



America's Fighting Democratic Union

CONVENTION RESOLUTIONS

of the

26th Constitutional Convention

September 13-17, 2021

Caesars Palace Hotel and Casino

Las Vegas, Nevada

Resolution #1

Honoring Richard Trumka

The American labor movement suffered an enormous loss on Aug. 5, 2021, with the heartbreaking and unexpected passing of AFL-CIO President Richard Trumka.

A third-generation coal miner, Brother Trumka grew up in the United Mineworkers as part of a reform movement to foster a new era of integrity and militancy to that great union.

His ascendancy to the President of the Mineworkers at age 33 in 1982 is testament to the power of his message and personal magnetism.

As President of the UMWA, he led a 10-month strike against Pittston Coal over the company's unilateral actions to terminate health care benefits for retirees, widows, and disabled miners. The strike gained support from TWU and every union in the country, and from around the world. The strike's successful outcome also brought national focus on the vital issue of adequate health care that continues to be at the heart of most labor-management disputes to thisday.

As he transitioned away from the Mineworkers to his roles as Secretary Treasurer of the AFL-CIO in 1995 and President in 2009, Brother Trumka brought that same passion and militancy as the nation's most powerful voice on the need to ensure that all workers have a good job and the power to determine their wages and working conditions. He also led the labor movement's fight to secure an economy based on broadly shared prosperity.

Despite having worked zealously in the labor movement for nearly five decades, Brother Trumka clearly had so much more to give and to achieve on behalf of workers in America and across the world.

Now therefore be it

RESOLVED, that the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, offer our heartfelt condolences to his family on the terrible loss of their husband, father, grandfather and coach. We also offer our condolences to his friends and colleagues at the AFL-CIO in Washington, DC and in union halls across America,

and be it finally

RESOLVED, that this Convention offers our full and unwavering support to new AFL-CIO President Elizabeth 'Liz' Shuler in her efforts to build on the legacy of Brother Trumka, as well as to blaze her own trail of victories for the workers of this nation.

Resolution #2

Social Security Needs a Permanent Fix

Social Security is a major source of income for most elderly Americans. In some cases, it is the only source.

- Nearly nine out of ten individuals age 65 and older receive Social Security benefits.
- Social Security benefits represent about 33% of the income of the elderly.
- Among elderly Social Security beneficiaries, 50% of married couples and 70% of unmarried persons receive 50% or more of their income from Social Security.
- Among elderly Social Security beneficiaries, 21% of married couples and about 45% of unmarried persons rely on Social Security for 90% or more of their income.

However, under current projections from the Social Security Administration, the Trust Funds responsible for paying Social Security benefits to retired workers, their families, and survivors of workers will be depleted – if no action is taken – by 2035, and possibly sooner because of the negative financial fallout from the pandemic.

At that point, payroll tax revenue alone would only be sufficient to pay 79% of scheduled benefits initially, with the percentage falling gradually to 73% by 2094.

President Biden has promised an aggressive long-term fix for Social Security that not only includes a financial answer, but also pledges vital new benefits for those seniors under the most immediate financial strain.

The last major fix to Social Security came in 1983. Since then, Congress has been kicking the can down the road as financial pressures continued to mount.

Obviously, this vital safety net for America's seniors must be protected at all costs.

American seniors and workers, including our young people just entering the workforce, deserve an answer. We need a permanent fix once and for all.

NOW, THEREFORE BE IT RESOLVED,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, believe that Congress and the Administration must show political will and courage to take immediate action on the long-term financial viability of Social Security and other safety net programs, and

BE IT FURTHER RESOLVED,

That this convention vigorously opposes negative changes to Social Security, including raising the retirement age, reducing future benefits, and changing how benefits and annual COLA's are calculated in a downward direction, and

BE IT FURTHER RESOLVED,

That we go on record opposing Sen. Romney's "Time to Rescue United States' Trusts (TRUST) Act, which we believe is a smokescreen to pave the way to cuts in Social Security and Medicare through the creation of so-called "Rescue Committees." The Social Security crisis has been studied to death. Action is needed, not more committees.

BE IT FURTHER RESOLVED,

That this Convention supports the Biden plan, which includes the following:

- Increased benefits for older seniors, for whom Social Security payouts have not kept up with costs. This would benefit seniors between the ages of 78 and 82, who would receive gradual increases in their annual benefit amounts.
- An increase in the minimum benefit that a retiree with 30 years of employment can receive to 125% of the federal poverty line, a major benefit for the lowest earning Americans.
- A 20 percent boost in benefits for widows and widowers.
- A revised COLA formula for to better reflect the actual cost of living.
- The elimination of federal income tax on social security benefits. Most importantly, change the cap formula for payroll deductions. For employers and employees, the cap is currently set at \$142,800, up from \$137,700 in 2020. The Biden plan would, instead, institute a payroll tax split between employers and employees on all incomes above \$400,000 (there would no Social Security payroll taxes on income between \$142,800 and \$400,000). This formula targets only the nation's highest earners, with the vast majority of all Americans unaffected, and

BE IT FINALLY RESOLVED,

That a copy of this resolution be forwarded to President Biden, Senate Majority Leader Charles Schumer, House Speaker Nancy Pelosi, the members of the Social Security Subcommittee of the House Ways and Means Committee, and the members of the Social Security, Pensions, and Family Policy subcommittee of the Senate Finance Committee.

Resolution #3

Investment in Amtrak

Despite facing numerous challenges, passenger rail remains a vital mode of transportation in the United States.

For decades, the TWU has fought tooth and nail to preserve and increase funding for Amtrak in the face of near-constant political opposition. In the past 18 months, Amtrak faced one of its toughest challenges yet as the COVID-19 pandemic wiped out ridership and threatened the health and livelihoods of thousands of rail workers and their families.

And it's not only workers that rely on Amtrak – passengers, our nation's economy, and the environment all count on Amtrak as a viable, efficient, and sustainable method of moving people around.

