



## Biden Administration's Commitments:

- ✓ Ensure all frontline workers PPE, Covid-19 testing, assistance & support
- ✓ Increase standards for foreign aircraft repair stations
- ✓ Transform crumbling transportation infrastructure
- ✓ Provide quality public transit for all Americans by 2030
- ✓ Establish and enforce workplace health & safety standards
- ✓ Fight toxic fume events onboard aircraft



# Biden's Commitments to Workers Must be Followed Through

*By International President John Samuelson*

As Inauguration Day approaches, I remain cautiously optimistic about the new Presidential administration taking office. Joe Biden and Kamala Harris made promises to the labor movement and America's working families, and we must ensure they follow through. As Robert W. Service said, "Now, a promise made is a debt unpaid."

Here are some of the promises the Biden Administration made to working people that will directly affect TWU members:

1. Investing billions to transform our crumbling transportation infrastructure.
2. Supporting workers and other transit-dependent individuals by providing all Americans in all cities with quality public transportation by 2030.
3. Ensuring all frontline workers qualify for priority access to PPE and Covid-19 testing based upon their risk of exposure to the virus, as well as childcare assistance and other forms of emergency support.
4. Expanding access to effective PPE, including through use of the Defense Production Act.
5. Establishing and enforcing health and safety standards for workplaces, following in the footsteps of the Obama administration, including the immediate release and enforcement of an Emergency Temporary Standard to give employers and frontline employees specific enforceable guidance on what to do to reduce the spread of Covid-19.
6. Enacting premium pay for frontline workers putting themselves at risk, including endorsing H.R.1139, the Transit Worker and Pedestrian Protection Act.
7. Endorsing the Cabin Air Safety Act (H.R. 2208/S. 1112), which would improve air quality on board passenger aircraft, requiring the FAA to develop training requirements for pilots, flight attendants, first responders and aircraft maintenance technicians on how to respond to toxic fume events.
8. Endorsing the PRO Act and California's AB 5, which establish strict tests to prevent the misclassification of workers as independent contractors.
9. Committing to ensure that foreign repair stations that work on U.S. aircraft are subject to the same rigorous standards that we expect here at home. This starts with enacting a drug and alcohol testing rule and stricter security standards at U.S.-licensed foreign repair stations.

These are some of the issues the Administration advocated for while running the campaign. It's one of the reasons why they won support, and ultimately, the election. However, as workers, we must remain on guard that Biden doesn't revert us back to the bad old days of NAFTA, the TPP and the abandonment of American workers.

We must ensure this Administration's pro-labor policies are enacted, not forgotten. The past two Democratic Presidents, Bill Clinton and Barack Obama, had tremendous labor platforms. But were they fulfilled? Did they keep their

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# A Brighter Future for Workers

*By International Secretary-Treasurer  
Jerome Lafragola*

For the past 10 months, the Covid-19 pandemic has been endangering our lives and wreaking havoc on our nation's economy. Every day, frontline workers have faced the dual threats of getting sick and infecting our families, and the economic uncertainty that faces the entire transportation sector. We direly need better legislation to protect working people.

The CARES Act, which went into effect in March, was a start, providing federal aid to airlines with funds going directly to frontline workers, reimbursement for transit systems, support for Amtrak workers, and unemployment insurance for everyone who lost their job. But since then, the necessary extensions and further funding that we deserve and need to keep working families from bearing the brunt of this virus never came to fruition.

The new year brings a new Presidential Administration. We need to get support from both sides of the aisle so they can enact the necessary changes so we, as a nation, can move forward and heal from this pandemic. Here are some of our policy goals that can help get us back on track:

- A comprehensive stimulus package that puts money directly in the hands of workers, with significant investments and relief for the airlines, transit, and rail industries;
- Fighting back against the negative effects of automation – preserving careers and ensuring that new work created by innovation leads to good, well paid, union jobs;
- Leveling the playing field for workers and holding employers actually accountable for labor law violations, including union-busting, wage theft, tax evasion, and worker misclassification;
- Growing union membership, passing the Protecting the Right to Organize (PRO) Act, ending “right to work” laws, and preventing employers from bargaining in bad faith;
- Empowering the Department of Labor (DOL), the Department of Transportation (DOT), the National Labor Relations Board (NLRB), National Mediations Board (NMB) and the Occupational and Safety Health Administration (OSHA) to actually protect workers and prioritize our concerns for the next four years.

This has been an extremely trying and difficult year, filled with tragedy and economic hardship. Yet, every single day, we continued to go to work, making it possible for everyone else to get through this awful pandemic. And thanks to our courage and willingness to make our voices heard even during the toughest times, the future looks a little brighter for transport workers.

I hope you were able to safely enjoy this holiday season with your loved ones and I wish you and your families a Happy New Year.



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“We direly need better legislation to protect working people.”

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*We Wish  
You a Very*

 **MERRY**  
*Christmas*

**&**

*Happy  
New Year*

*From the  
TWU International*



# The TWU Congratulates President-Elect

When Vice President Joe Biden and Senator Kamala Harris were announced the newly elected President and Vice President of the United States, the TWU International Administrative Council released the following statement:

“Thanks to historic levels of voter turnout, this country is going to get a President in Joe Biden who believes in unions. President-elect Biden understands the importance of public transit, of Amtrak and passenger rail, and of having a fair airline industry that works for us. Time and again, he has proven that he is fully committed

to fighting on behalf of workers, growing the labor movement, and safely getting us through the pandemic.

“We look forward to immediately continuing our work with President-elect Biden and Vice President-elect Harris to make sure that all frontline workers get the economic relief and the workplace safety standards that we need to protect ourselves and our families. And over the course of the next four years, we are committed to working with the new administration to bring about meaningful change for transport workers and workers nationwide.”



Actor Ashley Judd participates in a TWU GOTV phone bank.



Local 513 member John Gardner phone banks from Texas.

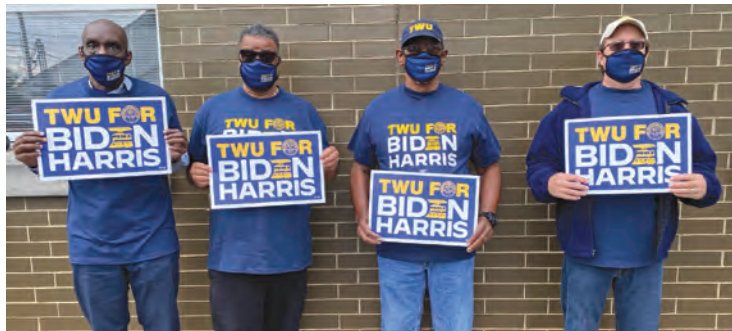
*“It was a great opportunity to speak to fellow union members about the elections and how certain policies affect all of us directly. At times, we may differ politically on candidates and initiatives, yet we were often able to find common ground as union members. It’s this type of direct communication that fosters unity among all of us. I’m proud that we were able to engage so many members in the process.” – A.C. Castillo, TWU Local 568, Miami-Tampa*



Members of the Georgia State Conference before GOTV



# Biden and Vice President-Elect Harris



Local 208 retiree Kenny Rawls, International Rep Theotis James, Local 212 President Marvin Mallory and International Assistant Organizing Director Sean Doyle GOTV in Ohio



TWU members participated in weekly Zoom phone banks in October.

