

STATEWIDE COALITION LAUNCHED

Against Driverless Buses





The TWU is Fighting Corporate Corruption, Coast-to-Coast

By International President John Samuelson

"In addition to fighting the good fight to defend our current members, we are busy organizing new workers and expanding our great union."

In every division across the country, the TWU is engaged in multi-legged, strategic, fightback campaigns. We are railing against corporate greed one boss at a time, aggressively defending our members' safety and livelihoods.

One of those bosses is Amtrak President Richard Anderson, better known as the *Chief Executive Outsourcer*, who is determined to destroy our national railroad system for the sake of personal profit. In October, the TWU led a press conference on the steps of the James Farley Post Office in New York City, where I pledged to fight against his privatizing policies, tooth-and-nail (*see p. 18*).

Anderson - just like all of the other creepy greedsters - does not care one iota about workers or riders. He claims that no one lost their jobs due to his service cuts, but this is a classic example of lying by omission. Dedicated, trained professionals with decades of service were forced to start all over again at a new position, uproot their lives and relocate thousands of miles away, or stop working for Amtrak altogether. Despite our repeated attempts, Anderson himself refuses to meet with TWU Local 1460.

You know what? That's okay. The TWU International stands behind Local 1460 and we are a force to be reckoned with.

Our renewed vigor became crystal clear when we launched our statewide coalition against autonomous vehicles in Ohio this September: *People Before Robots*. In front of a bus shelter in downtown Columbus, the TWU International spearheaded our latest campaign to ensure that human beings remain behind the wheel of our buses (*see p. 6*). It's sheer, greed-driven, corporate lunacy that has sparked the efforts to replace the vital service provided by Bus Operators with flawed, robotic technology, so we're building a coalition against this dangerous, ridiculous idea. Read more at the newly launched site, PeopleBeforeRobots.org.

In addition to fighting the good fight to defend our current members, we are busy organizing new workers and expanding our great union. In a landslide vote, over 300 Spirit Airlines Customer Service Agents said "Yes" to join our union this September (*see p. 24*). We have an organizing drive underway in Lee County, FL, where there is a unit of about 1,000 new potential TWU members currently signing cards (*see p. 24*). On top of that, the TWU International is also working vigorously to organize JetBlue Mechanics and Passenger Service Agents - with a strong potential of adding thousands more new members at JetBlue to our rapidly growing union family.

The TWU truly is America's Fighting Democratic Union once again. We Move America and we will remain United Invincible for decades to come. But before we continue to kick corporate greed in the arse in 2019, I hope you are all able to take a breath this holiday season and enjoy it safe, surrounded by loved ones.

I hope your Chanukah was Happy, your Christmas was Merry and that you have an awesome New Year.

A handwritten signature of John Samuelson in black ink. The signature is written in a cursive, flowing style.



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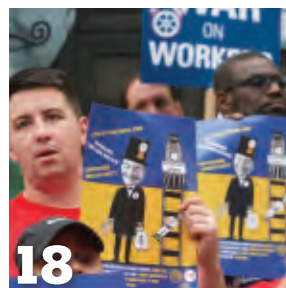
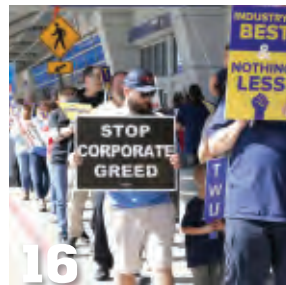
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Transitioning to 2019, the TWU Way

*By International Secretary-Treasurer
Jerome Lafragola*



Despite all the odds, 2018 was a year of tremendous growth for the TWU. We started off strong, with 5,000 JetBlue InFlight Crewmembers joining our family. When the Supreme Court released the *Janus* decision, it was predicted labor unions would falter. But instead, we prevailed. Here at the TWU, we spent the summer launching numerous new organizing campaigns and signing up hundreds of new members across the country.

On Election Day, working people showed up and exercised their right to vote. TWU members spent hours doing work to Get Out The Vote – and it paid off. Turnout was the highest for a Midterm election in decades, with many standing outside for hours waiting to cast their ballot.

There were many hiccups caused by broken voting machines and other technical glitches, but still we managed to elect into office representatives who will fight for the interests of working people.

A lot of changes also took place this election. For the first time in almost a decade, Democrats have control of the U.S. House of Representatives. On top of that, the new Congress is more diverse than ever before.

We must hold each and every elected official accountable, regardless of what party they are affiliated with. The new Democratic majority in the U.S. House and our allies in the U.S. Senate must grow a backbone and push forward legislation that improves the lives of union members and working folks.

They should be advocating for strong investments in public transit, replacing our transportation infrastructure, eliminating operator assaults and fully funding Amtrak. Furthermore, they should be working to stop aircraft maintenance offshoring and enacting improved safety regulations for flight attendants, among many other issues that affect TWU members and workers everywhere.

Here at the International, we're also on the offense. Members in Richmond County, Georgia are demanding the school board investigate school buses that are potentially making students and operators sick. In Ohio, we launched a statewide coalition against autonomous buses: *People Before Robots*. Our Rail Division is waging a fight against Amtrak President Richard Anderson's incomprehensible cuts to service and careers. We're continuing to fight back against aircraft maintenance offshoring and flight attendant safety issues.

The TWU is bringing this momentum into 2019. We will continue to make our mark as America's Fighting Democratic Union – and we couldn't have done it without you. Thank you for all your hard work and dedication. Remember: United Invincible!

I hope all of you had a wonderful holiday season filled with joy and have a happy, healthy 2019.

"We must hold each
and every elected
official accountable,
regardless of what
party they are
affiliated with."

A handwritten signature in black ink, appearing to read "Jerome Lafragola". The signature is stylized and fluid.



MERRY
Christmas

— & —

HAPPY NEW YEAR

FROM THE TWU INTERNATIONAL

THE TWU LAUNCHES OHIO COALITION

Against Driverless Buses



PEOPLE BEFORE ROBOTS

ON SEPT. 18, THE TWU LAUNCHED A CAMPAIGN to form a statewide coalition to protect Bus Operators, bus riders and the public in Ohio from unchecked and dangerous automation that some elected officials in the state are promoting.

Joined by members of the American Federation of Teachers and the Amalgamated Transit Union, International President John Samuelsen and Local 208 President Andrew Jordan announced the *People Before Robots* campaign in Columbus, OH.

“We’re not going to let anybody give our jobs away to robots. We’re just not,” Samuelsen said. “Bus Operators are too important to the safety of riders and the public, and these working-class jobs are too important to working-class families. If the politicians and profiteers try to wipe out these jobs, they will have a massive fightback on their hands.”

The unchecked and dangerous deployment of autonomous vehicles — including driverless buses in Columbus, Toledo and Cincinnati — could put tens of thousands of Ohioans on the unemployment lines. That includes Bus Operators who should remain in the driver’s seat. An empty seat at the front of an autonomous bus can’t: assist in an emergency, help senior citizens or the disabled get on board, call 911, give directions or CPR, or go off-route due to an unexpected danger or crisis, including a terror attack.

“The women and men of Local 208 are the backbone of public transportation here in Columbus and throughout Central Ohio,” Jordan said. “We are not opposed to technology. But we won’t stand by and let machines replace human bus operators and decimate middle class jobs that are vital to our communities and to our local and state economies. I will say it again: A bus is NOTHING without US!”

The Sept. 18 press conference garnered significant headlines and TV coverage: NBC 4, ABC 6, WOSU, WTRF and *The Columbus Dispatch*.



International President John Samuelsen

Ohio State AFL-CIO Passes Resolution

That afternoon, delegates to the Ohio State AFL-CIO 31st Biennial Convention unanimously passed the resolution, “Addressing the Challenges and Threats of Autonomous Vehicles to Transportation Worker Jobs in Ohio.”

Jordan read the resolution, “The Ohio AFL-CIO recognizes that technology is not an adequate substitute for human operators and declares its opposition to the replacement of experienced, professional transportation workers, who have long provided their communities essential, safe and secure public transit services, by autonomous vehicles in the provision of public transportation.”



PEOPLE BEFORE ROBOTS



Local 208 President Andrew Jordan

"This is very much a class issue. The tech moguls and Wall Street investors who are pushing this initiative drive their BMWs to work – they aren't taking buses," stressed Samuelsen, speaking from the convention floor. "Isn't it interesting how these rich people driving BMWs, who have been divesting in public transit for decades, are now investing in something that takes jobs away from working families. It's a direct attack on blue-collar jobs in Ohio."