As the country begins to emerge from the pandemic, there is renewed hope for a national commitment to invest in and expand passenger rail. President Biden, famously a longtime Amtrak commuter, has been vocal about the need to expand the rail system in such a way that preserves existing jobs and worker protections while creating new, good-paying, unionized jobs. President Biden has also committed to Amtrak investment as part of his ambitious national infrastructure plan.

Now, therefore be it **RESOLVED**,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, believe deeply in the potential of Amtrak to connect people with each other and with basic needs and opportunity; and be it further

RESOLVED,

That the delegates seated here believe that critical investment in passenger rail cannot only preserve current jobs with excellent labor protections, but also create thousands of new, green, unionized rail jobs; and be it further

RESOLVED,

That this Convention calls upon the Congress to pass, and President Biden to sign. The Infrastructure Investment and Jobs Act, which would invest more than \$46b into our nation's passenger rail service and infrastructure, create thousands of good, union jobs, and build the future of Amtrak;

AND BE IT FINALLY RESOLVED,

That the Transport Workers Union of American believes that this bill is a statement by political leaders that passenger rail is not a partisan issue, and as such, a copy of this resolution should be sent to President Biden, and the majority and minority leaders of the House and Senate.

Resolution #4 Bikeshare Organizing

In recent years, bikeshare has become a critical mode of transportation in modernizing cities across the country. Bikeshare systems are growing nationwide, and they provide riders with a safe, affordable, and accessible method of transportation.

Bikeshare jobs can be good, union, career jobs that play an important role in connecting people with loved ones and opportunities. The TWU has proved that in Washington, D.C., Chicago, New York City, San Francisco, and numerous other cities.

For these reasons, bikeshare has much in common with the transit, rail, and airline jobs that the TWU has traditionally organized. Indeed, many of the bikeshare trades, such as mechanics, technicians, and dispatchers, are extremely similar to those in the TWU's other transportation sectors.

However, bikeshare management in many cities has been resistant to organizing efforts, despite taking public funding. Management typically views these jobs as temporary, replaceable, non-essential work and will stop at nothing to keep their workers from unionizing.

In many cases, bikeshare workers already know their rights and are eager to form a union. The workers know that it is to their benefit to have a voice in their workplace, and they are eager to contribute to and grow an emerging transportation sector. The workers have the same demands as many in the TWU – they want to be compensated fairly and treated with dignity and respect in the workplace.

Now, therefore be it **RESOLVED**,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, believe deeply that bikeshare workers deserve the same dignity and respect in the workplace as all transportation workers;

and be it further RESOLVED

That the delegates seated here believe unionized bikeshare workers will be able to bargain for and win higher wages, improved benefits, and a stronger voice on the job;

and be it FINALLY RESOLVED,

That this Convention will encourage the further organizing of bikeshare units across the country, which will contribute to a growing TWU Local 320, a diverse TUUS Division, and a stronger Transport Workers Union of America.

Resolution #5

Commitment to Infrastructure Funding

Our national transportation infrastructure is the foundation upon which the TWU is built.

Transport workers rely on our transportation infrastructure every single day – to get us safely to and from work, to keep us safe on the job, and to ensure that we continue to receive our paychecks and can put food on the table for our families.

However, for far too long, that infrastructure has been allowed to fall into a poor state of repair. For too long, the state of our infrastructure has been taken for granted. Our airports, highways, roads, bridges, tunnels, railroads, and transit systems are woefully out of date and in dire need of help.

Presently, there is an estimated backlog of one trillion dollars' worth of necessary transportation infrastructure repairs. Tens of thousands of bridges are in poor condition. Hundreds of thousands of miles of roadway put drivers and passengers in grave danger. Commute times are growing longer as buses, rail cars, tracks, and train stations grow out of date.

In other areas of the country, millions of Americans are still without access to basic transportation infrastructure. For those people, that means an inability to connect with friends, family, and loved ones. It also means a lack of opportunity and security – as people cannot access jobs, healthcare, and other necessities in a timely or affordable manner.

At its best, our transportation infrastructure has been an essential part of connecting people with each other and with critical opportunities. But if we fail to take critical steps to address, update, and improve our transportation infrastructure, future transport workers will inherit a system that divides people and impedes access to the very things that we need most.

Now, therefore be it **RESOLVED**

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, believe deeply that our crumbling transportation infrastructure poses a threat to our economic livelihoods and physical safety;

and be it further RESOLVED,

That the delegates seated here believe that critical investment in our airports, highways, roads, bridges, tunnels, railroads, and transit systems can successfully repair, improve, and expand our transportation infrastructure and create new, safe, unionized transportation jobs;

and be it further RESOLVED,

That this Convention calls upon the Congress to pass, and President Biden to sign The Infrastructure Investment and Jobs Act, which would invest more than \$1.2t into our nation's transportation infrastructure and resilience, repair roads and bridges, modernize public

transit, invest in reliable passenger and freight rails service, create thousands of good, union jobs, and build the future of transportation infrastructure;

and be it FINALLY RESOLVED,

That the Transport Workers Union of America believes that this bill is a statement by political leaders that transportation infrastructure is not a partisan issue, and as such, a copy of this resolution should be sent to President Biden, and the majority and minority leaders of the House and Senate.

Resolution #6

Foreign Aircraft Maintenance – Pass the Safe Aircraft Maintenance Standards Act

The Transport Workers Union of America has been leading the charge, calling for better safety oversight for foreign aircraft repair stations.

The TWU is the only union to obtain contract language that takes steps to not only stop the offshoring of aircraft maintenance jobs, but to bring back jobs that have been sent abroad. That language is in the historic American Airlines contract, ratified in March 2020 just as the pandemic took hold.

The TWU is also fighting to ensure that legislation is passed that prevents offshoring at all airlines, including the *Safe Aircraft Maintenance Standards Act*. The bill was introduced by Representatives Peter DeFazio (D-OR) and John Katko (R-NY) during the 116th Congress and was reported out of committee with significant, bipartisan support.