*"My name is David Stiles. I'm a member of TWU Local 260 in Houston and a bus operator. I worked in coordination locally and nationally with the labor movement's efforts to elect pro-worker candidates. I liked speaking with not only union voters, but all voters. I had so many great conversations during phone banking. I learned that union voters hold sophisticated and nuanced views of our political situation as workers. It was an incredible experience to be part of such a well-coordinated effort to get political power for workers. It was this understanding that kept me in the fight everyday no matter how exhausted I felt. I really felt part of a big movement for genuine change - and this movement has many goals but is never finished. his work continues and we workers understand that very well."*

*—David Stiles, TWU Local 260, Houston*



Members of the Georgia State Conference before GOTV

# Ridin' with Biden: TWU Moves Voters to the Polls

**H**istoric turnout led to President-elect Joe Biden and Vice President-elect Kamala Harris receiving a record number of votes during the 2020 Presidential Election. Despite the Covid-19 pandemic, this turnout was inspired in no small part by the groundwork laid by the labor movement and worker-led efforts to move voters to the polls.

The success of the TWU Political Program was only possible thanks to the tireless efforts of everyone who got involved, whether at the national, state, or local level. It was truly a collaborative effort, with everyone from the IAC, to local leadership and representatives, to members throughout the Air, Railroad, and Transit Divisions.

On May 7, the TWU officially announced our endorsement of Joe Biden. And on Labor Day, we officially kicked off our 2020 TWU Political Program with some unique and creative solutions to work around the ongoing pandemic.

Dozens of TWU volunteers and staff were released to participate in member-to-member conversations in Pennsylvania, Michigan, California, Texas, Ohio, and Florida. Volunteers made thousands of phone calls and sent thousands more text messages to union households to discuss the importance of electing Joe Biden and Kamala Harris and talk about how important political participation is to achieve our transportation priorities.

Members also knocked on doors and passed out campaign fliers while observing social distancing protocols in each of these swing states. Other members participated from their vehicles, whether attending rallies or participating in caravans to help turn out the voters that Biden and Harris needed to win this election.

TWU members also participated in activities within the larger labor movement, including being a part of the team that had more than 30,000 phone conversations with voters across the country. Other staff members worked closely with campaign staff to coordinate these outreach events.

Additionally, TWU Committees, including the Future Leaders Organizing Committee, the Civil and Human Rights Committee, the Veterans' Committee, the Working Women Committee, and the State Conferences, were instrumental in recruiting volunteers to participate in the TWU weekly phone and text banks, the Souls to the Polls event, and working with local groups in the targeted swing states.

TWU staff also did their part to get out the vote. The Communications Department created a TWU for Biden/Harris website, which featured resources for members to register to vote or check their registration status, to learn more about TWU priorities in this election, and to order lawn signs and election swag.

Staff also created fliers and mailings in support of Biden and Harris, member-featured videos, and designed logos, graphics, social media posts, Zoom backgrounds, and other digital tools to assist with outreach during the pandemic.

The TWU could not be prouder of all of the work that went into electing Joe Biden and Kamala Harris. The efforts of everyone who got involved show just how much power we have when we stand together and make our voices heard. The energy and passion of our members continue to make the TWU a formidable political force, and we are looking forward to working with the Biden/Harris Administration to fight on behalf of transport workers nationwide.



*TWU members in Texas GOTV on Election Day.*



*TWU members in Texas GOTV on Election Day.*



*"In California we worked hard to defeat the anti-union ballot initiative Proposition 22. The proposition sought to deny workers at Uber, Lyft, and other 'gig' companies basic employment rights like health insurance, workers comp, and the right to form a union. This was a threat to good union jobs at TWU and throughout California. It was an uphill battle against a well-funded corporate power who outspent labor 10 to 1. I'm proud of the work we did, it was necessary to fight against this corporate power grab. Unfortunately, we lost but there are lessons we can learn from. Gig companies are taking this show on the road; be ready for this power grab in your state as these gig companies now feel emboldened. Federal regulation could be an option; the fight goes on*

*– Matt Hettich, TWU Local 556, California State Conference Chair*



*TWU International Rep Theotis James phone banks from Ohio.*



*TWU Local 579 Tracy Clark and Local 239 Lisa Johnson prepare GOTV lit drops*



*JetBlue InFlight Crewmember Shane Rogers Mauro phone banks from Florida.*



*The TWU Bus visited a voter registration drive at TWU Local 234 in Philadelphia on Oct. 17.*

# MoGo Detroit Bike Share Workers Vote for TWU Representation Unanimously

Here's yet another organizing victory.

On Nov. 4, bike share workers at MoGo Detroit voted unanimously to unionize with the TWU. The vote was held in response to numerous grievances against the company, including missing paychecks, unpaid benefits, a consistent lack of communication and a failure to adequately protect the workers.

The unanimous vote by MoGo Detroit workers came after a three-month-long, worker-led organizing drive. Much of the organizing was conducted via Zoom and other digital platforms due to the ongoing pandemic.

"We organized a union because we wanted a voice in our workplace and a fair deal from management," said Zach Rioux, a MoGo Detroit bikeshare worker and organizer. "We realized that the only way we could achieve dignity from the bosses was by acting collectively."

"We are excited to welcome these workers to the TWU family and to continue growing our presence in bike share industry," said President John Samuelson. "This is yet another organizing victory for the TWU and we are committed to continuing this difficult but essential work even during the ongoing pandemic. Now more than ever, workers need a strong union fighting for them."

The MoGo Detroit workers will become members of Local 320 of the TWU, where they will join up with



*Detroit bike share member Thomas Moran*

bike share workers in cities across the country, including Washington, D.C., Boston, New York City, Jersey City, Chicago, and the San Francisco Bay Area. The TWU is currently the only union in the country that is organizing bike share workers.



## Portland Bike Share Workers Begin Negotiations

Newly organized bike share workers in Portland, OR – who are future TWU Local 320 members – after wrapping up their first day of negotiations on Nov. 12.

## New Campaigns

The TWU International Organizing Department is currently spearheading new organizing campaigns in El Paso and Corpus Christi, TX, for Bus Operators and other related workgroups.

## FOLLOW US ON SOCIAL MEDIA!

 @transportworker  @transportworker  
 /transportworkersunion  transportworker

## COVID-19 RESOURCES

The TWU offers guidance and links to Covid-19 resources which can be found at, [www.twu.org/covid-19-resources/](http://www.twu.org/covid-19-resources/)



# STATE CONFERENCES



## State Conference Members Push Big to GOTV

Here's a look at what State Conference members did to get out the vote in the 2020 Election.



Local 556 Member Satin Fye with her sons at Miami Souls to the Polls



Labor union members and their families attended a press conference to GOTV at Orlando International Airport



Members of TWU Local 291 at Miami Souls to the Polls



Local 570 Recording Secretary Winston Andrade showing off TWU swag

# Member Moment: Sen.

*The TWU has champions fighting for workers in every state around the country. Elected Members of the U.S. Congress and state legislatures have your back in our nation's capitol, yet most of these allies remain unknown outside of their home districts. To help you get to know these compatriots better, The TWU Express is featuring a new recurring section called "Member Moments" which will give you a personal view of some of our union's greatest friends in positions of power around the country. This issue features an interview with U.S. Senator Sherrod Brown (D-OH).*

**Q: You've taken the lead advocating for workers as new technologies, such as automated vehicles, are changing the nature of work. In both the Workers Right to Training Act and the Worker Flexibility and Small Business Protection Act, you have proposed new ideas to keep our labor laws ahead of innovations that undermine job protections. Where do you see these ideas going next Congress and how can TWU members support this work?**

**A:** The Covid-19 pandemic has only increased the importance of legislation that protects and empowers workers. While we've all rightly expressed our thanks to essential workers who are on the front lines of this pandemic, the best way to show our gratitude is to give them the pay, benefits and protections they've earned. Even before the pandemic, workers were already facing challenges, ranging from their jobs being shipped overseas to pay for corporate tax breaks to a President who has consistently put the interests of Wall Street over workers. Now, these challenges have only been made worse by the Covid pandemic.