Before the resolution was passed, attendees got the opportunity to watch the video *Fight for Jobs & Safety*, produced by the TWU International as part of this campaign.

People Before Robots Community Briefing

Wednesday, Sept. 19 kicked off with an early-morning, pre-convention, community briefing, hosted by the TWU International (see photo below). Dozens came to hear panelists speak about the threat of autonomous vehicles. Moderated by TWU Political Action Director Regina Eberhart, the morning began with the *People Before Robots: TWU Autonomous Bus Fight Back Campaign* video, produced by the TWU International.

Rep. Michele Lepore Hagan (OH-28) talked about the importance of having an actual human operating a bus. "It's a lot more than driving people from A to B. You deserve a seat at the table," she said.

Rep. Jim Hughes (OH-24) noted that the threat of autonomous vehicles "is not a Republican or a Democrat issue. This is about safety and jobs...[a driverless bus] won't know if a deer pops out or a child. They don't have the eyes and ears of a common-sense bus driver who can see and hear what is going on," he explained.

Carly Allen, President of ATU Local 697 in Toledo, said, "They are not addressing the issue of funding. To see ODOT throw money into autonomous coaches and not transit..."

Allen recalled how a fellow bus operator prevented someone from committing suicide and has aided domestic violence victims. "A driverless van downtown doesn't know that Mrs. Smith has Alzheimer's," she said. "These things frighten me as a citizen and a mother."



Akshai Singh, Community Organizer for Northern Ohioans for Budget Legislation Equity, said driverless buses are a “Major concern for any pedestrian or anyone who wants to catch a bus,” especially those with mobility issues.

“The first person we interact with and our lifeline is our driver. We depend on our buses in inclement weather,” Singh explained. “Keep drivers in buses where they keep us safer... (especially for) folks with disabilities it’s such a major need. Paratransit keeps getting more expensive.”

Deb Kline, Director of Cleveland Jobs with Justice and President of OPEIU Local 1794, talked about how ICE officers are trying to board buses with bogus warrants and how bus operators act as a barrier to their targeting of passengers they believe may be undocumented.

“This will affect our communities and the immigrant community,” she said, while handing out samples of real warrants and bogus warrants so attendees could see the difference.

“If you are a driver and an ICE officer tries to come on your bus, unless they have a warrant, they can’t come on,” Kline explained.

TWU Local 208 ‘Tests’ Autonomous Shuttle

When Smart Columbus and Drive Ohio unveiled the vendor for Columbus’ AV shuttle service on Sept. 19, TWU Local 208 showed up en masse at the event in their “This is a Driverless Bus” T-shirts – much to their chagrin (see photo below).

Employees from Smart Columbus did not allow union members to attend the event, instead quarantining us far away



from the demonstration. However – testing, for the second time in a row, couldn’t happen. Something went wrong with the T-Bar, or steering wheel, and the company that made the vehicles – May Mobility – was afraid it might drive into the nearby Scioto River.

Holding TWU Local 208’s banner, TWU members chanted “Our Jobs, Our Work” and “People Before Robots” in protest.

The impromptu rally was covered by WOSU and WDTN 2 and livestreamed on Facebook.

Fight Just Beginning

The fight against autonomous vehicles is just beginning.

On Sept. 21, members of the New York/New Jersey State Conference sent a letter to President Jordan, expressing their support for the campaign.

Follow @TWULocal208 on Facebook and Twitter for updates.



TWU Gets Out the Vote for

TWU members spent the election cycle encouraging TWU brothers and sisters to go and vote for TWU-friendly candidates through phone banking, canvassing, site visits and much more. Thank you to every TWU member who hit the streets and participated in the TWU's Labor 2018 program. Check out the photos!



Florida Gubernatorial Candidate Andrew Gillum addresses a crowd in Miami, including Local 291 members.



Ohio Gubernatorial candidate Richard Cordray rode a COTA bus with members of the TWU Ohio/Michigan State Conference on Oct. 24.



New York State Conference Chair and TWU International Special Project Coordinator Angelo Cucuzza gives instructions on GOTV work at LaGuardia Airport.



California State Conference Chair Matt Hettich door knocking before Election Day.



TWU Local 291 members participated in a Souls to the Polls march on Nov. 4.



Midterm 2018 Elections



TWU members in Nevada participated in a Women in Labor conversation and letter writing day with Congresswoman Dina Titus and AFL-CIO Secretary Treasurer Liz Schuler.



AFL-CIO Field Director Maggie Koebbe, TWU New Jersey State Conference Chair and Local 229 President Steve Hamm, and UFT volunteer Lilly Weeks.



Retired Local 234 member Adrienne Street, who spent 20 years working for SEPTA.



TWU Local 591 member Marc Hnat with members of the NYC Central Labor Council.



On Oct. 24 the TWU International hosted a telephone town hall with Ohio Gubernatorial Candidate Richard Cordray



Texas State Conference members in Dallas at a Texas AFL-CIO GOTV event.



Midterm 2018 Elections

CONTINUED



TWU Local 512 member David Hansen phone banks and canvasses TWU members in Chicago.



Local 208 Secretary-Treasurer Lisa Combs shows off her voting sticker.



Florida Gubernatorial Candidate Andrew Gillum with Florida State Conference Chair and Local 291 President Jeff Mitchell and COPE/International Staff Representative Andrew Rangolan.



TWU International Rep Jose Galarza explains voting information to a TWU member at LaGuardia Airport.



Members of Local 291 with the TWU bus in Miami, canvassing for Mayor Andrew Gillum for Governor.

STATE CONFERENCES

Local 223



Megan Hunt, Nebraska State Senate Candidate (NE-8) attended TWU Local 223's Labor Day Parade on Sept. 3.



Two additional TWU State Conferences were held as this issue went to press. The TWU Pennsylvania State Conference met on Nov. 14 in Philadelphia. The TWU California State Conference met on Nov. 27 in El Segundo.

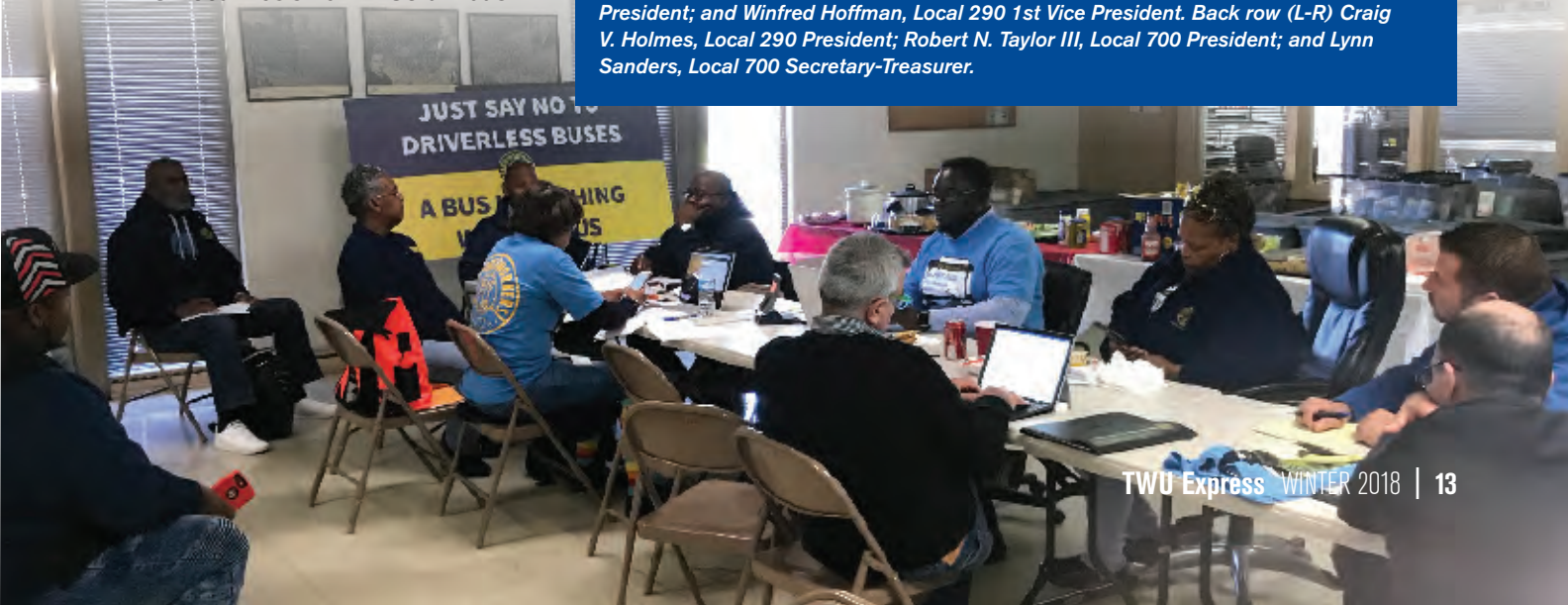
Ohio/Michigan State Conference

Members of the Ohio/Michigan State Conference met on Oct. 24 at TWU Local 208's hall in Columbus.