The number of aircraft maintenance and repair stations certified by the Federal Aviation Administration (FAA) outside of the United States, has grown by more than 58% in the past six years. These foreign repair stations are located all around the globe including China, Singapore, Brazil, Thailand (which the FAA has cited incapable of enforcing international air safety standards), and El Salvador.

All U.S.-registered aircraft are nominally required to be maintained to the same standards, regardless of where maintenance work is performed. But in fact, work done outside of the U.S. is NOT being held to this statutory requirement. Work in foreign stations is subject to fewer regulations and lower safety standards.

Regulations that foreign aircraft maintenance is exempt from include:

- Security background checks for workers
- Risk-based safety and security evaluations for facilities
- Drug and alcohol testing
- Unannounced FAA inspections
- FAA certification standards for mechanics and technicians

These safety gaps have created a structural and financial incentive for airlines to move maintenance work outside of the U.S. and onto a lower safety standard.

Congress has previously directed the FAA to address several of these issues through rulemakings. Despite these statutory requirements, which go back as far as 2012, the FAA has yet to initiate any regulatory changes in this area.

Work performed in these facilities is significantly less safe than work performed in the U.S. American mechanics, technicians, and pilots have been alarmed by poor and incorrect maintenance on aircraft maintained outside of the U.S. including:

- Critical engine components held together with tape and wire;
- Parts on the aircraft exterior doors installed incorrectly, leading to mid-flight cabin depressurization;

- Aircraft covered with flammable paint; and
- Drug smuggling in aircraft noses, wheel wells, avionics, and lavatory panels.

As aircraft add more software and interconnectivity onboard, this lower safety standard has the possibility of opening our skies up to dangerous cyber attacks. Without proper background checks and security requirements for the workers maintaining these aircraft, we are needlessly exposing our skies to increased security hazards.

Due to the decreased levels of regulatory scrutiny, airlines have already moved more than 8,200 maintenance jobs abroad. Many of these jobs are likely to return to the U.S. if the same safety standard applied universally.

Our elected and appointed leaders have acknowledged the urgency of addressing this issue. President Biden has committed “to ensure that US airlines’ operating, repair, and maintenance facilities overseas adhere to our nation’s highest safety standards.” And Secretary of Transportation Buttigieg has promised to “push for the passage of the Safe Aircraft Maintenance Standards Act so that the FAA holds both domestic and foreign aircraft repair and maintenance stations to the same safety standards.”

The Safe Aircraft Maintenance Standards Act would rectify many of these safety issues.

Now, therefore be it **RESOLVED**,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America call on Congress to pass the Safe Aircraft Maintenance Standards Act immediately and for President Biden to sign it into law;

Be it further RESOLVED,

That the delegates of the 26th Constitutional Convention of the Transport Workers Union of America call on the U.S. Department of Transportation and its modal agencies to take action immediately to raise safety standards for aircraft repair stations outside of the U.S. and to return aircraft mechanic jobs to this country.

Resolution #7

Guarding the International Union's Finances

Delegates to the union's 24th Constitutional Convention in 2013 were alarmed at the tenuous state of the union's finances. In reality, the union was on the brink of bankruptcy brought about by overspending and overstaffing. Delegates voted in a new slate of officers at that convention on platform of returning the union to fiscal viability.

By the 25th Constitutional Convention in 2017, hard choices had been made through a reduction in staff where possible, and other cost cutting measures, that had put the union's ledgers back in the black.

Now in 2021, the picture is even better. In fact the union's finances are in the best condition ever.

Thanks to this cautious, meticulous oversight, the International has established a treasury that gives the union the ability to fund any fight on any level, whether it be in the courtroom, the boardroom or the crew room.

Now, therefore be it **RESOLVED**,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America call on the International to continue this vigilance of the union's finances and to keep spending prudently so we are prepared for whatever fights come our way.

Resolution #8

Hold the Line, Advance, Win

The Transport Workers Union of America is the most robust union in the country, actively expanding and strengthening our membership like no one else.

Over the past year and a half, despite incredible societal turmoil, TWU members have been moving America, in typical unsung fashion. Throughout a deadly pandemic, we served as the circulatory system for our country's fight to survive. We "Held the Line," risking our health and the health and well-being of our families.

We "Held the Line" fighting for good, fair contracts, no matter how big or small the local. We have dealt with unprecedented chaos in all of our industries. In battles with dangerous, indifferent bosses - from the heartland to our big cities and in Washington, DC - we have vigorously defended and delivered for all our members. We "Held the Line."

Staying true to our founder Mike Quill's philosophy of an industrial union, the TWU fights on behalf of all workers, regardless of what craft they perform. We strive for internal unity. Our common enemy is the boss. This solid foundation is what will propel us into the future.

We will "Advance" because of our steadfast resolve to always work together, shoulder-to-shoulder. We will "Advance" by organizing new members and energizing current ones. We will grow our ranks so every worker can enjoy the stability of a union job. We will "Advance" the trade union movement, because good-paying, blue-collar jobs are the basis of the American middle-class and the answer to the hardships that lurk around every corner.

The TWU will never give up. With our relentless fighting spirit, we always "Win." Nothing is ever a lost cause in the TWU. No fight is too big or too small. We will always aggressively defend our members livelihoods, and we will always strive to win.

Now, therefore be it **RESOLVED**,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, will always "Hold the Line, Advance, Win."

RESOLVED,

That the TWU will always stay true to founder Mike Quill's philosophies to create an industrial union that serves all workers.

RESOLVED,

That the TWU will continue to expand and strengthen our membership as America's Fighting Democratic Union.

FINALLY RESOLVED,

That the Transport Workers Union of America will continue our great journey for the greater good of every American worker.

Resolution #9

Strong Contracts for TWU Members

The Transport Workers of America has spent the past four years developing political and organizing strategies that have not only garnered respect, but truly protected and advanced the lives of our members. With a newly instilled spirit of fightback, using these new, multi-pronged approaches, the TWU has been able to win epic battles against greedy companies and secure top-notch contracts.