Thorough policies like the Workers Right to Training Act, which protects the rights of workers in the face of new technology, and the Worker Flexibility and Small Businesses Act, which expands protections to workers not typically covered by existing labor laws, we can honor the Dignity of Work and once again put the needs of workers first. I'm confident President-Elec Biden will be a key ally in this fight and it's imperative that Congress get these bills to his desk so he can sign them into law. I look forward to working with TWU members as we continue working to push Congress to do the right thing and support worker-first policies in the year 2021 and beyond.

**Q: Since the beginning of the pandemic, you have been one of the loudest voices calling for more PPE for essential workers, stronger federal support to keep people**



U.S. Senator Sherrod Brown

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"TWU workers across the country have the skill and knowledge to make our country's infrastructure the envy of the world once again, we just need to give you the resources you need to be able to do so."

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**employed during this crisis, and better protections for everyone who has to go to their job site while the virus is a major threat workers' health and well-being. How do you believe the federal government can best accomplish these goals going forward?**

**A:** We know our workers and our factories have the ability to scale up production of PPE and necessary medical supplies, they just need the support to do so. The federal government must invest in critical supply chains and expand U.S. strategic stockpiles of medical supplies and other essential items to ensure our country is better prepared for crises going forward. It is essential that the federal government purchase PPE in a way that properly balances the urgent demands of



# Sherrod Brown (D-OH)

the pandemic while also supporting and encouraging a robust domestic PPE industry.

That's why I'm urging President-Elect Biden to name a White House-based point person in charge of coordinating the federal government's effort to procure PPE and medical equipment and secure the related supply chains across Departments. A focused effort to invest in and expand the PPE domestic industrial base is critical to future preparedness. Even as Covid-19 cases continue to surge, there is untapped domestic capacity to make PPE for our healthcare workers.

A qualified point person at the White House will ensure the procurement process across all federal agencies results in timely acquisition and effective, transparent distribution of needed supplies and will work to establish a secure supply chain that includes domestic manufacturers and that meets the country's public health needs.

I think President-elect Biden will also appoint staff in the White House and at USDOT who will do more to protect transportation workers until the Covid-19 crisis passes. The Centers for Disease Control and Prevention (CDC) planned to enact a mask requirement for all modes of transportation, but the Trump Administration blocked that proposal. New leadership will make our transportation system for both riders and workers.

**Q: Infrastructure and surface transportation will be a major issue for the Senate next Congress. As the lead Democratic overseeing public transit, what investments would you like to see in our infrastructure and how do see federal investment in these projects changing in the future?**

**A:** Our first task next Congress is to ensure that the federal government provides enough relief funds to protect the jobs of transportation workers during the remainder of the coronavirus crisis. Bus and rail operators at transit agencies, airline employees, school bus drivers and other transportation workers have bravely continued to work during the crisis to provide essential travel services, but too many have experienced layoffs or have their jobs threatened as federal aid runs out. In our cities, essential workers have relied on public transportation during the crisis to reach jobs at supermarkets, pharmacies and hospitals. I will continue working with TWU, like we did during the CARES Act, to see that sufficient federal relief funds are made available.

When the Covid-19 crisis begins to fade, I am very optimistic that President-elect Biden will finally help

deliver a significant infrastructure bill. Despite promise from President Trump to spend \$1 trillion in infrastructure, Americans are still waiting for a meaningful investment from the federal government. My Democratic colleagues and I have called for robust, dedicated funding for our nation's infrastructure, with record funding proposed for the Federal Transit Administration and Amtrak. The plan I've released with other Senate Democrats would invest \$1 trillion in American infrastructure to improve the nation's transportation, water, housing and community infrastructure while creating thousands of construction and manufacturing jobs around the country. Such an investment can help boost our economy and get Americans back to work as our economy continues to suffer, especially if we ensure any infrastructure investments put American workers first. TWU worker across the country have the skill and knowledge to make our country's infrastructure the envy of the world once again, we just need to give you the resources you need to be able to do so.

## Time Is Running Out! Act Now and Urge Congress to Safeguard Aviation Jobs

TWU members have all put their lives at risk to serve the public during this pandemic. Federal funding is running out and our jobs are at risk of disappearing.

The CARES Act helped save transportation workers jobs, wages, and benefits by prohibiting involuntary furloughs or wage reductions at airlines through the Payroll Support Program (PSP). It is time to ask your elected officials to renew this program and pass a clean extension of the Payroll Support Program (PSP). Without an extension of the PSP grant job program, tens of thousands of aviation jobs will be lost before the end of the year.

TWU members cannot afford a delay. American Airlines and Southwest Airlines have issued WARN notices to thousands of members. As our economy struggles to recover from the effects of the ongoing pandemic, more jobs will be lost if we don't take action now. Congress must act fast to save OUR jobs before time runs out.

Take action and send a letter to Congress today by visiting [bit.ly/3gyOVTE](https://bit.ly/3gyOVTE)

# Tiny Raider Association Threatens Mechanics at American Airlines

The TWU-IAM Association sent the following memo to members on Nov. 15:

A small and poorly-resourced association claimed on Friday that it secured the requisite support among mechanic and related workers at American Airlines to call for a representation election. The Aircraft Mechanics Fraternal Association (amfa) filed what is known as an application for investigation for a representation dispute with the National Mediation Board (NMB) Friday afternoon. The NMB will now determine if a dispute actually exists.

In its announcement, amfa claimed that changes in union representation will “not impact your current collective bargaining agreement.” That is one of their lies. A change in representation will end the guaranteed medical insurance benefits and defined pension plan for every former LUS mechanic and related worker. And if amfa were successful in a representation vote, all American Airlines mechanic and related workers will risk their industry best scope language, since amfa has the worst record when it comes to protecting the work of its members.

The reality is, amfa is a weak organization that does not have the strength and resources to take on the largest airline on the planet. According to its latest financial report, amfa has a total of \$2.2 million. To fight an airline like American, which has tens of billions of annual revenues, you need a lot more than a couple of million in the bank.

Also, amfa has the distinction of being the industry leader in negotiating contracts that allow the absolute most aircraft maintenance work to be outsourced. Their irresponsible agreements have caused the greatest reduction of Mechanic and Related workers in the history of the industry. To compare, there are about SIX TIMES more mechanics per aircraft at American Airlines (due to the best scope language in the industry) than Southwest Airlines, where amfa represents only 2,700 members, out of their total membership at all their carriers of approximately 3,500 members. And, TWU-IAM Association members enjoy better pay, better benefits and better working conditions.

This filing follows the failed 2013 attempt by amfa to raid American Airlines – an effort that was firmly rejected by the NMB.

With the uncertainty that our industry faces today, to be represented by a weak, poorly resourced association like amfa is downright dangerous.

And, amfa has a long and documented history of failures:

- Due to massive outsourcing and poor representation, United Airlines Mechanic and Related workers decertified amfa in 2008, after only five years of bad representation and over 6 thousand jobs lost to outsourcing.
- amfa has lost all heavy maintenance, plant maintenance, and cleaning since their raid at Alaska Airlines.
- Since 2004, amfa went from representing close to 20,000 mechanic and related members to about 3,500 in 2020.
- amfa negotiated contracts allowed for such a high level of outsourcing that, in a 48 month period, mechanic and related headcount at Northwest Airlines decreased from 10,000 to 3,800.