PAC MEETING



Front row (L-R): Andrew Rangolan, COPE Rep; Willie Brown State Conference Chair; George Booker, Local 290 Executive Board Member; Joe Coccio, Local 234 Secretary-Treasurer; Willie Brown, Local 234 President; Melody Rawls Allen, Local 290 2nd Vice President; and Winfred Hoffman, Local 290 1st Vice President. Back row (L-R) Craig V. Holmes, Local 290 President; Robert N. Taylor III, Local 700 President; and Lynn Sanders, Local 700 Secretary-Treasurer.



Before Congress left for the campaign trail, the House and Senate passed legislation that impacts TWU members, including major Federal Aviation Administration reauthorization. The Department of Transportation (DOT) also has been active, recently issuing regulatory documents that affect TWU membership. Below is a look at the work Congress and the DOT completed before members of Congress turned their attention to the election.

Congress Finally Enacts FAA Reauthorization

After years of trying to reauthorize the Federal Aviation Administration (FAA), Congress finally passed a bill to do just that.

In early October, the House and Senate passed the FAA Reauthorization Act of 2018 (H.R. 302), which renews the FAA for five years (through 2023) and establishes various policies and programs, committees and task forces, and studies relating to safety, workers, industry, and passengers. The law also reauthorizes the Transportation Security Administration (TSA) and addresses aviation security.

H.R. 302 is the result of congressional staff and leadership negotiating the separate versions of FAA reauthorization that the House (H.R. 4) and Senate (S. 1405) considered earlier this year and in 2017. The final bill, which is now law, results from a mix of those previous versions, compromises between the two, and, in some cases, removal of entire sections.

The TWU endorsed the bill and sent letters to House and Senate offices urging them to support the bill. The new law passed with overwhelming bipartisan support in the House by a 398-23 vote and in the Senate by a 93-6 vote.

While not perfect, the law will advance worker and public safety in a number of ways. Through meetings, exchanges of ideas and edits, and member advocacy,

the TWU worked hard to represent our interests and shape this bill in ways that benefit TWU members. These include: guaranteeing flight attendants 10 hours of rest; addressing sexual assault on aircraft; increasing penalties for those who assault flight attendants; banning inflight cell phone voice calls; limiting industry's efforts to weaken maintenance certificates; eliminating language requiring continuous background vetting unrelated to aviation security; calling for regulations of service and emotional support animals traveling in aircraft cabins; addressing assault of customer service agents; and making sure maintenance workers have a voice in discussions about their work, among other positive provisions.

TWU members also weighed in: in the final days of negotiations, the TWU sent an action alert encouraging members to call their elected representatives in support of the flight attendant 10-hour rest provision. Thanks to all those who called; the guaranteed 10-hour rest was included in the bill that became law.

The President signed the bill into law on Oct. 5. Following his signature, the TWU sent to Action Network subscribers a full review of the new FAA reauthorization law, including descriptions of the provisions relevant to TWU members' work. Visit www.twu.org for the full summary, as well as the letters President Samuelson sent to the House and Senate.

Now, the FAA must get to work on implementing the bill, and the TWU will work to make sure the law is implemented in ways that protect aviation workers and passenger safety.

DOT Releases Guidance on Autonomous Vehicles

The DOT released new guidance on autonomous (driverless) vehicles, called "AV 3.0." This document is geared toward manufacturers and the industry and is intended to make it easier to deploy driverless vehicles. The document addresses the DOT's interest in allowing transit agencies to use driverless buses.

AV 3.0 indicates that the DOT will consider eliminating some of the existing regulations that protect public safety but which they believe act as "barriers" preventing deployment of driverless technology. The guidance also states that the DOT is investing in research to support the use of automation in transit, including an analysis of the employment and workforce impacts of driverless vehicles.

The TWU and the public know that driverless technology isn't safe. Accidents involving driverless technology have resulted in injury and death, demonstrating that it's not ready for prime time in passenger cars, and certainly not ready for use in large commercial vehicles used in public transportation that carry dozens, even 100 passengers at a time. On top of that, policymakers must understand how driverless technology will impact the millions of Americans who drive and maintain buses and trucks for a living.

The TWU will be providing feedback to DOT on its efforts to deploy driverless buses, such as the study described in the following paragraphs.



TWU Comments on DOT Study of Autonomous Vehicles and Drivers

In addition to fighting back on the ground by launching AV campaigns to protect TWU members' work (*see p. 6*), the TWU is also working to represent our interests at the federal level.

For example, the TWU joined other union allies in getting Congress to direct the DOT to study how bus drivers will be impacted by the use of driverless vehicles and advanced driver assist systems (such as collision avoidance systems). Recently, the DOT issued a description of how it plans to conduct the study, and the TWU submitted feedback to help ensure the study is done in a fair manner.

In our comments, the TWU made clear that we believe AVs are not safe, given the number of accidents and safety incidents involving personal cars that have occurred. Of course, those dangers would be multiplied if transit, school, shuttle, or other buses equipped with this technology were to fail, as the dozens of passengers they carry would be harmed.

However, given the push from industry to implement this technology, it is important that the government measure its impact on the transportation workforce if it is ever used. Specifically, we asked the DOT to study how many workers could lose their jobs if we allow driverless technology on the road. This is important because some estimates suggest that between 2.2 and 3.1 million full-time and part-time jobs may change or be eliminated because of driverless technology.

We also asked the DOT to consider whether workers' wages will be hurt if their roles as operators evolve with the technology, as some evidence shows

that the jobs of the future could pay less than current bus industry wages. Our comments also urged the DOT to study the type of training that workers will need in order to safely interact with advanced technologies.

The DOT is now reviewing all the comments it received, and you can read ours at www.twu.org.

Improvements Made to Opioid Bill

In the last issue of the *Express*, we discussed a bill written by Senate Republicans that expanded drug and alcohol testing for transportation workers. The TWU and union allies had concerns with the bill, but by working together, labor secured improvements to the bill, which became law in late October.

These improvements included:

- Making sure that only the scientific experts at the Department of Health and Human Services (HHS) – not the politicians in Congress – can decide whether testing workers for fentanyl is necessary and can be done with reliable validity;
- Preventing information that might identify individual workers from being included in drug and alcohol testing data that DOT releases publicly, thereby protecting workers' privacy; and
- Helping prevent the industry from pressuring HHS to test workers for drugs by testing samples of their hair. The TWU opposes testing hair samples for drug use because it's a controversial method that's shown to be unreliable and discriminatory.



LOOKING AHEAD

The current 115th session of Congress will end in December, and the newly-elected members of the 116th Congress will take their seats next year. But before the current session ends and Congress leaves town, there are a few remaining items that need to be completed.

These include passing a bill to fund transportation programs. Congress passed a bill to fund transit, highway, Amtrak, rail, and aviation programs through December 2018. Congress must pass a funding measure before that bill expires, or the programs stop functioning and the government will shut down. This funding bill could be one of the last major items this session of Congress votes on.





Rallying Against American Airlines' 'UnAmerican' Outsourcing

The contract fight between American Airlines and the TWU continues.

On Tuesday, Oct. 23, nearly a thousand TWU members, Machinist Union (IAM) members and allies rallied together at Dallas Fort Worth Airport. They were calling on American Airlines to save jobs and protect livelihoods, as well as fighting the airline's outsourcing of maintenance, subcontracting of ramp work, attacks on working people and risks to passenger safety system-wide.

The TWU International created a flyer highlighting the "unAmerican" tactics American Airlines is deploying, encouraging members to call CEO Doug Parker and President Robert Isom to tell them to "Keep American Airlines American."

"American Airlines needs to stop playing with people's lives and livelihoods in gluttonous pursuit of profit," said President Samuelsen. "We refuse to allow air travelers to

be endangered and will fight on to keep these good-paying, American jobs in the USA, rather than shipped overseas. The TWU will not cave into the company's demands."

