Transport Workers Union of America
501 3rd Street, NW
Washington, D.C. 20001

We have audited the financial statements (modified cash basis) of Transport Workers Union of America (a nonprofit organization) for the year ended August 31, 2014. We have also audited the accompanying schedule of Calculation of Chargeable Expenses (modified cash basis) of Transport Workers Union of America (a nonprofit organization) for the year ended August 31, 2014. The schedule of Calculation of Chargeable Expenses is not a required part of the financial statements.

Management's Responsibility for the schedule of Calculation of Chargeable Expenses

Management is responsible for the preparation and fair presentation of the schedule of Calculation of Chargeable Expenses in accordance with the modified cash basis of accounting; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of the schedule of Calculation of Chargeable Expenses (modified cash basis) that is free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on the schedule of Calculation of Chargeable Expenses (modified cash basis) based on our audit. We conducted our audit 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 free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the schedule of Calculation of Chargeable Expenses (modified cash basis). The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the schedule of Calculation of Chargeable Expenses (modified cash basis), whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the schedule of Calculation of Chargeable Expenses (modified cash basis) in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the schedule of Calculation of Chargeable Expenses (modified cash basis). We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the schedule of Calculation of Chargeable Expenses (modified cash basis), referred to above presents fairly, in all material respects, the chargeable expenses of Transport Workers Union of America as of August 31, 2014, in conformity with the Transport Workers Union of America Agency Fee Policy.

Other Matter

Our audit was conducted for the purpose of forming an opinion on the schedule of Calculation of Chargeable Expenses (modified cash basis) of the Transport Workers Union of America. The supplementary information; schedule of main office expenses, schedule of servicing, negotiations and grievance expenses and schedule of salaries and related expenses on pages 7, 8 and 9 is presented for purposes of additional analysis. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the schedule of Calculation of Chargeable Expenses (modified cash basis). The information has been subjected to the auditing procedures applied in the audit of the financial statements (modified cash basis) and schedule of Calculation of Chargeable Expenses (modified cash basis) and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our

opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Woodbury, New York
December 5, 2014

SHALIK, MORRIS & COMPANY, LLP

Certified Public Accountants

80 Crossways Park Drive West, Woodbury, New York 11797

Tel (516) 338-8700 • Fax (516) 338-5592 • www.shalikmorris.com

TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY SCHEDULE OF CALCULATION OF CHARGEABLE EXPENSES (MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2014

	TOTAL	CHARGEABLE	NON CHARGEABLE
Main office expenses	\$ 3,510,578	\$ 3,200,397	\$ 310,181
Servicing, negotiations and grievance expenses	2,226,740	2,226,740	—
Political expenses	1,331,443	—	1,331,443
Organizing expenses	206,705	—	206,705
TWU Express:			
Non-political information	40,152	40,152	—
Political information	18,251	—	18,251
Donations, tickets and advertisements	36,440	—	36,440
Salaries and related expenses	12,531,967	10,695,200	1,836,767
Social events, non-political	7,365	7,365	—
Quill scholarship	73,200	—	73,200
Insurance	123,406	123,406	—
Convention	846,502	846,502	—
Investment expenses	222,541	222,541	—
Totals	<u>\$ 21,175,290</u>	<u>\$ 17,362,303</u>	<u>\$ 3,812,987</u>
Percentage to total	<u>100.00</u>	<u>81.99</u>	<u>18.01</u>

See notes to schedule of calculation of chargeable expenses.

TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY SUPPLEMENTARY SCHEDULE OF SERVICING, NEGOTIATIONS AND GRIEVANCE EXPENSES (MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2014

	EXPENSES		NON
	TOTAL	CHARGEABLE	CHARGEABLE
Negotiation expenses	\$ 438,336	\$ 438,336	—
Legal fees	624,129	624,129	—
Transportation and facility costs	704,397	704,397	—
Reimbursement of Locals negotiating expenses	459,878	459,878	—
Totals	<u>\$ 2,226,740</u>	<u>\$ 2,226,740</u>	<u>\$ —</u>

See notes to schedule of calculation of chargeable expenses.

**TRANSPORT WORKERS UNION OF AMERICA
AGENCY FEE POLICY
SUPPLEMENTARY SCHEDULE OF MAIN OFFICE EXPENSES
(MODIFIED CASH BASIS)
YEAR ENDED AUGUST 31, 2014**

	EXPENSES		
	TOTAL	CHARGEABLE	NON CHARGEABLE
Rent and related expenses	\$ 1,910,434	\$ 1,728,241	\$ 182,193
Stationery and printing	91,006	74,331	16,675
Outside consultants	127,660	121,829	5,831
Telephone	236,537	211,166	25,371
Postage	79,057	72,451	6,606
Data processing expense	210,039	205,818	4,221
Equipment rental and maintenance	159,020	146,056	12,964
Newspapers and subscriptions	29,169	27,977	1,192
Accounting	135,700	128,189	7,511
Depreciation	203,273	176,057	27,216
Sundry expenses	328,683	308,282	20,401
Totals	<u>\$ 3,510,578</u>	<u>\$ 3,200,397</u>	<u>\$ 310,181</u>

See notes to schedule of calculation of chargeable expenses.