## The Association.



THE TWU-IAM ASSOCIATION

- amfa led the 3,800 remaining on the famed “suicide strike” at Northwest Airlines. Because of amfa’s go it alone philosophy, and their refusal to allow members to vote on offers that had the potential to save their members jobs, the strike was broken and not a single amfa member returned to work.
- amfa then voluntarily waived the white flag at Northwest and gave up its certification.
- At Ozark Airlines, amfa’s finances were so bad it had to borrow money from its members.
- At Ozark, amfa subverted its own constitution and signed numerous letters of agreement without its members’ consent.

When the IAM won representation rights following the merger of Ozark and TWA, amfa abandoned their offices without paying the bill. Then amfa left their loyal supporters with a \$9,000 bill and never bothered to show in court to answer the charges. As a result, the court handed down a \$15,000 judgement against amfa.

In every case, amfa’s first order of business is to shed any worker that is not an aircraft mechanic. They cozy up to management and sacrifice these members, weaken their bargaining power and get nothing meaningful in return. This is the most despicable trait of their anti-union history amfa will lie about, then live up to.

These are just a few examples of amfa’s failures. There are many more.

Every TWU-IAM Association member should be very wary of the “amfa promise” because it has never been kept. In reality, by continually sacrificing SCOPE – rather than fighting management – amfa has cost thousands of mechanic and related workers their jobs in the airline industry and those left behind have suffered because of that.

The TWU-IAM Association stands ready to defend American Airlines mechanic and related workers from the devastation to you and your family that amfa representation promises to bring.

## TWU Response

TWU International Vice President Gary Peterson also issued a series of informational videos on YouTube, dispelling amfa myths. They can all be found on the TWU International’s Twitter page, [twitter.com/transportworker](https://twitter.com/transportworker).

## Letters of Solidarity

Several state AFL-CIO organizations sent the TWU-IAM Association letters expressing their solidarity and condemning amfa’s actions, including Florida, Illinois, New York, Oklahoma and Texas.





### TWU Reaches Historic Tentative Agreement with JetBlue Airways

On Oct. 22, the TWU was proud to announce another historic milestone: The all-important first contract for our InFlight Crew Members (IFCs) at JetBlue Airways. This epic contract was no easy feat, as the airline industry and the United States are in the midst of a global pandemic and economic meltdown.

"Our negotiating team recognized the importance of bargaining this inaugural agreement, prioritizing our members' long-term job security, codification of work rules, and quality of life issues into this agreement. Bringing 5,000+ Crewmembers under the protection of a trade union contract, right smack in the middle of Covid-19 is a Herculean achievement," said International President John Samuelson.

At this time of great uncertainty in the airline industry, it is even more essential that the front-line,

essential JetBlue IFCs have the work rule, job security, furlough, grievance procedures, and merger/acquisition protection that only a legally binding contract can provide.

To achieve a tentative agreement during this pandemic shows that our negotiating team was well prepared to pivot from face-to-face bargaining to online negotiations. The negotiating team recognized the importance of having a union contract for their TWU JetBlue IFCs, rather than continuing as "at-will employees" with no rights or protections in the workplace.

On Nov. 20, JetBlue IFCs unfortunately voted down the contract. As this issue went to press, there was no date set for the IFC Negotiating Team and JetBlue management to return to the bargaining table.

For the latest updates, visit [b6.twu.org](http://b6.twu.org).

### New Air Division Director

**Effective Jan. 4, 2021, International Vice President Gary Peterson will be Air Division Director.**

Air Division Director Mike Mayes sent the following memo on October 16: "While this year has been full of uncertainty and unprecedented turmoil, the TWU's focus has to be on the organization and members as a whole. Therefore, effective January 4, 2021, Gary Peterson will take over as Air Division Director. This change will only further strengthen the TWU and the Air Division.

"Between now and January, we will begin transitioning the Air Division obligations to Brother Peterson. Gary has a vast knowledge of what it takes, not only to be a Local President, but what it takes to ensure each Local has the International resources to establish Local autonomy, one of the things that is most cherished to the TWU.

"During Gary's time as an International Representative, he took on additional responsibility and worked many long hours negotiating and enforcing agreements to better the livelihoods of our members. He will do very well in his new role.

"If you have any questions, please let us know."



**Gary Peterson**

### Air Division Podcast

Remember, you can listen to the latest episodes of the TWU Air Division Podcast from anywhere at any time by visiting <http://podcast.twu.org/> or by subscribing and following on iTunes and Google Music. Host and TWU Strategic Action Coordinator Brian Parker discusses current issues facing the Air Division with industry experts, union leaders and special guests.

## Amtrak's Proposed Cuts 'Like a Slap in the Face' TWU Local 1460 President Testifies at House T&I Subcommittee Hearing

**T**WU Local 1460 President Amy Griffin testified before the House Committee on Transportation & Infrastructure Subcommittee on Railroads, Pipelines, and Hazardous Materials about Amtrak's response to Covid-19 on September 9.

Amtrak's 20,000 employees include TWU members who work onboard providing food and beverage service to passengers, as well as carmen and cleaners who work to maintain, repair, and service Amtrak cars in the rail yards. All of these members have been deemed essential and continue to work throughout the pandemic.

Griffin shared her personal experience in quarantine – and how Amtrak handled it.

"This past July, while working my regular position as Lead Service Attendant on the Amtrak Acela, en route to Boston from Washington, DC, I was notified by my supervisor, Jamal Philips, that on July 24 I had been in contact and exposed to an employee who had tested positive for Covid-19 and that Amtrak's medical department would be in contact with me.

"Fearing of possibly infecting passengers and coworkers on my train, I contacted our TWU Railroad Division Director John Feltz to make him aware of what was happening. Mr. Feltz contacted On Board Service General Superintendent Anella Popo, and strongly suggested that I should be removed from my position at the New York Penn Station and be replaced by another employee. Ms. Popo contacted the medical department and they advised her that they would be in contact with my direct supervisor Jamal Philips. Supervisor Philips then contacted me and stated that the medical department said that I could continue to Boston if I were not showing symptoms, and that they would remove me from service the next day.

"On the next day, I was not removed from service. I again contacted Mr. Feltz and in a 3-way conversation with Ms. Popo, Mr. Feltz, and myself, she responded that it must have been a mistake and she would have the situation corrected, which to her credit she did. I was removed from service and told to quarantine for 14 days. After 10

days of quarantine, however, I was contacted by Amtrak's medical department and told that since I was 'not showing' symptoms of Covid-19 I could return to service the next day.

"I was never tested for Covid-19 before I returned to work. And just so you know, there is also a lack of coach cleaners as many of them have been out on sick leave from the coronavirus, and Amtrak does not fill these vacancies. This has made it hard for Amtrak's coach cleaners to sanitize the cars properly," she said.

Griffin also called on Congress to provide at least \$4.5 billion in support for the railroad, not just to help keep TWU jobs, but preserve this industry and sustain the communities it serves.

"It is work that is done by people committed to making sure Amtrak is safe – not just for our coworkers, but more importantly for the traveling public," Griffin said. "This is why it is extremely disheartening to learn that Amtrak plans to furlough 20% of its workforce, including 700 on-board services workers represented by TWU, beginning in October. I'll be honest, this is like a slap in the face. These are my brothers and sisters who have put their lives on the line during this pandemic. We have continued to go to work when our government has asked everyone else to stay home. The increased exposure and risk we have faced because of this is not on our job description. In return for the brave effort my colleagues have made over the past six months, the railroad is threatening the livelihoods of 2,000 essential workers. This is not acceptable."