Mediation Begins

The TWU-IAM Association met with American Airlines on Oct. 30 in Dallas, TX, for mediated negotiations under the supervision of the National Mediation Board. The purpose of this first mediated session was to bring the federal mediators up to speed on the status of negotiations.

Areas covered were compensation, healthcare, retirement, work protections (scope) and the remaining open language issues. The Association clearly restated their demands that their work is protected in any final agreement. They also reiterated their positions on the other economic issues. The meeting was cordial and produced



final tentative agreements on MLS and Fleet holidays as well as M&R Qualifications.

The Association held firm that the number of negotiating sessions was inadequate and more frequent meetings are needed. American Airlines did not object and mediators set a new schedule. Sessions were held by conference call, Nov. 15 and Dec. 14. Face to face meetings are slated for Jan. 15-17, Jan. 29-31, Feb. 6-8 and Feb. 12-14.

New JetBlue Organizing: Mechanics and PSAs

Shop steward training for JetBlue InFlight Crewmembers (IFC) took place in New York City in early November. Members discussed what their future local will look like – and are already engaged in efforts to organize other parts of JetBlue Airways.

One of those endeavors is yet another organizing drive the TWU kicked off this fall: JetBlue Passenger Service Agents and Mechanics at John F. Kennedy Airport. If successful, it has the potential of adding thousands more to the TWU family.

The JetBlue IFC negotiating team kicked off negotiations for their inaugural contract this fall, meeting in New York City.



AA Equity Update

TWU International Vice President Gary Peterson sent the below summary with respect to the TWU Reserve/Equity fund distribution to Locals 501-591: \$35,900,000 was mailed out to eligible members on Nov. 7. This distribution will follow the same methodology that was used previously, which was established by the Equity Committee.

- No different than before, the company must provide the necessary tax information to Computershare since TWU does not employ our members and TWU does not have the necessary individual tax payer information for each member for this type of distribution.
- The distribution of the funds from Computershare will be made by check and mailed to each eligible employee's last known address on file with the Company. Eligible participants should ensure that Computershare has their current mailing address.
- Also, the same as last time, a legal determination, in accordance with IRS rules and regulations, has been requested with respect to the withholding of income taxes on the equity distributions to be made in accordance with the following formula:
 - For active employees and those on leave of absence, or those who have since left the company via retirement, termination or otherwise and are still alive, American Airlines will issue a W2 and withhold applicable taxes;
 - For employees, deceased after 1/1/2018, American Airlines will issue a W2 with and will withhold applicable taxes; and
 - For employees deceased prior to 1/1/2018, Computershare will issue a 1099 form and no taxes will be withheld.

This equity distribution is not a bonus, nor does this money repay us for the sacrifices we have been forced to endure through bankruptcy or the airline's merger, in order for American to become the world's largest airline.

CONTRACT UPDATES

Sun Country Dispatchers File for Contract Mediation

On Sept. 14, TWU Dispatchers employed by Sun Country Airlines filed for contract mediation with the air carrier over wages.

Sun Country's wage offer was embarrassingly lower, by a large margin, than other carriers they compete against in the marketplace, like Allegiant, Frontier and Spirit Airlines.

The TWU believes any federal mediator will quickly find that Sun Country's wage proposal is grossly below the market for a Dispatcher required to perform the duties at the carrier. The TWU expects the mediator will push Sun Country into putting a fair and competitive wage rate proposal on the table.

Air Wisconsin Dispatchers Ratify Contract in Landslide Vote: 24-1

On Oct. 29, Air Wisconsin Dispatchers represented by the Transport Workers Union (TWU) ratified a two-year contract with the carrier in a landslide vote: 24 voted "yes," one voted "no," and two did not vote.

"This contract was a long time in the making, but I think the votes speak for themselves. We are happy our members at Air Wisconsin were able to ratify an agreement that meets their needs," said TWU International Air Division Director Mike Mayes.

Fighting 'Robber Baron' Amtrak President Richard Anderson 'Tooth and Nail'

The Amtrak Service Workers Council (ASWC) brought its fight to restore careers and service to New York City on Tuesday, Oct. 9. More than 100 Amtrak workers, union leaders and allies took to the steps of the Farley Post Office, adjacent to Penn Station, vowing to fight Amtrak President Richard Anderson's plans for massive layoffs and service cuts.

"We are going to fight him tooth and nail," said TWU International President John Samuelsen. "We will have an ugly fight to meet the same ugliness he is bringing to Amtrak passengers."

TWU Railroad Division Director John Feltz agreed, "As Anderson slices and dices Amtrak, he is not only ruining quality of service for passengers, he is turning middle class jobs into junk. Anderson thinks he can run Amtrak like an airline, nickel and diming customers," he said, "This is a national railway and we won't sit idly by while this robber baron CEO takes away our jobs and diminishes service."

Unions that comprise the ASWC – the TWU, UNITE HERE and the Transportation Communications Union, (TCU/IAM) – were joined by members of the Brotherhood of Maintenance of Way-IBT, 32BJ-SEIU and the New Jersey Retirees

Education Association. TWU International Secretary-Treasurer Jerome Lafragola, TWU International Administrative Vice President and Transit Division Director Curtis Tate and members of TWU Local 100 were also in attendance.

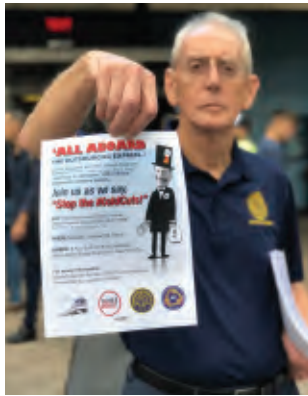
With TWU International officers and staff at the helm, the lively press conference picked up plenty of headlines, including in the *New York Daily News*, *New York Post*, *AM New York*, and the *China Press* (translated). Coverage ran twice on NBC4 New York, as well as on WCBS 880 Radio.

'Hell-Bent on Destroying the System'

All speakers charged Anderson with purposely putting our national rail system into a death spiral. Eliminating dining car service means riders who pay hundreds of dollars - and higher - for tickets get served cold, pre-packaged meals, instead of hot, freshly-prepared food served on real tableware.

"I've worked under a number of CEOs, and until Anderson arrived on the scene, I've never saw anyone so hell-bent on destroying the system," said Local 1460 President Amy Griffin. "It's not right for workers and not right for passengers. If he thinks we are going to let him get away with that – he's got another thing coming."

Samuelsen called what Anderson is doing "part of an ugly national trend: disinvestment in our transit systems. He is treating the Amtrak system like a fast-food restaurant. It's not a fast-food restaurant; it's our national railway system."



RAIL UPDATES

Wilson Johnson, a member of Local 1460, has worked for Amtrak for 19 years. He started out as a cleaner and is now a Lead Service Agent. “I love what I do. This isn’t something I do occasionally, I do it every single day - and Amtrak has been good to me, until now,” he explained. “When I came here they said I was family, but Mr. Anderson, you don’t put family on the street. We love what we do, and Mr. Anderson can’t take that from us.”

Donald Boyd, Secretary-Treasurer of UNITE HERE Local 43 and ASWC Chair noted the “display of solidarity. This is what you will get when you try to outsource. We will not stand around and let Amtrak take these jobs away from us. This is not the way we travel. This is not the Jimmy John express with panoramic views. These brothers and sisters on the railroad work very hard to keep it going. We will fight until the end. United we stand.”

Jack Dinsdale, National Vice President of the Transportation Communications Union / International Association of Machinists (TCU/IAM), called Anderson’s tactics an “attack on workers and long-distance trains...It’s not about funding a national passenger railroad system, it’s about cutting employees, cutting long distance trains and putting people back in their cars. Amtrak is a customer service company, and that company is the employees. The employees who offer passenger service, passenger satisfaction and hot cooked meals. It’s time to recognize the hard workers at Amtrak for what they are and support them.”

Dean Devita, Secretary-Treasurer, Director of Commuter/ Passenger Railroads, National Conference of Firemen and Oilers, 32BJ-SEIU pledged his support. “When a business starts treating customers poorly, to me, they don’t want to be in business anymore. Are they trying to eliminate Amtrak? Today we stand with service workers, with Amtrak customers and when we fight, we will win.”

Jed Dodd, Vice President of the Brotherhood of Maintenance of Way Employees-IBT, concurred. “We will stand with you doing anything necessary to protect these jobs. Right now, we have time for



talking. But when the time for talking is done and it’s time to stop the railroad, we won’t be in front of you, we won’t be behind you, we will be beside you,” he said. “We won’t go back until the job is done with results to the satisfaction of the workers and Amtrak customers.”