The TWU International has worked hand-in-hand with locals across the country, offering full support, to ensure that fair contracts are achieved for our members. We took on fights comprehensively from all sides: politically, legislatively, and by building relationships with the community and through transparent communication.

The historic, \$4.2 billion American Airlines contract provides the best wages, benefits, working conditions, and outsourcing protections in the airline industry. These gains are unprecedented, especially during a time of economic upheaval. The contract was ratified by more than 90 percent across all work groups, just as the country shut down for the Covid-19 pandemic. After more than five years of painstaking negotiations, the contract provides our members with well-deserved, industry-leading wages and benefits, and it also makes air travel safer for the flying public by limiting the amount of aircraft maintenance done overseas – something no other union has succeeded in doing.

The TWU negotiated the inaugural contract for the nation's first ever and only bikeshare local, TWU Local 320, representing bikeshare workers from coast to coast. Breaking into the micro-mobility market provides better opportunities for workers to make a living wage and enjoy benefits and stability.

Dozens of impressive contracts have been achieved in each Division thanks to the dedication, steadfastness and hard work of both our International officers and local leaders.

We never backed down or submitted to company demands. We worked collectively to achieve our goals. The TWU is overall a stronger union because of these solid contracts.

Now, therefore be it **RESOLVED**

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America calls upon the International to continue to enforce this renewed, passionate commitment to strong contracts, by not only providing bargaining guidance but by offering any support necessary so our local leaders are properly armed for any battle.

Resolution #10

The Fight Against Job Killing Technology

The Transport Workers Union is mounting a groundbreaking and aggressive campaign focused on the future of work and the need to protect transportation jobs from being automated and eliminated by new transit technology and big tech companies.

The TWU's transit technology campaign began in late 2017 in Columbus, Ohio, where the Central Ohio Transit Authority (COTA), in direct violation of our contract, wanted to add self-driving buses to run along routes operated by Local 208 members. The campaign featured member education about the threat that autonomous vehicles pose to TWU jobs and meetings with numerous lawmakers, including two Ohio gubernatorial candidates who leafleted passengers alongside union members.

In 2018, the TWU formed a coalition with other transit unions and labor allies to stop the implementation of AV technology on public buses, ensuring that union members across the state were ready to take action and make their voices heard. Due to our pressure, when the COTA shuttle was finally deployed in 2020, it was taken out of service almost immediately after unexpectedly braking and injuring a passenger.

Our fight in Columbus proves that the TWU is capable of mounting an effective campaign and pushing back against the forces that seek to capture our work and eliminate our jobs. However, the threats from transportation technology have grown substantially since we first started our fight in Columbus.

Big tech companies are pouring hundreds of billions of dollars into autonomous vehicle development, and companies such as Uber and Lyft want to redefine and privatize public transit altogether. Autonomous transit shuttles and delivery vehicles have popped up in San Francisco, Houston, Tampa, Columbus, Arizona, Nebraska, and other locations nationwide.

Elsewhere, rideshare, bus rapid transit, dedicated AV corridors, electric vehicles, battery electric buses, zero emission buses, sanitizing robots, and new fare collection systems are close to becoming a reality, if they are not widespread already. The big tech companies that are driving this have numerous allies in Congress who are pushing AV-enabling bills in Washington and in statehouses across the country. Altogether, new technology poses a greater risk to transportation workers than to workers in nearly any other sector of the economy.

It is more critical than ever that the TWU ramps up its Transit Technology campaign. For this campaign to be successful, we must speak with a clear and unified voice about the dangers that these technologies pose to our members if workers do not have a seat at the table. We must establish a strategic ground game and engage directly with transit agencies and lawmakers. And finally, we must execute a successful bargaining strategy around the introduction and implementation of any new technology.

The TWU has dealt with new technology countless times throughout our history, and we have the tools and knowledge to successfully fight back once again. Rather than uniformly opposing the introduction new technology, we know how to fight strategically to ensure that workers have a voice in its implementation. Our goal is to ensure that new technology creates good jobs while benefiting the economic and physical wellbeing of the workers, passengers and communities who rely public transit.

Now, therefore be it **RESOLVED**

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, call on the TWU to stay ahead of the curve on the latest transit technology and fight to protect jobs and ensure that workers are part of any new conversations.

RESOLVED

That the union will be committed to partnering with locals through extensive communication, shared funding, joint outreach to transit agencies, and fighting for strong contract language regarding the introduction and implementation of new transit technology.

RESOLVED

That the union will ensure that workers, such as mechanics who work on diesel engines, have the proper training to be able to work on new electric and hybrid vehicle fleets.

RESOLVED

That the TWU will work in tandem with local communities to ensure that everyone is part of the conversation as these changes take place, including bus fleets being switched from diesel to electric or autonomous shuttles.

And be it FINALLY RESOLVED

That the TWU will guarantee that any mode of public transportation is safely operated and maintained by a human being.

Resolution #11

The Future Leaders Organizing Committee (FLOC)

The TWU has grown substantially over the past 8 years. And the opportunity to grow even more in strength and solidarity exists as we add new and younger members, who bring new energy and ideas into the mix.

With the establishment of the **Future Leaders Organizing Committee (FLOC)** for young workers in the airline industry, the TWU has begun to tap into this resource by empowering these members with the tools to become active, informed, engaged, and in turn creating and strengthening future stewards and leaders.

The rapid injection of new workers onto our properties creates the need for the TWU to educate them, demonstrating that the Union has and will continue to support its members, thereby igniting a feeling of solidarity among this work group.

With FLOC, the TWU has demonstrated it sees an opportunity to bridge the gap between its long-standing members and its newer members by improving communication strategies that will unite the generations and improve methods where new members can readily find answers to historical and developmental information.