Griffin stressed that frontline workers are the railroad. "Amtrak is an essential service in this country – it ensures that communities across the country have access to all of our economy. But the railroad is powered by frontline workers, like me, who service customers, clean cars, fix engines, and drive locomotives.

"It is our hope that we can all work together to ensure the survival of Amtrak, and more importantly, protect these workers who have already sacrificed so much, and continue to do so every day," she concluded.

You can read Griffin's full testimony at [bit.ly/griffin-testimony](https://bit.ly/griffin-testimony).

### Local 2051 Joins Amtrak Rally

On September 30, workers across the country rallied to protect Amtrak jobs. Local 2051 President Derek Daman and Local 2051 Vice President Gary Ennis attended an event at Amtrak's Dearborn, Michigan Station.





### Ridin' with Biden in Ohio

Local 2011 President John Hofbauer attended a Ridin' with Biden Parade in Perryburg, Ohio on October 3.



### Local 2003 Members at Beech Grove Run Amtrak's Largest Overhaul Shop

The shops at Beech Grove have a storied history. They were erected between 1904 and 1908 by the Cleveland, Cincinnati, Chicago, and St. Louis Railway, commonly referred to as the "Big Four." The facility served as the company's major repair shop for steam locomotives and passenger and freight cars and contained an extensive freight rail yard.

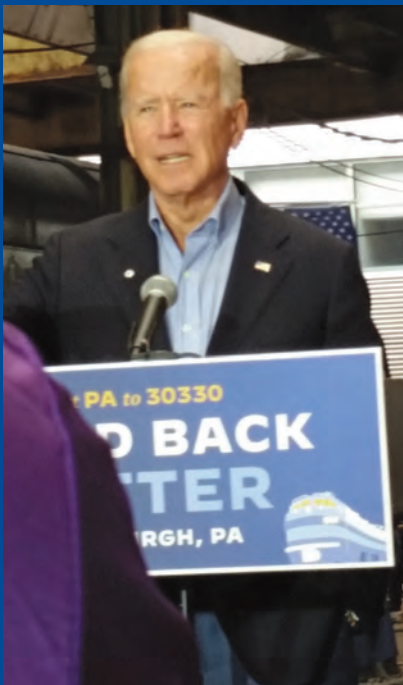
Although acquired by the New York Central Railway (NYC) in 1906, the Big Four operated as an independent entity until 1922. The shops remained in the hands of the NYC until it merged with the rival Pennsylvania Railroad in 1968 to form Penn Central, which declared bankruptcy only two years later.

Thanks to the hard work of Local 2003 members, Beech Grove continues to be Amtrak's largest overhaul shop and continues to do contracted projects for other Railroads.

Beech Grove also supplies components to other Amtrak maintenance facilities, including couplers, overhauled air conditioners, overhauled air brake valves and about 300 other types of components not available elsewhere. Under grants received through the American Recovery and Reinvestment Act of 2009 (ARRA), Beech Grove restored nine damaged or stored Superliner cars and 11 diesel locomotives. These cars and locomotives expanded the Amtrak fleet and allowed for greater capacity of trains and growth in ridership.

### 'Amtrak' Joe in Pittsburgh

Local 2009 President Paul Calderone was at the Pittsburgh Amtrak train station on September 30 at about 2pm when 'Amtrak' Joe Biden rode the train from Ohio to Pennsylvania with a stop in Pittsburgh.



# Local 252 Member Discusses Covid-19 Challenges

*The following article ran in School Transportation News on July 21 and was written by Taylor Hannon*

**D**enise Fleming started as a school bus driver 20 years ago, but this upcoming school year is going to be a lot different than what she's used to.

Fleming is currently a school bus driver and driver trainer for contractor First Student on Long Island, New York. She prides herself on safety and training and is also for working up the ranks of the Transport Workers Union Local 252, for which she currently serves as a vice president.

Becoming a driver trainer last year is one of her greatest career accomplishments, she shared, as she can provide a more hands-on approach to teaching people how to drive a school bus.

Fleming started in the industry in 2000 because she had younger children at home who had just started school at the time. The flexibility of the job hours and the fact that she didn't have to pay for daycare services, as her children could accompany her on her route, appealed to her.

Although her two children are now in their 20s, Fleming is fostering her 8-year-old nephew and 3-year-old niece, but the rules have changed. She can no longer take her children on the bus with her, which does present some challenges.

"[It's] a big challenge for daycare and that's hard juggling my schedule, and now that I'm more of a full-time bus driver and doing training," Fleming explained. "So, I have a lot on my plate."

She noted that not being able to drive her own kids is one of the biggest operational changes she's noticed throughout her career. However, what's in store during the coming school year may top that.



Fleming explained that there are a lot of unknowns with Covid-19, and she questioned whether New York state is even going to allow students to go back to in-person education in the fall. She explained that prior to the novel coronavirus, her operation seated three elementary students to a seat and transported 60 to 70 students on a school bus at once.

Now, she said with the close contact of the job and social distancing guidelines, she doesn't see how transportation will operate.

"I keep the mask on for protection of [myself] and for other people," Fleming said. "Personally, I just cannot stand that mask for a long period. I don't understand how a child is going to keep [it] on."

She commented that bus drivers already have a hard enough time getting children to stay in their seats. There's no way, she added, that drivers are going to be able to monitor mask usage while concentrating on the road.

She recalled that when the new coronavirus first broke, First Student developed a cleaning crew and asked for bus drivers to sign up for additional work to clean the buses every night. She said they rotated every night, and the crews wiped down the entire interior of the bus. She appreciated that effort, as it gave the drivers extra money.

But now, she said everything is at a standstill. No one knows if September is going to be the start of school or not.

Another big concern, especially for contracted school bus operators in New York, is funding. She noted that school district funding allocations in many areas were reallocated as soon as schools closed. "And our members were laid off, and that meant no health benefits etc.," she explained. "So, the real concern now is, if and when schools reopen, [there is] the retention issue. And getting

## Local 241 President Alex Molina Honored by City & State as Top Labor Leader

Each year, *City & State* recognizes "the most influential figures in New York labor." In 2020, TWU Local 241 President Alex Molina was honored for his work securing a new contract for workers at Columbia University.

The deal includes a fair wage package, essential bonuses, additional recognition at new campuses, and most importantly, no new increases to healthcare costs.

The victory came after Local 241 authorized a strike in response to Columbia's attempts to cut healthcare for frontline workers in the midst of a pandemic as the University plans for the return of students in the

fall. Once again, TWU members have proved that by standing together, we will win the protections that we deserve.

"In August, TWU Local 241 President Alex Molina brokered a two-year contract agreement covering more than 600 cleaners, electricians, plumbers, painters and security guards at four Columbia University campuses. Earlier this summer, during negotiations over a deal that included additional increases to health care costs – a major sticking point during a pandemic – the union had authorized a strike that could have disrupted campus reopening plans," *City & State* wrote.



the drivers, operators and monitors to come back will be an issue because many of them have had to leave to find other jobs to just [support] their livelihood.”

Fleming noted that she was one of the lucky ones as her school district, William Floyd, paid First Student. She continued to receive pay and benefits throughout the pandemic. However, she noted that others in her union and within other companies weren’t as lucky.

“I actually lucked out with a company that did the right thing and a school district that did the right thing,” Fleming said.