Avid Amtrak rider Jeffrey Jones contacted the TWU International when he saw flyers publicizing the press conference. Riding the rails since he was two, Jones charged that Anderson is making the railroad more and more unappealing. “Anderson should focus on expanding service, not cutting,” he said. “Nobody wants to eat a cold, boxed lunch. He is ruining the unique experience that comes with riding a long-distance train. What Anderson is doing is totally ludicrous. Expand Amtrak lines and service – if you build it, we will come.”

Next Steps

The ASWC plans to bring its fight to other affected cities – next stops include Boston and Chicago. To stay updated, follow the ASWC on Facebook, @AmtrakServiceWorkersCouncil and on Twitter @Amtrak Council.



The Railroad Division held their Regional Meeting and Training from Oct. 15-18 in Pittsburgh/Cranbury, PA. Locals 2009, 2016, 2019 and 2035 attended, along with Railroad Division Director John Feltz, Railroad Division Representative Brian DeLucia and TWU International staff.

TWU Puts the Brakes on Toxic School Buses

Since the Richmond County Board of Education in Augusta, GA started utilizing the Mike Padgett Highway (MPH) Depot in 2011 for its school buses, things have been a living nightmare for the TWU Local 239 members who work there as bus operators, monitors and mechanics. In response, Local 239 and the TWU International have launched a strategic, fightback campaign against what members are calling a toxic worksite and dangerously defective school buses.

Toxic Worksite

Members believe the depot site is contaminated by toxic or hazardous waste left behind by the previous occupants: companies that refurbished and remanufactured military vehicles. Activities performed at the site included disassembly, sandblasting, replacement of parts, reassembly and painting of vehicles.

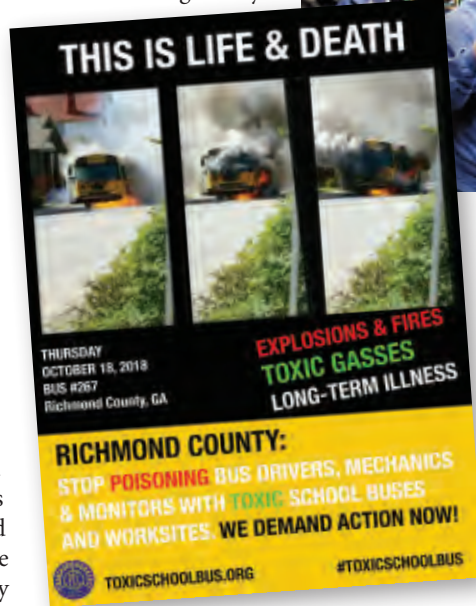
Regulatory review of the site established that vehicle parts, tires, polyethylene sheeting and household debris had been buried at the site. Reviews also showed that, in 1991, gas, diesel and used oil leaks from underground storage tanks were reported and subsequently removed from the site.

An environmental analysis of the site's soil, sand, groundwater, solid waste and air vapor was conducted over ten years ago and remediation was undertaken, including the installation of a methane collection and venting system to allow for venting of the gas created by the material buried at the site – a venting that takes place in the presence of workers, their personal vehicles and the parked buses.

Once the site was granted full protection under the Brownfield Act and deemed ready for occupancy, the Board of Education proceeded with development of the depot. Previous efforts by these workers to launch an OSHA investigation of the site have been unsuccessful, as the agency does not have regulatory authority over the depot property.

Since the new depot opened, bus operators, matrons and mechanics have been regularly reporting symptoms of illness, including nausea, headaches and vertigo, that appear when at the depot location and disappear when away from the depot. Many have missed work and require treatment by physicians for severe symptoms and illness.

Workers are deeply concerned about a possible link between their health issues and their work site. In addition, they believe there may be a connection between their health problems and the well documented contamination of the Hyde Park community, which was ravaged by industrial waste for decades and is located just down the road from the school bus depot.



Burning Bus

In addition to these dire health concerns, TWU members report serious issues related to school bus maintenance and safety. On Oct. 18, Richmond County School Bus #267 caught fire and exploded – while the driver and students were on board. Due to the quick thinking and fast acting bus operator, everyone was evacuated and no one was hurt – this time. This was the second of two recent Richmond County school bus fires.

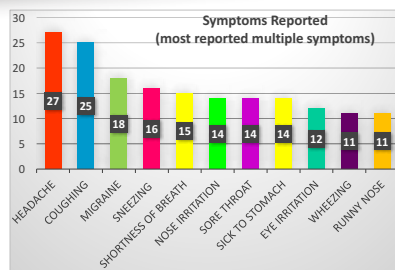
Health Survey

The TWU International retained a top Industrial Hygienist to assist Local 239 and local members were trained to conduct an extensive health survey with fellow drivers, matrons and mechanics. The purpose of the survey is to systematically gather information from current workers at the MPH Bus Depot about their health concerns, symptoms and experiences.

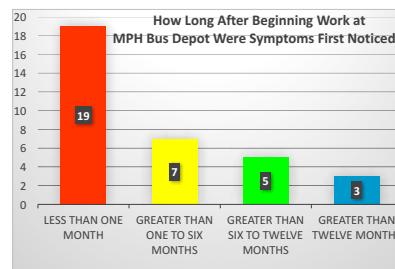
The target audience for the survey was current Richmond County Board of Education workers working at the MPH Bus Depot. The sample was

a non-random, convenience sampling of these workers. Fifty-two current workers at the MPH Bus Depot, mostly bus drivers, participated in voluntary interviews in October 2018. The surveys were not conducted on work time. Key survey findings include:

- 94% of the workers surveyed reported odors at the depot.



Source: TWU Local 239 Survey, October 15-20, 2018



Source: TWU Local 239 Survey, October 15-20, 2018

Several noted that the odors are worse after it rains or on foggy days.

- 72% of the workers surveyed reported having health symptoms they believe are related to the depot. Most workers reported multiple symptoms that cleared over the weekend or after several days away.
- 50% of the workers with symptoms reported missing work as a result and 53% reported seeking medical evaluation and care.
- 50% of the workers surveyed reported knowing co-workers with health symptoms or concerns related to the depot. 17% reported knowing co-workers who had been transferred because of health symptoms and concerns.
- 22% of workers surveyed reported knowing children riding the bus who mention smells, health symptoms or concerns.

Read full results of the survey at the TWU fightback campaign website www.toxicschoolbus.org.

Bringing it to the Board

On Nov. 13, TWU members, parents and allies filled the Richmond County Board of Education meeting room, demanding action on both the exploding bus fires and toxic worksite issues.

Members and supporters stood shoulder to shoulder, holding posters declaring, “My Job is Making Me Sick” and “No Toxic School Buses.”

“We’re taking a stand now and we’re letting them know. We aren’t attacking anybody. We are just trying to sit down, talk about the issues and just get some resolution for the safety of everybody,” Local 239 Vice President Yolanda Brown told *WRDW.com*.

Superintendent of schools Dr. Angela Pringle gave a



Local 239 Vice President Yolanda Brown testifies

20-minute presentation on how bus driver salaries were increasing and general measures the school board was taking to ensure safety, while in the same breath implying that the bus fires could have resulted from arson and they are “looking into it.” This statement received groans from the crowd, as it was a clear slap in the face to cast any suspicion on the brave driver who saved lives that day.

Conversely, union members and parents were given just three minutes to speak on all of these issues. “We want to talk to you, communicate with you, have you come and look at the property, and understand what’s really going on down there with our buses,” Brown testified.

Several news outlets covered the TWU’s demonstration, including the *Augusta Chronicle*, *WFXG* and *WRDW*.

Burgers, Burgers & Brats Cookout

The TWU International hosted a cookout on Saturday, Nov. 17 for transportation workers in Richmond and Columbia Counties, including members of TWU Local 239 and Local 279, some of the currently smaller sized locals of the TWU.

Members and their kids enjoyed hot dogs, hamburgers and smoked turkey in Diamond Lakes Regional Park outside of Augusta, GA. All current and 11 newly-signed TWU members enjoyed the beautiful weather, games and face painting for kids, and were each given a Thanksgiving Day turkey from the TWU. An exciting raffle included mini-iPads and two TV giveaways.

“Joining a union guarantees dignity and respect for all,” said International Administrative Vice President and Transit Division Director Curtis Tate. “Our goal is to give as many workers as possible a seat at the bargaining table.”



MEMBERS IN ACTION



Local 291 Training

Stewards from Local 291 TWU received training from International Rep Gary Schultz in Miami on Sept. 30.