**TRANSPORT WORKERS UNION OF AMERICA
AGENCY FEE POLICY
SUPPLEMENTARY SCHEDULE OF SALARIES & RELATED EXPENSES
(MODIFIED CASH BASIS)
YEAR ENDED AUGUST 31, 2014**

	EXPENSES		
	TOTAL	CHARGEABLE	NON CHARGEABLE
Salaries	\$ 6,313,421	\$ 5,365,504	\$ 947,917
Pension and welfare expenses	5,324,126	4,521,394	802,732
Payroll taxes	466,890	408,123	58,767
Auto expenses	372,764	353,636	19,128
Insurance, workers compensation	54,766	46,543	8,223
Totals	<u>\$ 12,531,967</u>	<u>\$ 10,695,200</u>	<u>\$ 1,836,767</u>

See notes to schedule of calculation of chargeable expenses.

**TRANSPORT WORKERS UNION OF AMERICA
POLICY ON AGENCY FEE OBJECTIONS**

TWU's Policy on Agency Fee Objections, as amended, is based upon decisions of the United States Supreme Court.

1. Employees who are members of TWU are eligible to engage in a broad range of activities by virtue of their membership. This includes, for example, the right to run for and vote in Union elections, to vote on ratification of collective bargaining agreements, and to attend and participate in Union meetings and activities that are pertinent to their employment. Employees represented by TWU can elect to be non-members, but if they do, they lose these and other rights and benefits that go along with membership in good standing in TWU.

2. A TWU-represented nonmember employee who is subject to a union security clause conditioning continued employment on the payment of dues or fees — referred to as "agency fees" for nonmembers — has the right to object to expenditures by TWU or the employee's Local Union that are not related to collective bargaining, contract administration, grievance adjustment or other expenditures that are considered "chargeable" to nonmember objectors. A nonmember objector's agency fees shall be calculated in accordance with this Policy.

3. To become an objector, a TWU-represented nonmember employee shall notify the International Secretary Treasurer in writing of her/his objection by mail postmarked during

the month of January in the first year for which the employee elects to be an objector. The written notification shall be signed by the employees and include the objector's current home address and TWU Local Union number, if known. The nonmember objector shall also mail a copy of this notice to her/his Local Union. A nonmember employee who first becomes subject to a TWU union security clause after January in a particular year and who desires to be an objector must submit written signed notification to the International Secretary Treasurer, with copy to the employee's Local Union, including the objector's current home address and TWU Local Union number, if known, within thirty (30) days after the employee has become subject to union security obligations and been provided notice of these procedures.

- a. A current TWU member who chooses to become an objector, must first resign from TWU membership before she/he can file an objection through these procedures. A member who resigns from membership during the course of the year shall have 30 days following resignation in which to elect to become an objector by utilizing the procedures set forth in paragraph 3 above.
- b. A TWU-represented nonmember employee, who provides notice in accordance with the procedures set forth in paragraph 3 above, will be considered an objector for each subsequent calendar year after the first year for which the employee elected to be an objector, unless and until the employee notifies the International Secretary Treasurer in writing that she/he no longer desires to be an objector.

4. Expenditures in the following categories are among those chargeable to nonmember objectors.

- a. Negotiation of agreements, practices and working conditions.
- b. Administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration, and discussion with employees in the bargaining unit or employer representatives regarding working conditions, benefits and contract rights.
- c. Conventions, Union business meetings, and other Union internal governance and related expenses.
- d. Social activities.
- e. Publications, to the extent related to chargeable activities.
- f. Litigation before courts and administrative agencies related to contract administration, collective bargaining rights or other chargeable activities.
- g. Legislative, executive branch and administrative agency activities on legislative or regulatory matters related to the negotiation or administration of contracts and working conditions.
- h. Education and training of members, officers and staff intended to prepare the participants to better perform chargeable activities or otherwise related to chargeable activities.
- i. Activities related to group cohesion and economic action of or by TWU represented employees, e.g., demonstrations, general strike activity, informational picketing.
- j. Overhead and administration related to or reflective of TWU or TWU Local Union chargeable activities.