Another challenge is the risks of Covid-19 to those over the age of 65 and with underlying health conditions, categories that many school bus drivers fall in. She noted that she is concerned about the drivers who started driving in the early 1990s. Many of them haven’t left their homes since the quarantine started in New York state. She added that no driver at her location has left the job as of yet, but she said that could change as it gets closer to school startup.

She said all the drivers did recently come back to conduct safety training for the coming school year, but she’s not confident that means everyone is going to be driving again.

“It’s still a waiting game. Who knows what’s going to happen over the next two months ... they’re going to have to figure something out with the virus,” Fleming said. “I don’t think anybody’s ready to jump the gun and just tell the company they’re not coming back yet.”

She said she is in the process of reviewing the New York state guidance that was released for reopening schools, but she doesn’t want to get tied down with any one direction, as she said the safety requirements seem to change daily. However, she said sitting one child per bus seat is “unrealistic.”

“There’s no way that that’s going to work. You can’t go from 66 kids on a bus down to 11,” Fleming said.

Plus, she said that there are not enough resources to be spread

out across new routes, as they require more equipment and drivers.

“You can’t just go to a school bus company and apply for a job and get hired,” Fleming explained. “There is special licensing that needs to be done. There are permit tests that need to be done through the Department of Motor Vehicles. There’s a training program they need to be put through, there are road test requirements. It’s a time-consuming thing, [and] it takes a few weeks in order to be qualified to drive a school bus.

“So, to just magically say, ‘Oh well, we know we’re going to bring on 30 more buses and 30 more drivers,’ is unrealistic. It’s just not going to happen that way.”

She said one answer could be parents driving their kids more often to help with reduced school bus capacity. However, she noted this isn’t a perfect solution as not every parent is going to be able to take their kids to school because of work schedules.

### Going Forward

Going forward, Fleming said she hopes to continue to work her way up the ranks and to take additional classes, noting that there are different levels within the safety department that she would like to experience.

As a female leader in a mostly male-dominated industry, she shared her goal of encouraging more women to join the industry, as it provides good hours and flexible schedules. She is engaged in a working women’s committee and collaborates with other female members of her union to develop policies for better working conditions and leadership opportunities for aspiring women in pupil transportation. She also sits on the state conference board and focuses on initiating change in training.

When asked what keeps her in the industry, she said it’s her ability to choose her own schedule and to have plenty of family time.

“I love the hours, I love my weekends off,” Fleming said.

### New C-Class Mechanics are 100% TWU Local 260 Members

The newest class of C-Class Mechanics employed by Metro in Houston, TX happen to be 100 percent members of TWU Local 260. Way to go!



# TWU Releases White Paper on New Technologies in Transit Systems

The TWU International's ongoing campaign to preserve jobs as new technology becomes available isn't focused solely on opposing autonomous vehicles (AVs) – it also advocates for new driver-assist technology that can be used along with human vehicle operators to make transportation safer and beneficial for our members, riders, and the communities they serve.

The TWU released a research paper in December 2020 focusing on new technologies such as AVs and driver-assist systems, and the need to act now to ensure that the people living in neighborhoods that are adopting these technologies actually benefit from them.

The white paper outlines autonomous vehicles' impacts on workers and public safety, as well as provides policy principles for lawmakers on issues like transparent planning, reporting, public safety, security, privacy, and cybersecurity.

The Executive Summary of the white paper is below. It also will be published, along with the full white paper, on our website in the New Year. Visit [www.twu.org](http://www.twu.org) for updates.

## Executive Summary

The TWU and our members have always been at the forefront of transportation innovation. Over the past few years, our industries have transformed in ways that seemed unimaginable just a decade ago. We've learned to adapt during periods of major technological change by adhering to a core set of principles:

1. Maintain high quality jobs
2. Achieve the highest levels of safety and security
3. Ensure that our transportation systems are reliable

These principles have guided us through many decades of transformation in our industry and continue guiding us to this day. From parking assist technology to fully AVs, there is little disagreement that technologies like these and others will create major changes across all modes of transportation. And while we do not believe that these rapid changes will automatically be beneficial without proper oversight, we are not afraid of the future that awaits us, in fact we are ready to work to ensure our members are able to adapt to the changes.

Rather than ignore these changes or accept the worst possible outcome, leaders must prepare for new technologies before they create widespread economic pain. We have the power to control how technology will affect us and what role we want it to play in our future.

This paper argues that *we must act now* to influence how new technologies will be developed and deployed in public transit. Ultimately, we propose that policymakers take the following steps to ensure the next generation of our economy is pro-worker, as well as pro-innovation.

- **Transparent Planning & Reporting:** Require public transit agencies and their contractors to develop a timeline for



## Local 229 Donates to Jersey City Medical Center

When the pandemic started back in March, Local 229 members were receiving absolutely nothing from their employer, Hudson Bergen Light Rail (HBLR). Members who were required to quarantine for 14 days did not receive pay.

With the assistance of International President Samuelsen and the New Jersey Department of Transportation, Local 229 members eventually were paid. In the meantime, HBLR did hand out Jersey Mike's – a sandwich shop – gift cards to all workers weeks later. The local union felt this was too little, too late, so they asked members to turn in their \$20 gift cards to eventually be donated to a local hospital in Jersey City.

In late November, via the Jersey City Hospital Foundation, members of Local 229 donated a total of \$800 in gift cards to the ER doctors and nurses at Jersey City Medical Center. Pictured is Local 229 President Steve Hamm making the donation outside the medical center.



# The TWU International Has Moved to a New Headquarters

Please Note Change of Address

1220 19<sup>th</sup> Street NW, 6<sup>th</sup> Floor  
Washington, DC, 20036

Our phone and fax numbers  
remain the same.



reporting, budgeting, worker impact analysis, and investment in re-skilling of workers to avoid widescale job losses.

- **Public Safety & Security:** Require fail-safe systems in vehicle automation systems to detect malfunctions. Advance rigid and fully enforceable safety standards. Reject exemption applications for AV systems which fail to meet existing safety, labor, and environment standards.
- **Workforce Involvement:** Require formal advance notices be sent to the workforce prior to introducing and implementing a new product or service, and 24 months prior to procurement of such technology. Require employers to create a comprehensive plan to transition or train employees. Require collective bargaining over changes. Increase transportation labor representation on all new technology related working groups within the DOT.

## Local 2017 Union Tank Car Members Ratify Contract

On Nov. 19, Local 2017 Union Tank Car members ratified a new five-year contract which include

- An 11.75% pay increase over five year
- Full retroactive pay
- Safety shoe allowance increased to \$140
- Meal allowance increased to \$10
- Improvement in Bereavement Leave
- Vacation qualifying days requirement lowered
- New Mentor Agreement
- AD&D Insurance increased to \$47,000

- **Privacy & Cybersecurity:** Establish clear, uniform, and enforceable safety, security and privacy standards. Require that new technology be subjected to cybersecurity requirements to prevent hacking and to ensure mitigation and remediation of cybersecurity events. Require robust privacy and data collection safeguards for new technology.

## INTERNATIONAL PRESIDENT

*Continued from page 2*

promises? Did union membership levels rise and the number of jobs on American soil skyrocket? I don't think so.

History cannot repeat itself. We must ensure that these commitments are kept to America's working people so we can move forward and heal from this pandemic.

Looking forward, I sincerely hope 2021 is better than the last. Please take time to enjoy some time with your loved ones and I wish you all a very happy and healthy New Year.