Members of Local 291's Executive Board received training from International Rep Gary Schultz in Miami on Sept. 30.



TWU members supported the Association of Professional Flight Attendants picket at San Francisco International Airport on Nov. 18.



Local 223

Members of the Local 223 Executive Board received training in Omaha, NE.

MEMBERS IN ACTION



The TWU International and the TWU NY/NJ State Conference leadership supports long time transit and labor supporter, New Jersey City Mayor Steven Fulop. Pictured from left: TWU International Special Projects Coordinator Angelo Cucuzza, TWU Local 229 President Steve Hamm, Mayor Fulop, TWU Local 1400 Vice President Patrick Reynolds and TWU Local 2001 Vice President Patrick Flannery at a Dec. 4 labor breakfast.

STAY ON TOP OF OUR ORGANIZING EFFORTS! FOLLOW US ON:

 @transportworker  @transportworker
 /transportworkersunion  transportworker



Pride at Work Triennial

The TWU took part in the Pride at Work Triennial Convention, held in Phoenix, Aug. 23-25.

Pictured are: Thom McDaniel, Michael Broadhead, Carolee Burnette, Jim Volpe, Eric Hironymous, Dawn Schumann, Eric McCulley, Amy Davis Cruz, Jimmy Joe Morales-Acosta and Heather Kelly-Gray.

Photo courtesy of daveynin/Flickr/Creative Commons



The TWU and the Tower of Voices

On Sept. 9, the final piece of the Flight 93 Memorial in Shanksville, PA was unveiled.

The TWU, the Coalition of Flight Attendants and our much loved and missed colleague and friend Gwen York worked for years to help make this Tower of Voices sculpture a reality.

"The Tower of Voices contains aluminum wind chimes for each of the plane's 40 passengers — each with its own distinct sound — and is the final component of the Flight 93 National Memorial at the crash site, two miles north of Shanksville in Somerset County," wrote *Time* magazine on Sept. 10 in an article on the sculpture.

In 2013, the TWU International created a video highlighting the work the union put into this, featuring our departed friend, Gwen York. The video can be viewed at vimeo.com/81886715.

Some of our most important work in life is honoring the work and lives of others. Never Forget.

The TWU is Expanding to New Heights: 82% of Spirit Air CSAs Voted 'Yes'

On Sept. 4, Spirit Airlines Customer Service Agents voted overwhelmingly to form a union under the banner of the TWU – 82 percent said “Yes.”

“This is the ultimate act of democracy in the workplace,” said President Samuelson. “They are on the path to take control of their future, and the future of their coworkers. Welcome to the TWU!”

Representatives from Spirit Air did not appear for the vote count at the National Mediation Board in Washington, DC, but three TWU members did: Marcos Perez, Mariluz Ramos and Stephanie Foley.

Perez said he felt “relieved” after the vote count. “I feel like I have some sort of protection and voice now. Before this, it was like going in one ear and out the other.”

Foley agreed. “We take a lot of abuse. A lot of the policies and procedures are made up along the way,” she said of Spirit Air. “They don’t care about us and they showed us today by not coming to the National Mediation Board.”

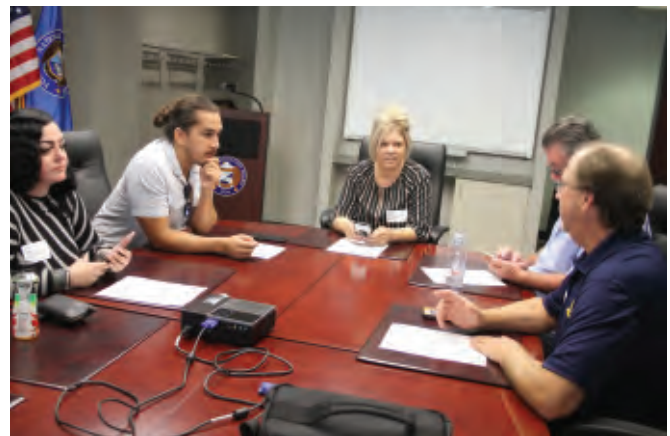
“We are going to have a voice at the table and that’s big,” Ramos said. “Before it was one-way decision making and now we are not going to be silenced anymore.”

Perez, Foley and Ramos praised TWU International Director of Organizing Steve Roberts and Assistant Organizing Director Sean Doyle for their hard work and dedication leading the campaign drive.

“The reason why we had 82 percent of the vote is the good representation,” Perez said.

The organizing drive was also endorsed by the Association of Flight Attendants-CWA, AFL-CIO.

Negotiations for the inaugural contract were taking place in Fort Lauderdale, FL, as this issue went to press.



Clockwise: Stephanie Foley, Marcos Perez, Mariluz Ramos, Organizing Director Steve Roberts and Assistant Organizing Director Sean Doyle catch their breath after the vote count.

CAMPAIGN UPDATES

Gaining Ground in Lee County, FL

In June, the TWU International kicked off an organizing drive for public workers in Lee County, FL, who are employed by Lee County Transit, Public Works, Fleet Management and Parks & Recreation. We are currently in the card signing process, with a potential of representing 1,000 new members.

Workers represent the following classifications:

Bus Driver, Bookmobile Driver, Bridge Repair Tech, Bridge Tender, Compost Operations Technician, Construction & Demolition Ops. Technician, Coordinator Solid Waste, Coordinator Transit, Driver Solid Waste, Electronics Technician, Equipment Operator Sr., Fleet Mechanic, Fleet Service Worker, Heavy Equipment, Operator, Lead Operator, Landfill Ops Tech, Maintenance Worker Sr., Meter Reader, Operator A, B,

C, Operator Trainee, Paratransit Bus Operator, Parking Attendant, Parks & Rec Maintenance Specialist Sr., Parks & Rec Worker, Pro/Am Sports Ground Crew, Scale House Attendant, Senior Supply Specialist, Sign Fabricator, Team Toll Leader, Technician I, II & Senior, Toll Collector, Trades Workers II, III, IV, Traffic Marking Tech, Traffic Sign Tech, Tram Attendant, Transfer Station Ops. Tech, and Utilities Plant Electrical Tech.

For updates, visit www.twu.org/lee-county/.

Envoy Air

The TWU International is also in the process of seeking representation for six more Envoy Air Fleet Service Stations, which include 800 potential new members.

DIVISION UPDATES



TWU Local 2003 member ReJeana Costolow (center in orange) with her GOTV canvassing group in Indiana getting started for the day, including phone bankers from the NALC and SMART Union.

After Mediation, Local 2054 Ratifies Contract: 98% Voted 'Yes'

After mediation, Local 2054 members voted 63-1 to ratify a new, six-year contract on Nov. 8.

"After years of not reaching a contract that members deserve, mediation was invoked. With the assistance of the National Mediation Board, we were able to create a package that our members can be proud of," said Rail Division Director John Feltz.

The contract is effective immediately and ends on June 30, 2022. It includes:

- A 16.5 percent compounded wage increase, or

2.7 percent average annual wage increase

- Full retroactive pay, paid within 60 days
- Probation increased to 120 working days
- Martin Luther King Jr. Day added as a paid holiday, effective 2019
- Full "MeToo" Letter of Understanding

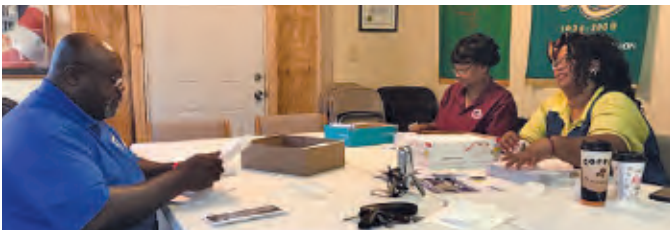
"Congratulations to International Rep Brian DeLucia, Local President Thomas Murray and his board for all the hard work on this contract," Feltz said.

RAIL DIVISION TRAINING

The Rail Division held a training/President's Conference at TWU International headquarters on Nov. 14-15.



Members of the Rail Division with President Samuelson



TWU Local 239 members from left: Greg Johnson, Lisa Johnson and Local VP Yolanda Brown spent a couple of hours between shifts doing work to GOTV.



Norfolk, VA Port Truckers Meeting

The TWU held an enthusiastic meeting in Norfolk, VA on Oct. 27 with port truckers who are organizing to improve conditions for an estimated 4,000 short-haul port truckers

The TWU Campaigns Dept. is helping build a collective force for change, developing demands for changes in the operators' contracts, improving the functioning of the port to eliminate wait times and developing a joint labor management health care fund. Motor carriers skim profits off the hard work of truckers and pay the workers from the leftover crumbs.