The history of the TWU shows that as time passes, our fight and resolve doesn't diminish and that the desire to fight and win will always require the fuel and leadership of those who are passionate to serve. The effort we put into molding/directing that passion will affect future leaders for decades to come.

Now therefore be it RESOLVED,

That delegates to the 26th Constitutional Convention of the Transport Workers Union of America, commends our International Administrative Committee for the foresight to establish FLOC,

AND BE IT FINALLY RESOLVED,

The delegates urge the International to expand this effort to include all Divisions to continue to organize and educate new members so that they are properly indoctrinated into the TWU culture of industrial unionism and militancy.

Resolution #12

Addressing Assaults on Transport Workers and Making Our Workplace Free of Violence and Intimidation

On March 27, 2020, Local 100 Train Operator Garrett Goble died in a horrific subway fire during the darkest days of the pandemic in New York City. The fire was intentionally set by a homeless man, who months after this tragedy was arrested for murder.

The NYPD reported in June of this year that felony assaults in the subway and bus system – many of the victims being transit workers – are at their highest level in 21 years. Verbal harassment, menacing and spitting on transit workers is happening at an alarming rate.

It's not only New York. This epidemic of hostility is felt by transit workforces across the country in cities, suburbs, and rural communities alike, causing physical and emotional harm to the dedicated workers who keep the community's transit system moving.

The tragic workplace shooting at a San Jose railyard this past May, which killed ten Amalgamated Transit Union members – including the gunman – gives rise again to a rash of workplace violence.

As the country opens back up from the pandemic, we are experiencing a wave in mass shootings in everyday spaces such as supermarkets. According to data from the Gun Violence Archive, there have been significantly more mass shootings already in 2021, compared to in 2018, 2019 and 2020.

TWU members face enough danger during their day-to-day duties and should not have to worry about extra perils as they perform their jobs. Aside from the fear of mass shootings, our members experience a barrage of sexual harassment and intimidation in all forms, whether it be worker on worker, or management on worker.

Each time a transit worker is assaulted, his or her physical and mental health and safety are also compromised. Furthermore, passengers in transit systems are put in danger by the possibility of either the driver losing control over the bus or violence erupting throughout the close confines of the bus or subway train.

Our flight attendants are sexually harassed and assaulted by passengers at alarming rates while they protect passengers 30,000 feet above sea level. Our rail and transit workers continue to be subject to all-too-frequent assaults by passengers.

Members in each division regularly face intimidation from management, as well as harassment of all kinds from co-workers. No matter how big or small the incident, this kind of behavior is not acceptable. No worker should feel uncomfortable or threatened, inside or outside the jobsite.

Additionally, assaults contribute to worker absence, productivity shortfalls, increased levels of stress for the victim and for co-workers, increased fear, and a negative perception of America's transportation network in the minds of the public.

Fare disputes, face-mask disputes, pent up anger from the pandemic are all commonly cited reasons for the surge in violence. However, there is no excuse for allowing this abuse to continue.

Now, therefore be it RESOLVED,

That the 26th Constitutional Convention of the Transport Workers Union of America, call for the following actions to prevent assaults on America's transportation workers and to severely punish those who do:

- Work with state and local lawmakers to elevate the penalties for assaulting a transit worker to deter would-be perpetrators.
- Elevate spitting from a simple harassment to a misdemeanor punishable by jail time and severe fines.
- Work with transit agencies nationwide to install stronger bus shields and compartments that thoroughly block passengers from punching, spitting on, or throwing liquid or solid objects at the Operator,

And be it RESOLVED,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America will do everything in their power to promote a workplace free of every type of intimidation, harassment or violence. Everyone should feel completely comfortable so we can continue to safely Keep America Moving.

AND BE IT FINALLY RESOLVED,

That a copy of this resolution be sent to Transportation Secretary Pete Buttigieg, FTA Administrator Nuria Fernandez, and the appropriate Chairs and Ranking members of the House and Senate Committees and Subcommittees dealing with the safety on our nation's transportation modes.

Resolution #13

13 (c) Labor Protective Provisions

Delegates to every TWU International Convention since the passage of the Urban Mass Transportation Act In 1964 have unanimously resolved to use the power of the labor movement to protect the vital labor protective provisions of that landmark legislation, commonly known as 13 (c).

The fact that these provisions remain intact despite attacks on them over the years is a testament to the union's vigilance on this issue.

It is time once again for that renewed pledge.

Before 1964, many transit properties were privately owned, and the unionized transit workers were covered and protected by the National Labor Relations Act (NLRA).

But, as these properties transitioned to publicly owned and operated entities with funding from the federal government, the workers became public sector employees, subject to a whole new set of state laws, including right-to-work statutes.

As outlined in the law, before a transit system can receive any support through the Federal Transit Administration, the Secretary of Labor must certify that "fair and equitable" arrangements have been made to protect the rights and interests of employees affected by the federal money. The arrangements must include but are not limited to:

1. Preservation of rights, privileges and benefits (including pension rights) under existing collective bargaining agreements.
2. The continuation of collective bargaining rights.
3. The protection of individual employees against a worsening of their positions with respect to their employment.

In fact, 13 (c) is the only protection of collective bargaining rights in right-to-work states like Florida and Texas.

A number of new factors have arisen in the past four years that give some new urgency to remain steadfast on 13 (c). The Covid pandemic, which caused massive losses in ridership and revenue, has transit agencies looking at long term structural service changes as it relates to frequency, flexibility and overall capacity.

Autonomous vehicles, electric bus fleets, driverless trains, and other advancing transit technologies all pose threats to traditional transit jobs, and as well, invite new attempts to weaken or eliminate labor protective provisions of all stripes, including those contained in 13 (c).

The Supreme Court decision on Janus, which has essentially transformed America into a national-right-to-work scenario for all public sector workers, is another danger to collective bargaining rights, and the protections contained in 13 (c).