# Local 555's Chris Avila Featured in TTD Report

Local 555 member and California State Conference Co-Chair Chris Avila was one of the union members featured in a Transportation Trades Department (TTD) report in July, stressing the need for a CARES Act and Payroll Support Protection (PSP) extension and outlining the dangers of working during the Covid-19 pandemic.

Avila has been a ramp agent for Southwest Airlines, based in Ontario, California, for the past 22 years. Besides co-chairing the CA State Conference, he also assisted the TWU International with the Rideshare Drivers United organizing campaign, setting up meetings for State Assemblymembers and State Senators; organizing two buses to lobby in Sacramento for the Proposition 22 ballot measure, holding rallies at Los Angeles City Hall to garner support from the city council; and helping with whatever else was needed.

Avila also went to Los Angeles to assist with the JetBlue InFlight Crewmember contract ratification campaign, "to give a perspective as a member, but with a different local to stress the importance of having union protections while the airline industry is in flux."

He is also a teaching fellow for the AFL-CIO Organizing Institute (see story below).

"I am so involved with the union because it's a cause I firmly believe in. My entire life, I have seen nothing but attacks on labor and organized labor unions," explained Avila, who is 44. "My maternal grandfather and father were both steelworkers. I watched the steel mill in town I lived in be ripped out from under them by corporate greed. Seeing grown men with tears in their eyes, when I was about 6-years-old...I guess it's in my blood."

Avila has two children, a 14-year old son and 9-year-old daughter, who he tries to pass on the importance of solidarity and service. For



Avila (center with hat and glasses) on a UAW picket line with fellow TWU members.

example, they have made signs to carry on picket lines for the Local 555 contract.

"It's about the whole spirit of volunteerism. You have to just not be afraid to use your own time," Avila said.

His advice to those who are thinking about getting more involved: "It's truly about the cause and not about the clout. Don't let management intimidate you just because they hear you like the union."

"Every time we reach out to this member, whether it's for an Organizing, Legislative, or contract campaign, he educates himself on the issues and selflessly dives right in," said International Organizing Director Angelo Cucuzza. "He is a fantastic spokesperson for TWU issues out on the West Coast."

## TWU Takes Over AFL-CIO Organizing Training

On September 2-3, the TWU Organizing Department took advantage of the AFL-CIO's Organizing Institute's virtual training program by holding an all-TWU two-day basic organizing training class. A total of 24 TWU International staff, local officers and members participated in the training, which featured a video message from International President Samuelsen.

The interactive trainings were conducted virtually via Zoom due to the ongoing coronavirus pandemic and featured plenty of opportunities for participants to practice and develop their skills with each other.

The trainings focused on principles and best practices that lead to winning organizing campaigns

and developing strong unions. Among the topics discussed were the "Organizing Conversation," identifying and developing workplace leaders, and mobilizing workers around specific workplace issues.

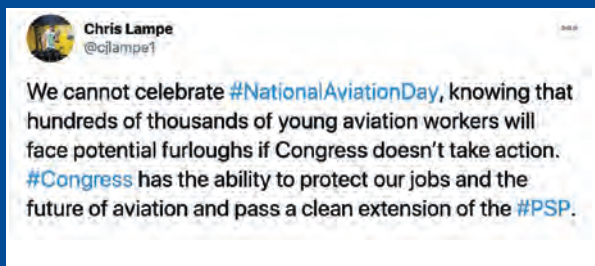
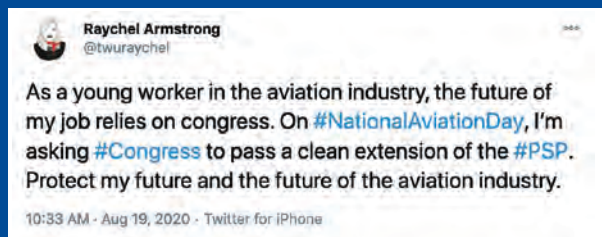
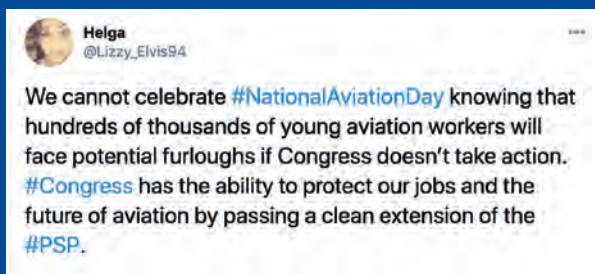
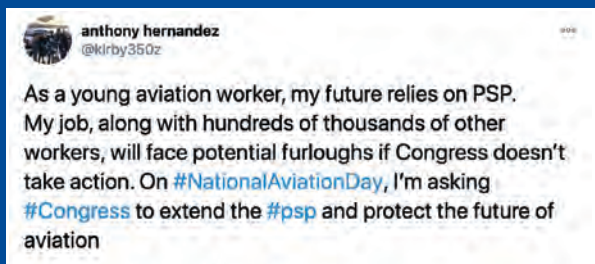
Beginning with initial "getting in the door" conversations and moving throughout the entire organizing process, these trainings helped members gain an appreciation for how difficult and long these campaigns can be. But they also helped illustrate better ways for our members to communicate the ways that unions make things better for all workers.

The AFL-CIO Organizing Institute has held additional trainings, featuring TWU members. For more info, visit [aflcio.org/about/programs/organizing-institute](https://aflcio.org/about/programs/organizing-institute).



# FLOC Members Shine Spotlight on National Aviation Day

August 19 is National Aviation Day. This year, members of the Future Leaders Organizing Committee took to Twitter to encourage Congress to pass the CARES Act and PSP extension, which would support aviation workers on the frontlines of the pandemic. Take a look at what they had to say.



## FLOC Members Vote

FLOC members worked hard to GOTV this election cycle. Many participated in the weekly Labor for Biden/Harris phone banking throughout the month of October.

*Local 568 member Jarrod Gillen shows off his "I Voted" sticker on Election Day.*