For more information and for updates, visit the Facebook page @ForTruckersByTruckers.



Veteran's Committee Conference

The Veteran's Committee Conference was held Nov. 15-16 in Augusta, GA, hosted by the Georgia State Conference.

Members and leaders of the Transit Division attended a portion of the meeting, including Transit Division Director Curtis Tate, Transit Division Rep. Theotis James, International Representatives Carl Martin and Terry Daniels, New York State Conference Chair and International Special Project Coordinator Angelo Cucuzza, and Shavon Gibson.



**Local 556 is holding a
USO Food Drive on behalf
of the TWU Local 556
Veteran's Committee.**

Local 252 Annual Veteran Fundraiser: Dancing Through the Decades

On Nov. 3, TWU Local 252 held their annual Veteran Fundraiser for the benefit of United Veteran's Beacon House of Bayshore. Each year, the local honors their veterans and raises money for a veteran foundation. This year's theme was *Dancing Through the Decades*. Over 200 people, including 36 veterans danced the night away to DJ Roy Friedenberger and were also entertained by Illusionist Robin Channing and Janet Russell, a medium.



Congressman Lee Zeldin (NY-R-1), an active Army reservist, was in attendance to personally thank our member veterans. Friedenberger, Channing and Russell all donated their time, as well. The night of gaming, tricky-tray auction, raffles and 50/50 raised \$11,000.

"It is a privilege to hold this event yearly to honor our veterans and raise money for a good cause," said Local 252 President Debra Hagan.



COMMITTEE UPDATES



Committee Chair Peter Meyer Awarded

Veteran's Committee Chair Peter Meyer received the 2018 John R. Radin Sr. Americanism Award from the American Legion Post 972. He's pictured with Local 501 Veteran Committee Rep member Brian Galarza at the New York City Veterans Day Parade.

The Future Leaders Organizing Conference took place Dec. 4-5 in Dallas, as this issue went to press.

The Working Women's Committee Conference took place Dec. 13-14 in New York City, as this issue went to press.

Check twu.org/for-our-members/committees/ for updates.

[@transportworker](https://twitter.com/transportworker) [@transportworker](https://www.instagram.com/transportworker)
[f/transportworkersunion](https://www.facebook.com/transportworkersunion) [transportworker](https://www.youtube.com/transportworker)

Local 512 Veteran's Committee Updates

Local 512 Veteran's Committee updates were provided by Local 512 Veterans Coordinator George Volkl.

- On Aug. 23, the committee assisted planeside honors for Army casualty SPC John Kenealy.
- On Aug. 31, assisted planeside honors for Army casualty SPC Dustin Dunkin.
- On Sept. 5, assisted with the Gary Sinise Foundation's Soaring Valor project.
- On Sept. 29 assisted with the AA 737 display at Rockford Airport for BSA Air Camp. Over 5,000 scouts and families from the central U.S. participated.
- On Oct. 12, set up a traveling art exhibit at O'Hare Airport displaying original artwork and background stories of veteran military from the civil war to Afghanistan.
- On Oct. 12, attended the 11th annual Toys for Tots dinner sponsored by the Northwest Suburban Marine Corps League. The committee donated \$200 in new toys for the drive.
- On Oct. 19, planeside honors for Army casualty PFC Roman Centeno.
- Hosted five more WWII veterans for another Soaring Valor trip to the D-Day museum in New Orleans.
- On Nov. 9, set up military service photo display of current American Airlines employees in honor of Veterans Day
- Secured up to \$10,000 in funding from AMVETS for the USO to replace their floor in Terminal 3 at O'Hare Airport. This project is planned for after the holiday season rush.
- Tracking three pieces of veteran-related legislation for future lobbying.



Gary Sinise with veterans as part of his Soaring Valor project.



Veterans take part in a Soaring Valor trip to the D-Day Museum.

INDEPENDENT AUDITORS' 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 accompanying statement of Calculation of Chargeable Expenses (modified cash basis) of Transport Workers Union of America (a nonprofit organization) for the year ended August 31, 2018, and the related notes to the statement.

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

Management is responsible for the preparation and fair presentation of the statement 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 statement 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 statement 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 statement 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 statement 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 statement 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 statement 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 statement 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 statement referred to above presents fairly, in all material respects, the expenses of Transport Workers Union of America for the year ended August 31, 2018 on the basis of accounting described in Note 1b, and the allocated expenses between chargeable and non-chargeable in conformity with the Transport Workers Union of America Agency Fee Policy, described in Notes 2 through 5.

Basis of Accounting

We draw attention to Note 1b, which describes the basis of accounting. The statement of Calculation of Chargeable Expenses was prepared by Transport Workers Union of America (a nonprofit organization) utilizing the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America.

Other Matter

Our audit was conducted for the purpose of forming an opinion on the statement of Calculation of Chargeable Expenses (modified cash basis) of the Transport Workers Union of America. The supplementary information; statement of main office expenses, statement of servicing, negotiations and grievance expenses and statement of salaries and related expenses on pages 8, 9 and 10 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 statement 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 statement 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.

Intended Use of Report of Independent Auditors

This report is intended solely for the information and use of the Transport Workers Union of America and its agency fee payers and is not intended to be and should not be used by anyone other than these specified parties.

TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY STATEMENT OF CALCULATION OF CHARGEABLE EXPENSES (MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2018

	TOTAL	CHARGEABLE	NON-CHARGEABLE
Main office expenses	\$3,202,085	\$2,902,669	\$299,416
Servicing, negotiations and grievance expenses	2,848,495	2,848,495	-
Political expenses	1,605,692	-	1,605,692
Organizing expenses	1,349,991	-	1,349,991
TWU Expense: Non-political information	66,777	66,777	-
Political information	15,138	-	15,138
Donations, tickets and advertisement	237,440	-	237,440
Salaries and related expenses	11,049,120	9,318,426	1,730,694
Social events, non-political	52,775	52,775	-
Quill scholarship	124,600	-	124,600
Insurance	162,637	162,637	-
Convention	1,750,222	1,750,222	-
Investment expenses	179,865	179,865	-
Totals	\$22,644,837	\$17,281,866	\$ 5,362,971
Percentage to total	100.00	76.32	23.68

See independent auditors' report and notes to statement of calculation of chargeable expenses.

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

NOTES TO STATEMENT OF CALCULATION OF CHARGEABLE
EXPENSES (MODIFIED CASH BASIS)
AUGUST 31, 2018

Note 1 - Summary of Significant Accounting Policies

a. Basis of Presentation - The accompanying statements were prepared for the purpose of determining the fair share cost of expenses incurred by the Transport Workers Union of America (the Union) for employees represented by, but not members of, the Union and its affiliated local unions. The accompanying statements are not intended to be a complete presentation of the Union's financial position or changes in its net assets in accordance with generally accepted accounting principles.

b. Principles of Accounting - The Union prepares its financial statements on the modified cash basis but includes depreciation of capitalized assets, and liabilities for payroll withholdings. Under this basis, revenues are recognized when received rather than when earned, and expenses are generally recognized when paid rather than when incurred.

c. Income Taxes - The Union is exempt from Federal income taxes under Section 501(c)(5) of the Internal Revenue Code.

d. Retirement Plan - The Union contributes to a non-contributory defined benefit pension plan for the benefit of eligible employees not covered by other union plans.

e. Depreciation - Property and equipment is stated at cost and is depreciated under the straight-line method over the estimated useful lives of the assets.

f. Use of Estimates - The preparation of financial statements in conformity with generally accepted accounting principles and the modified cash basis requires management to make estimates and assumptions that affect the reported expenses during the reporting period and the allocation of expenses between chargeable and non-chargeable. Actual results could differ from those estimates.

Note 2 - Agency Fee Policy

Any Transport Workers Union of America represented nonmember employee, whether publicly or privately employed who is subject to a union security clause conditioning continued employment on the payment of dues or fees, has the right to become an objector to expenses not related to collective bargaining, contract administration, grievance adjustment or other chargeable expenses. A current Transport Workers Union of America member who chooses to become an objector, must assume nonmember status prior to filing an objection. An objector's fees shall be calculated in accordance with Agency Fee Policy.

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

NOTES TO STATEMENT OF CALCULATION OF CHARGEABLE
EXPENSES (MODIFIED CASH BASIS)
AUGUST 31, 2018

Note 3 - Agency Fee Policy chargeable expenses

The following categories of expenses are chargeable to objectors to the extent permitted by law.