5. Expenditures in the following categories arguably are non-chargeable to nonmember objectors:

- a. Community service and charitable contributions.
- b. Affiliations with non-TWU organizations.
- c. Support for political candidates.
- d. Member-only benefits.
- e. Lobbying to the extent not chargeable as per paragraph 4.g. above.
- f. Publications, litigation and for overhead and administration to the extent related to arguably non-chargeable activities.
- g. external recruitment of new members.

6. The TWU Policy on Agency Fee Objections shall be reprinted in each December issue of the EXPRESS. The International shall also send a copy of this Policy to each nonmember who objected during that calendar year to inform such person of the right to elect to again object in a succeeding year. Any Local Union that is required by law to have an agency fee policy, but which has failed to adopt such a policy, shall be deemed to have adopted this "Policy on Agency Fee Objections" as its own, and such Locals shall be identified in the December issue of the EXPRESS.

7. The International shall retain an independent auditor who shall submit an annual report verifying the breakdown of chargeable and arguably non-chargeable expenditures (the "Report"). Similarly, if a Local Union has determined to apply this Policy for its expenditures, the Local Union shall arrange for an independent audit of the breakdown of the Local's chargeable and arguably non-chargeable expenditures. Any Local Union which fails in a given year to conduct an independent audit of expenditures shall be deemed to have spent the same percentage of its expenditures on chargeable activities as the International expended as reflected in the auditor's Report. The Report(s) of the independent auditor(s) for the International and, where applicable, the Locals shall be completed promptly after the end of the fiscal year. The most recent Report of the International's expenditures shall be reprinted in the December issue of the EXPRESS. The Local Union shall provide to the nonmembers it represents a copy of the Report of the breakdown of the Local Union's expenditures.

8. The fees paid by nonmember objectors shall be handled as follows:

- a. Nonmember objectors who pay fees directly and not by checkoff shall pay an amount

equal to the full amount of agency fees reduced by the percentage of agency fees ascribed by the audit Report(s) (described in paragraph 7 above) to arguably non-chargeable activities (the latter amount referred to hereafter as the "non-chargeable amount"). An amount equal to 50% of the non-chargeable amount shall be placed in an interest bearing escrow account.

- b. With regard to nonmember objectors who pay agency fees by check-off, promptly following receipt of the checked-off fees, the non-chargeable amount, both for the International and the Local that is utilizing this Agency Fee Objection Policy, plus an additional 50% of that amount, shall be placed in an interest bearing escrow account. Promptly following each calendar quarter, the non-chargeable amount for the preceding calendar quarter, plus the interest accrued thereon, shall be paid to each such nonmember Objector.
 - c. The International shall bill each Local for the monies return to objectors from escrow in connection with the Local's arguably non-chargeable expenditures.
9. A nonmember objector may challenge the last audited breakdown of chargeable and arguably non-chargeable expenditures contained in the independent accountants' Report(s) by filing a challenge with the International Secretary-Treasurer, together with notice to the employee's Local Union, postmarked no later than thirty (30) days after mailing of the December issue of the EXPRESS that includes the Report(s).
- a. All such timely challenges shall be referred to an impartial arbitrator appointed by the American Arbitration Association ("AAA") under its rules for impartial determination of Union fees. TWU will request that the AAA appoint an arbitrator to promptly consider and make a determination regarding the challenges in a single consolidated hearing to take place in Washington, D.C.. TWU will provide the AAA with the names and addresses of the nonmember objectors who have filed timely challenges.
 - b. Challengers, the International and, if a participant, the Local Union(s) shall each bear its/their own costs related to the arbitration. The challengers shall have the option of paying a pro rata portion of the arbitrator's fees and expenses; if they decline that option, the Union parties to the proceeding will pay the full fees and expenses of the arbitrator and not just their pro rata portion of such fees and expenses.
 - c. Challengers may, at their expense, be represented by counsel or other representative of choice. Challengers need not appear at the hearing for their challenges to be considered. Challengers who elect not to appear at the hearing may file written statements with the arbitrator, provided they do so by no later than the beginning of the hearing before the arbitrator. Challengers who appear but elect not to present evidence or otherwise participate in the hearing may also submit written statements at or before the beginning of the hearing.
 - d. Fourteen (14) days prior to the start of the arbitration, challengers shall be provided with copies of all exhibits or a list of all such exhibits that a Union party then intends to introduce at the arbitration and a list of all witnesses the Union party then intends to call, except for exhibits and witnesses the Union party may introduce for rebuttal. If copies of exhibits have not otherwise been provided, a challenger may request that the Union forward a copy to the requesting challenger(s) during this 14-day pre-hearing period. Copies of all exhibits shall also be available for review by challengers at the hearing.
 - e. A court reporter shall make a transcript of all proceedings before the arbitrator. This transcript shall be the only official record of the proceedings and may be purchased by the challengers. The parties shall be informed when the transcript is available for purchase and/or review. If challengers do not purchase a copy of the transcript, a copy shall be available for purposes of inspection by them at the Union party's/parties' headquarters during normal business hours.
 - f. The arbitrator may determine all procedural matters affecting the arbitration consistent with the dual objectives of providing for an informed and an expeditious arbitration.
 - g. Each party to the arbitration shall have the right to file a post-hearing statement by no later than fifteen (15) days after the parties have been provided notice that the transcript has been completed and is available for purchase or review. Neither challengers nor Union parties may include or refer in the post-hearing statements to any evidence that was not previously introduced and accepted by the arbitrator during the arbitration proceeding.
 - h. The arbitrator, taking account of the record presented, shall issue a decision on the challenges to the validity of the auditor's Report of the "chargeable" percentage of Union expenditures. The arbitrator's decision shall be issued within forty-five (45) days after the final date for submission of post-hearing statements or within such other reasonable period as is consistent with the AAA rules and the requirements of law. The decision of the arbitrator shall be final and binding.
 - i. Upon receipt of the arbitrator's award, the escrowed funds, as referenced above, shall be distributed in accordance with the arbitrator's decision, with the remaining balance, if any, after any required payments to challengers, returned to the International's or Local Union's general funds.
10. The provisions of this Policy on Agency Fee Objections shall be considered legally separable. Should any provision or portion thereof be held contrary to law by a court or tribunal of competent jurisdiction, the remaining provisions or portions thereof shall continue to be legally effective and binding.