Now therefore be it, RESOLVED,

That the 26th Constitutional Convention of the Transport Workers Union of America, hereby renews its historic commitment to preserving the Labor Protective Provisions contained in Section 13 (c), with new emphasis on the provision regarding paid training and retraining programs,

and be it further RESOLVED,

That the delegates to this convention urge the TWU leadership to work closely with our partners in the Amalgamated Transit Union and other affected labor organizations, whose members' jobs, pay, benefits, and working conditions are also threatened by those who seek to weaken or eliminate 13(c) protections, and to safeguard against such attacks,

and be it finally RESOLVED,

That a copy of this resolution be sent to Secretary of Labor Marty Walsh, whose department is the sole administrator of the provisions contained in 13 (c).

Resolution #14

The Fallout from Janus: Never Let Our Guard Down

This time four years ago, the labor movement was on high alert over the specter of a negative Supreme Court decision on the onerous *Janus v AFSCME* case.

At stake was the financial underpinning of public sector unions across America, including TWU Locals representing workers at public transit agencies, school districts, townships and municipalities.

The *Janus* case targeted the vital 1977 Court decision in *Abood v. Detroit Board of Education* which upheld the collection of mandatory agency fees in the public sector. Under an “agency” or “fair share” agreement, a union with an exclusive right to represent a particular group of employees at a state, city or local agency was legally allowed to collect fees for costs related to collective bargaining and other representational activities from workers who chose not to join the union.

By getting rid of *Abood*, the enemies of labor believed it would cripple unions financially and wreck the collective bargaining process, a premise that many in the labor movement itself believed possible.

The National Right to Work Committee, the funding mechanism behind *Janus* and its main precursor, *Freidrichs v California Teachers Association*, adopted a cynical fast-track scheme of losing in lower federal courts to get it to the Supreme Court when, they were confident, a conservative majority bolstered by the appointment of Neil Gorsuch to replace the late Antonin Scalia, would rule their way.

Indeed, delegates to TWU’s 25th Constitutional Convention in 2017 unanimously empowered our national union’s leadership to take all necessary actions to prepare our public sector Locals for the expected fallout to come.

The International Union’s leadership took this call-to-arms to heart and did an exemplary job of preparing our Locals for the possible onslaught.

Then, as expected, the Supreme Court on June 27, 2018 overturned *Abood*, setting off a celebration inside the National Right to Work Committee, which itself predicted that as many as 20 to 30 percent of public sector union members would abandon their union and take the 30 pieces of *Janus* silver.

It didn’t happen, especially in TWU, where we remain a virtual 100 percent dues paying membership in all our long-time public sector Locals.

Now therefore be it RESOLVED

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America commend our International Union and Local union leaderships, and especially our publicsector members, for standing strong behind TWU, thereby sending an unmistakable message to the enemies of labor, that TWU members view their membership in this union as a sacred trust,

and be it further RESOLVED,

That we all share in a great deal of organizational pride for standing up to these formidable forces from the right-wing and billionaire class,

and be it further RESOLVED,

That this Convention commends TWU's great history of strong representation at the grass roots, and strong contracts in all our divisions as the foundation for strong Locals and loyal members across our union,

and be if further RESOLVED,

That delegates seated here today urge this leadership to review union security clauses in all TWU collective bargaining agreements, public or private sector, to protect this organization and our members against new attacks on our financial solvency,

and be it finally RESOLVED,

That the 26th Constitutional convention urges our International and Local leaders to remain evervigilant on Janus-related threats from the National Right Work Committee on a union-wide or Local basis, and if one is detected, to attack back with all the resources available to us.

Resolution #15

Taking on AMFA

The TWU was founded on the principle of industrial unionism, a tried-and-true labor philosophy that creates real power in the workplace.

Today, even in industries that were traditionally organized along craft lines, like rail and air, unions join together in negotiating and other coalitions to maximize bargaining power.

But not the Aircraft Mechanics Fraternal Association (AMFA).

AMFA's slavish devotion to a "go-it-alone" craft mentality has led to long history of defeat and loss of membership, to where it now represents only 3 properties with minimal members and shrinking assets.

For years, the AMFA playbook has been to poach members from other unions. Where they have been successful in the last 20 years – at Northwest and United – AMFA has destroyed the contracts, caused widespread loss of jobs, and accelerated the export of aircraft maintenance jobs to overseas bases.

AMFA has attempted predatory card drives at American off and on for nearly 60 years without success. They initiated their most energetic drives during periods of economic upheaval in the industry, including the decades-long period after airline deregulation, and the tumultuous post 9/11 era.

It was, therefore, not a surprise that AMFA would view the turmoil of the pandemic and the doomsday scenario it created throughout the airline industry as fertile ground to sew fear and uncertainty among American's mechanics.

Never in its history has TWU initiated this kind of shameful, destructive raid on another union's members, preferring instead to organize unorganized workers across America. Indeed, the AFL-CIO Transportation Trades Department, labeled the latest AMFA raid "a naked and cowardly power grab."

Enough is enough.

NOW THEREFORE BE IT RESOLVED,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, condemn AMFA's latest raid at American Airlines as well as AMFA's disgraceful history of predation in the airline industry,

and BE IT FURTHER RESOLVED

That this Convention encourages the International Administrative Committee to administer this rogue organization a dose of its own medicine by initiating decertification drives at the three properties where AMFA has members as soon as possible after this Convention concludes,

and BE IT FINALLY RESOLVED,

That the delegates assembled at this Convention encourage the IAC to expend whatever resources necessary to finally rid the House of Labor of the AMFA malignancy.

Resolution #16

Equality in the Workplace & TWU's Commitment to Social Justice

From its establishment in 1934, and subsequent chartering by the CIO in 1937, the TWU leadership has built our union upon a foundation of equality in the workplace.

TWU's founders made it clear in our original constitution that a worker's race, religion, nationality, or political affiliation could not bar him or her from membership in the TWU.