- a. All expenses concerning the negotiation of agreements, practices and working conditions.
- b. All expenses concerning the administration of agreements,

practices and working conditions, including grievance handling, all activities related to arbitration, and discussions with employees in the bargaining unit or employer representatives regarding working conditions, benefits and contract rights.

c. Convention expenses and other normal Union internal governance and management expenses.

d. Social activities and Union business meeting expenses.

e. Publication expenses to the extent coverage is related to chargeable activities.

f. Expenses of litigation before the courts and administrative agencies related to contract administration, collective bargaining rights or other chargeable activities.

g. Expenses for legislative, executive branch and administrative agency activities on legislative or regulator matters related to the negotiation or administration of contracts and working conditions.

h. All expenses for the 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. Other costs of activities related to group cohesion and economic action of or by TWU represented employees, e.g., demonstrations, general strike activity, informational picketing, etc.

j. Overhead and administrative expenses related to or reflective of TWU or TWU Local Union chargeable activities.

**TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY
NOTES TO STATEMENT OF CALCULATION OF CHARGEABLE
EXPENSES (MODIFIED CASH BASIS)
AUGUST 31, 2018**

Note 4 - Agency Fee Policy non-chargeable expenses

Expenditures in the following categories arguably are non-chargeable to nonmember objectors to the extent permitted by the law.

- 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 Note 3, line 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.

Note 5 - Union Locals — Agency Fee Policy

Effective with an amendment to the "Agency Fee Policy" adopted by the International Executive Committee on September 19, 1996, any Union Local 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 the Agency Fee Policy of the Transport Workers Union of America and shall be deemed to have spent the same percentage of its expenses on chargeable activities as the International.

Note 6 - Subsequent Events Review

Subsequent events have been evaluated through December 3, 2018, which is the date the statement was available to be issued. This review and evaluation revealed no new material event or transaction which would require an additional adjustment to or disclosure in the accompanying statements.

TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY
SUPPLEMENTARY STATEMENT OF MAIN OFFICE EXPENSES (MODIFIED CASH BASIS)
YEAR ENDED AUGUST 31, 2018

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
Rent and related expenses	\$1,190,274	\$1,066,391	\$123,883
Stationary and printing	67,355	61,805	5,550
Outside consultants	666,371	612,807	53,564
Telephone	199,682	177,084	22,598
Postage	87,848	79,607	8,241
Data processing expense	160,929	153,721	7,208
Equipment rental and maintenance	124,510	113,151	11,359
Subscriptions	86,676	67,250	19,426
Accounting	134,981	119,649	15,332
Depreciation	82,518	71,843	10,675
Sundry expenses	400,941	379,361	21,580
Totals	\$ 3,202,085	\$ 2,902,669	\$ 299,416

See independent auditors' report and notes to statement of calculation of chargeable expenses.

TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY
SUPPLEMENTARY STATEMENT OF SERVICING, NEGOTIATIONS AND GRIEVANCE EXPENSES
(MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2018

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
Negotiation expenses	\$ 1,012,684	\$ 1,012,684	\$ -
Legal fees	385,808	385,808	-
Transportation and facility costs	1,237,431	1,237,431	-
Reimbursement of Locals negotiating expenses	212,572	212,572	-
Totals	\$ 2,848,495	\$ 2,848,495	\$ -

See independent auditors' report and notes to statement of calculation of chargeable expenses.

TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY
SUPPLEMENTARY STATEMENT OF SALARIES AND RELATED EXPENSES (MODIFIED CASH BASIS)
YEAR ENDED AUGUST 31, 2018

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
Salaries	\$ 6,320,645	\$ 5,330,394	\$ 990,251
Pension and welfare expenses	3,839,927	3,197,371	642,556
Payroll taxes	495,386	425,982	69,404
Auto expenses	365,601	341,436	24,165
Insurance, workers compensation	27,561	23,243	4,318
Totals	\$ 11,049,120	\$ 9,318,426	\$ 1,730,694

See independent auditors' report and notes to statement of calculation of chargeable expenses.

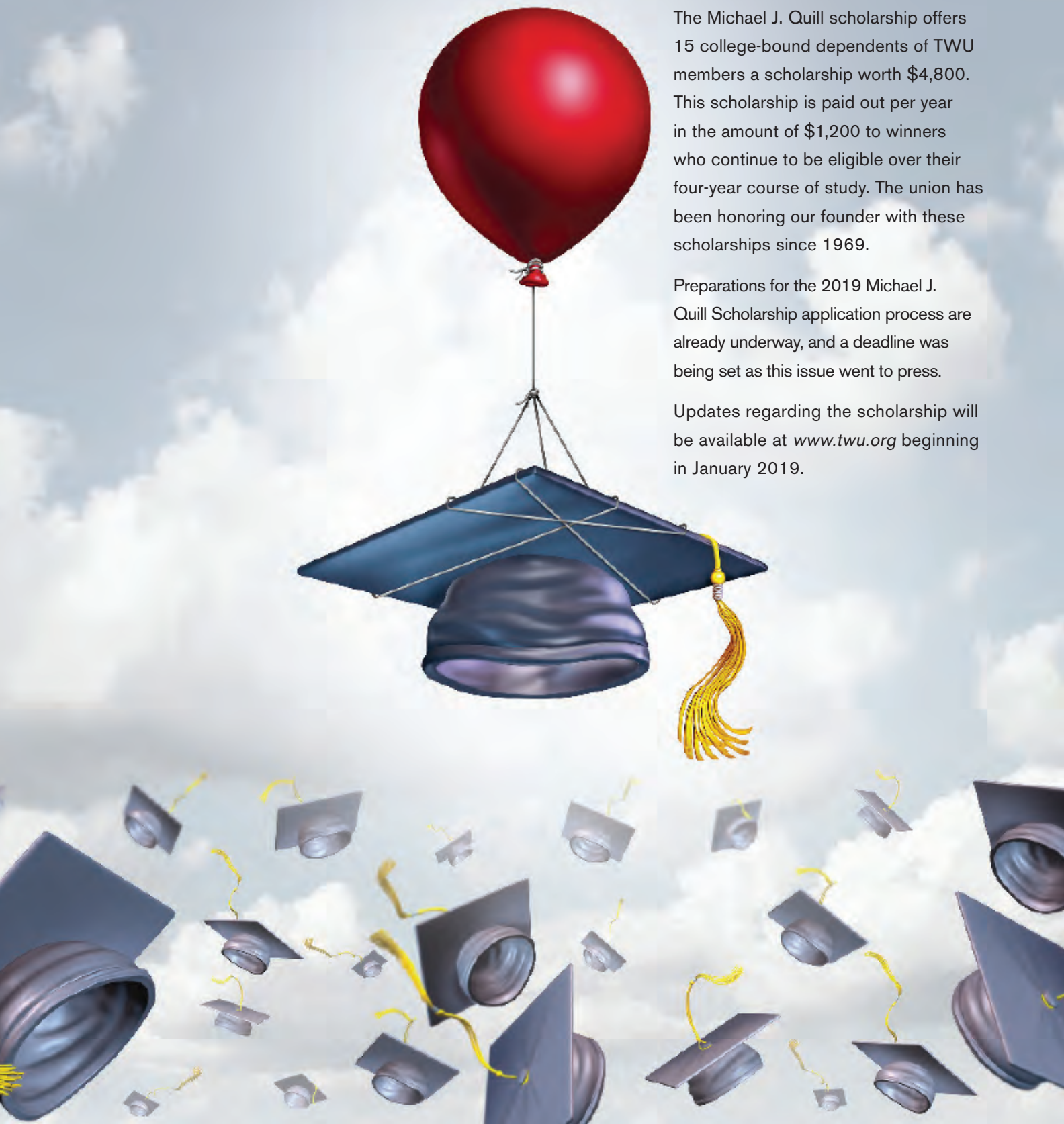
COMING SOON

The 2019 Michael J. Quill Scholarship Applications

The Michael J. Quill scholarship offers 15 college-bound dependents of TWU members a scholarship worth \$4,800. This scholarship is paid out per year in the amount of \$1,200 to winners who continue to be eligible over their four-year course of study. The union has been honoring our founder with these scholarships since 1969.

Preparations for the 2019 Michael J. Quill Scholarship application process are already underway, and a deadline was being set as this issue went to press.

Updates regarding the scholarship will be available at www.twu.org beginning in January 2019.



**THE TRANSPORT WORKERS
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