UNION MEMBER RIGHTS AND OFFICER RESPONSIBILITIES UNDER THE LMRDA

UNION MEMBER RIGHTS

Bill of Rights – Union members have:

- 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-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. 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 – Union members have the right to:

- nominate candidates for office
- run for office
- cast a secret ballot
- protest the conduct of an 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 LMRDA.

Prohibition Against Certain Discipline – A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

Prohibition Against Violence – No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

UNION OFFICER RESPONSIBILITIES

Financial Safeguards – Union officers have a duty to manage the funds and property of the union solely 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 officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

Labor Organization Reports – Union officers must:

- file an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- retain the records necessary to verify the reports for at least five years.

Officer Reports – Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent 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 and 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 (at the candidate's expense)
- not use union funds or resources to promote any candidate (nor may employer funds or resources be used)
- permit candidates to have election observers
- allow candidates to inspect the union's membership list once within 30 days prior to the election

Restrictions on Holding Office – A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

Loans – A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

Fines – A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

Financial Goals

By International Secretary-Treasurer Alex Garcia

I am proud to say that TWU continues on the right track in regaining its financial health. The International Administrative Committee is moving forward in exploring every avenue for eliminating any waste or drain.

We cannot — and will not — stop reforming and restructuring how this organization conducts itself financially until we are confident that every dollar we spend has the maximum impact possible for our members. Our budget, down to the last cent, needs to be directed at building a more united, powerful and effective union.

But these efforts cannot be confined to the International alone — in order for our union as a whole to be as financially sound as possible, we need to ensure that our locals are also financially sound. As stated in Resolution 1, adopted by our Delegates at TWU's 24th Constitutional Convention, "Our strong locals are the bedrock of TWU's strength and success."

That's why we've just concluded the first union-wide Secretary-Treasurers' Training Workshop in years. Dozens of our local secretary-treasurers came together from all Divisions for a comprehensive training on best practices for accounting and budgeting, legal and fiduciary responsibilities, and how to properly complete all required government and union reports.

The IAC continues to invest a great deal of energy in our union-wide education and training workshops, seminars and courses. The International has coordinated almost a dozen local-specific training workshops, targeted to the specific needs of our locals, at all levels of leadership — from steward education to top officer training. That's what a true commitment to empowering TWU locals looks like.

Securing TWU's long-term financial stability is about more than making sure we get this organization back into the black. It's about our legacy for the next generation. The future of the labor movement in this country depends on whether unions are on solid footing, and whether we have the resources to fight.

The work that we're doing is a process. But everything we've seen so far tells us that we're headed in the right direction, and we're getting results.

International President Harry Lombardo continues to meet with local leadership and has personally pledged that the International will stand with our locals in their fights. We now feel we're ready to go to battle for our members, whatever the challenge we may face.

That — above all — is the reason behind our commitment to restoring the International's financial health: So that we can continue to stand at the ready, supporting each and every local.

In closing, I would like to wish everybody a happy and healthy New Year.



Our strong locals
are the bedrock
of TWU's strength
and success.

Are you ready to fight to protect working families? We're counting on everyone who volunteered in 2014 to keep the spirit alive by getting active in this year's campaigns. Join us! One Union, One Voice.

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