*Local 510 member Raymond Rolle and Jennifer Rolle after voting in Georgia.*



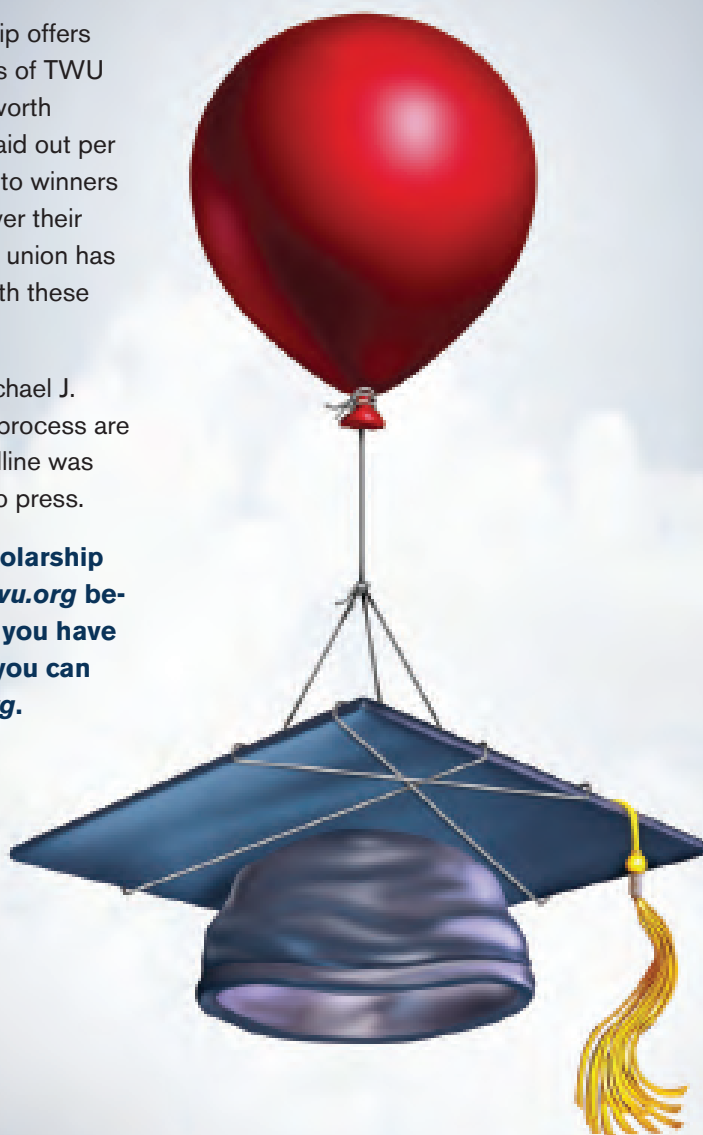
**COMING SOON**

# The 2021 Michael J. Quill Scholarship Applications

The Michael J. Quill scholarship offers 15 college-bound dependents of TWU members with 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 2021 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](http://www.twu.org) beginning in January 2021. If you have any additional questions, you can email [scholarship@twu.org](mailto:scholarship@twu.org).**





# 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, 2020, and the related notes to the statement.

## Management's Responsibility for the Financial Information

Management is responsible for the preparation and fair presentation of this statement in accordance with the modified cash basis of accounting as described in Note 1b; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of this statement in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of the statement that is free from material misstatement, whether due to fraud or error.

## Auditors' Responsibility

Our responsibility is to express an opinion on the statement 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 is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the statement. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the statement, 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 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.

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 of Calculation of Chargeable Expenses, referred to above presents fairly, in all material respects, the chargeable and non-chargeable expenses of Transport Workers Union of America for the year ended August 31, 2020 in accordance with the modified cash basis of accounting described in Note 1b, in conformity with the Transport Workers Union of America Agency Fee Policy.

## Basis of Accounting

We draw attention to Note 1b, which describes the basis of accounting. The Statement of Calculation of Chargeable Expenses was prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

## Report on Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the Statement of Calculation of Chargeable Expenses as a whole (modified cash basis). The supplementary information (modified cash basis); statement of main office expenses, statement of servicing, negotiations and grievance expenses and statement of salaries and related expenses on pages 9, 10 and 11 is presented for purposes of additional analysis and

is not a required part of the Statement of Calculation of Chargeable Expenses. 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. The information has been subjected to the auditing procedures applied in the audit of the Statement of Calculation of Chargeable Expenses and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the statement or to the statement itself 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 Statement of Calculation of Chargeable Expenses as a whole.

## Restriction on Use

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, 2020

	TOTAL	CHARGEABLE	NON-CHARGEABLE
Main office expense	\$2,563,988	\$2,313,976	\$250,012
Servicing, negotiations and grievance expenses	5,177,631	5,177,631	-
Political expenses	404,250	-	404,250
Organizing expenses	718,075	-	718,075
Affiliation fee	1,158,755		1,158,755
TWU Expense: Non-political information	236,535	236,535	-
Political information	60,844	-	60,844
Donations, tickets and advertisement	645,588	-	645,588
Social events, non-political	22,000	22,000	
Salaries and related expenses	12,153,514	9,865,279	2,288,235
Quill scholarship	90,200	-	90,200
Insurance	165,664	165,664	-
Investment expenses	285,356	285,356	-
Totals	\$ 23,682,400	\$18,066,441	\$ 5,615,959
Percentage to total	100.00	76.29	23.71

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

### NOTES TO STATEMENT OF CALCULATION OF CHARGEABLE EXPENSES AUGUST 31, 2020

#### 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 of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. Under the modified cash basis of accounting, revenues are recognized when received rather than when earned and expenses are generally recognized when paid rather than 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 employee 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 amounts of expenses during the reporting period and the allocation of chargeable and non-chargeable expenses. 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.

#### **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.

#### **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 benefit
- e. Lobbying to the extent not chargeable as per Note 2g 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 - Significant actors and Assumptions Used in the Allocation Between Chargeable and Non Chargeable Expenses**

**a. Salaries and Related Expenses** – Salary expenses for officers, clerical and administrative staff have been allocated between chargeable and non-chargeable activities based on time spent by personnel on such activities. Payroll taxes and workers compensation insurance are allocated based on salary allocations. Pension and welfare expenses are allocated based on employee participation in the pension plan and salary allocations.

**b. TWU Express** – The expenses related to the publication of the TWU Express are allocated between chargeable and non-chargeable based on the specific content of articles in the publications as determined by the editorial department. Expenses allocable to articles that are political in nature are 100% non-chargeable.

**c. Legal, Accounting and Other Professional Fees** – These expenses that are directly related to specific projects are allocated to those departments based on chargeable percentages of those departments except that any expenses primarily for non-chargeable expenses are 100% non-chargeable.

**d. Organizing and Political Expenses** – Organizing expenses are 100% non-chargeable. Political expenses that are not otherwise chargeable under Note 3g above are 100% non-chargeable.

**e. Affiliation fees** – Affiliation fees paid to non-TWU organizations are 100% non-chargeable.

**f. Main Office Expense** – These expenses are directly allocable to chargeable or non-chargeable activities or allocated to non-chargeable activities based on salary expense allocations described in Note 5a above or any other method that is reasonable in the circumstances.



**Note 6 - 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 7 - Subsequent Events Review**

Subsequent events have been evaluated through December 10, 2020, which is the date the statement was available to be issued. There were no subsequent events requiring 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, 2020**

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
<b>Rent and related expenses</b>	\$ 1,317,051	\$ 1,174,688	\$142,363
<b>Stationary and printing</b>	112,215	104,606	7,609
<b>Outside consultants</b>	151,612	146,825	4,787
<b>Telephone</b>	149,500	133,796	15,704
<b>Postage</b>	59,942	47,976	4,966
<b>Data processing expense</b>	266,985	237,571	9,677
<b>Equipment rental and maintenance</b>	87,085	77,408	9,677
<b>Subscriptions</b>	103,079	93,373	9,706
<b>Accounting</b>	212,386	203,386	9,000
<b>Depreciation</b>	63,891	51,641	12,250
<b>Sundry expenses</b>	47,242	42,706	4,536
<b>Totals</b>	\$ 2,563,988	\$ 2,313,976	\$ 250,012

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, 2020**

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
<b>Negotiation expenses</b>	\$ 2,413,527	\$ 2,413,527	\$ -
<b>Legal fees</b>	839,461	839,461	-
<b>Transportation and facility costs</b>	1,353,012	1,353,012	-
<b>Reimbursement of Locals negotiating expenses</b>	571,631	571,631	-
<b>Totals</b>	\$ 5,177,631	\$ 5,177,631	\$ -

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, 2020**

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
<b>Salaries</b>	\$ 6,711,663	\$ 5,424,806	\$ 1,286,857
<b>Pension and welfare expenses</b>	4,361,766	3,527,537	834,229
<b>Payroll taxes</b>	517,394	418,193	99,201
<b>Auto expenses</b>	541,023	477,230	63,793
<b>Insurance, workers compensation</b>	21,668	17,513	4,155
<b>Totals</b>	\$ 12,153,514	\$ 9,865,279	\$ 2,288,235

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

**THE TRANSPORT WORKERS  
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