In the union's first big organizing drive among 14,000 IRT subway employees, Founding President Michael J. Quill reached out to the IRT's Black workers, who were the lowest paid and relegated only to Porter's jobs. No other attempt to organize in the subways had ever included the Black workers. Quill worked with activists in the Porter title and formed the Porters Committee for the Transport Workers Union, and that group voted 1,452 to 69 for the TWU in the victorious election.

This win catapulted the union not only to a great contract victory on the IRT, but also to organizing wins on the BMT, IND and private bus companies in New York. It also paved the way to quickly being able to break the color barrier in New York City transit against the hiring of Black workers in the operating and maintenance titles.

In 1941, the union was a key factor in supporting the Harlem Bus boycott that broke the color barrier to hiring Black workers in Bus Operator and mechanics titles in the private bus companies.

Also, in 1941 Quill became the first labor leader, and possibly the first leader of any kind, to demand equal pay for equal work for women token booth clerks, who were paid substantially less than their male counterparts.

The union successfully fought against Jim Crow practices in certain southern cities during the fight to organize Pan Am World Airways and American Airlines in the mid-1940's.

TWU's brand of industrial unionism and its message of inclusiveness paved the way for great organizing victories in all the transport sectors from coast to coast.

These great early wins forever cemented the TWU's core belief that true equality in society begins with equality in the workplace, bringing economic justice built by strong unions and strong contracts for all workers.

But we never remained on the sidelines. We were an early supporter, both financially and organizationally of Dr. Martin Luther King's Southern Christian Leadership Conference. The

union supported the Freedom Rides against segregation in the South; opposed the segregation of the nation's public schools; and supported Voting Rights Act of 1965.

Decades before much of organized labor joined the fight the TWU set the standard for unions across the country promoting equality in the workplace which cannot be over looked. Our union blazed the path of taking countless principled stands in all our division and locals to ensure equal access to loans, affordable housing, voting rights and a host of other vital concerns in our broader society.

The fight is not over.

The TWU will continue to fight for the rights of all groups regardless of race, ethnicity, gender, orientation, disability, immigration or economic status

Now therefore be it RESOLVED,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, look back with pride on our union's great legacy of fighting for equality in the workplace and in broader society,

and be it further RESOLVED,

That this Convention believes that despite substantial progress in the past six decades, racism continues to plague America in many sectors, including our justice system,

and be it further RESOLVED,

That we will propose any legislation that makes it easier for Americans to cast their ballots in national and local elections, as the right to vote is at the very core of our democratic process,

and be it RESOLVED,

That the TWU commends the efforts of the International Union's Civil and Human Rights Committee for its work in ensuring that our union always keeps it focus on equality in our workplaces,

and be it RESOLVED,

That the TWU endorses the concept that the greatest equality is achieved through the fruits of a union contract

and be it FINALLY RESOLVED,

That this Convention urges TWU in the labor movement, and our traditional partners in the civil rights community, to advance a more open and just society for all Americans.

Resolution #17

Limiting Exposure to Diesel Exhaust

This past June, the New York State Legislature passed a landmark bill focusing on the long-term exposure to diesel emissions and its causal link to lung cancer and other serious lung issues, like asthma.

The bill, championed by TWU Local 100 and Dorota Nigro, the widow of Local 100 Bus Maintainer Anthony Nigro, who died of lung cancer just months after retirement in 2012, provides a claim-filing opportunity for Workers Compensation for dependents of workers who died of diesel related cancers.

This bill, while a great victory for the families of transit workers and many other workers who are exposed to diesel exhaust, is a wake-up call to us all that safety in the workplace is an ongoing, fluid battle for our members and their families.

As we know, diesel fuel is used in most large engines, including those used in many trucks, buses, trains, railroad locomotives, construction and farm equipment, generators, floor scrubbers, airport work vehicles and tugs, and many others.

Exhaust from diesel engines brings a complex mixture of soot and gases to roadways, cities, farms, and other places. Health concerns about diesel exhaust relate not only to cancer, but also to other health problems such as lung and heart diseases. In urban areas, residents of neighborhoods adjacent to bus depots are also affected. Indeed, the rate of asthma in these neighborhoods are found to be higher than in the wider population.

According to the American Cancer Society, lung cancer is the major disease thought to be linked to diesel exhaust. Several studies of workers exposed to diesel exhaust have shown small but significant increases in risk of lung cancer. Men with the heaviest and most prolonged exposures, such as railroad workers, bus maintainers, heavy equipment operators, miners, and truck drivers, have been found to have higher lung cancer death rates than unexposed workers. Based on the number of people exposed at work, says the ACS, diesel exhaust may pose a substantial health risk.

NOW THEREFORE BE IT RESOLVED,

That the 26th Constitutional Convention of the Transport Workers Union of America commends the Local 100 leadership for its advocacy on this issue in the New York State legislature, and as well, for its ongoing campaign with the MTA to replace diesel powered scrubbers, and work trains with battery powered equipment or hybrids to limit the workforce's exposure to diesel,

AND BE IT FINALLY RESOLVED

That this convention urges our International and Local leaders across the country to work with management to:

- Educate the workers on the dangers of exposure to both short and long-term diesel exhaust
- Strict adherence to idling regulations.
- Where possible, replacement of diesel-powered equipment with clean energy vehicles.
- Using special fuels or fuel additives, such as biodiesel.
- Providing equipment cabs with filtered air.
- Ensuring that workers are always provided with proper PPE to mitigate inhalation of diesel exhaust.
- Installing or upgrading main or auxiliary ventilation systems, such as tailpipe or stack exhaust vents to capture and remove emissions in maintenance shops or other indoor locations.

Resolution #18

Grow the TWU

The four years between our International Union's 24th Convention in 2013 and 25th Convention in 2017, our union grew by 15,000 members, thanks in large part to a strong organizational push to bring new workers into the TWU family.

Our International was on a path for an even better performance in the past four years, as the union scored numerous important victories including among JetBlue Flight attendants, which at the time in 2018 was the largest single organizing win of any union in years.

Indeed, our International Organizing team, in cooperation with Local leadership, notched an impressive list of organizing wins at more than 20 properties, big and small.

Then came Covid.

The union's organizing program, while remaining as active as possible, hit a major roadblock as one-one-one organizing was impossible. And as our organizers will tell you, virtual meetings are only one method for the tried-and-true organizing model.

It is time to recommit ourselves to TWU's historic mission to bring our brand of militant, industrial unionism to workers in our covered industries.

NOW THEREFORE BE IT RESOLVED,

That the 26th Constitutional Convention of the Transport Workers Union of America commends our organizing team for their efforts in the past four years, and we especially recognize our recently retired Director of Organizing, Steve Roberts, for his contributions to TWU over a great career as a member and officer of Local 500 (Pan American World Airways), and as an International Organizer and Director of the Department. We are in his debt for the many great organizing victories he brought to our union, and for always conducting himself as an ultimate professional, gentleman, co-worker and union Brother.

AND BE IT FURTHER RESOLVED,

That the delegates to this Convention urge our International Administrative Committee to provide substantial resources to organizing the unorganized in an effort to steadily grow the TWU and to provide as many workers as possible, especially those in the exploding gig economy sector, with a means to better wages and real job security,

AND BE IT FURTHER RESOLVED,

That this Convention urges our International Government Affairs Department to aggressively work with other unions and the AFL-CIO to enact legislation, like the PRO Act, to remove federal regulations or labor laws that are international roadblocks to the free and easy access for workers

who want to join a union to actual join one,

AND BE IT FINALLY RESOLVED,

That as soon as practical after this convention that our International convene a meeting of necessary staff to review all active organizing campaigns; to develop achievable and cost-effective organizing targets; to investigate new organizing strategies utilizing social media and all modern communications tools, and to discuss means to broaden the TWU brand as a union that fights aggressively for its members on the job and for strong contracts to provide workers with a path to the middle class.

Resolution #19

Recognition of the 20th Anniversary of 9/11

Just two days before the start of this 26th Constitutional Convention of our great union, the nation solemnly marked the 20th Anniversary of 9/11 – the horrific terrorist attack that took the lives of nearly 3,000 Americans at the World Trade Center in New York, the Pentagon in Washington, DC, and in a rural field in Shanksville, Pennsylvania.

But the death and destruction on Sept. 11, 2001, itself, was only the beginning of a sickening trail of casualties among our military servicemen and women, and as well, among the courageous workers, including transit workers, who participated in the rescue and recovery effort at Ground Zero.

As of this writing, 7,057 American soldiers have been killed in military actions since 9/11 in Iraq and Afghanistan, and thousands more have been grievously injured, including with a high number of traumatic brain injuries. Incredibly, since then, an epidemic of suicide has swept our armed forces, with 22,261 veterans of the 20 years of war in the Middle East, taking their own lives, as well as an additional 8,000 veterans who served elsewhere in the world.

Then, a few years after 9/11, workers who responded to Ground Zero began getting sick and dying of an array of cancers and lung diseases. The words of EPA Administrator Christine Todd Whitman one week after the terror attacks, that “the air is safe to breathe” will forever echo as an example of colossal government failure – and possibly intentional criminal failure – to provide American workers with the information necessary to deal with potential life-threatening dangers at work

Transit workers of course were not immune. Since the establishment of the 9/11 Victims Compensation Fund, more than 300 transit workers who responded to Ground Zero have received monetary settlements for verifiable illnesses. Of that number more two dozen have died of their 9/11 related diseases.

Add in the emotional toll on the families of the lost and sickened, the added stress of our air crews working in a sector that was the weapon of choice on 9/11, as well as the overall psychological toll on our nation, and we all remain confronted with the horror of that day, despite 20 years having passed.

To add insult to injury, the National 9/11 Memorial & Museum continues to omit the narrative of the contributions of transit workers in the aftermath of the attacks. This is the story of 3,000 transit workers who were there from the first hours of the attack, clearing debris with heavy rigs so that FDNY and NYPD could access the scene; putting up lighting for responders; ferrying police, firefighters, and health care personnel to and from Ground Zero; accessing communications infrastructure; cutting iron and steel; pumping out and draining the subway tunnels, and cleaning the mass of debris in subway stations directly affected by the attacks.

NOW THEREFORE BE IT RESOLVED,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, commend the TWU Local 100 9/11 Recognition Project for its efforts to set the record straight on the heroic efforts of thousands of New York City Transit Workers at Ground Zero, and that the story of these workers be included in the National 9/11 Memorial and Museum,

AND BE IF FURTHER RESOLVED,

That this Convention commends the efforts of the TWU International Veterans Committee for its work in providing TWU veterans with access to information for post military benefits, and for access to crisis intervention resources,

and be if further RESOLVED,

That our union work with the labor movement to ensure that the Victims Compensation Fund is never allowed to sunset for years to come,

AND BE IT FINALLY RESOLVED,

That the delegates to this Convention be asked to stand in a moment of silence to remember those we have lost to 9/11, and the families left behind, across the past two decades.

Resolution #20

The Right to Organize and the PRO Act

The U.S. Constitution often stops at the workplace door.

Where – other than the American workplace – are the rights to free speech, freedom of association and assembly, and freedom from unreasonable search and seizure so blatantly violated without consequence?

Throughout the 20th century, whenever the powers-that-be deemed that workers were getting too big for their britches, Congress found a way to drive a nail into a two-by-four with a sledgehammer.

In 1947, the Taft Hartley Act was enacted over the veto of President Harry Truman. That landmark union-busting bill made jurisdictional strikes, wildcats, solidarity strikes, secondary boycotts, and certain kinds of picketing illegal. It also paved the way for right-to-work laws that today, for the public sector at least, is the law of the land because of the 2018 Janus Supreme Court decision.

In 1959, Congress passed the Landrum Griffin Act, which further eroded the right to withhold labor, and instituted a number of “reforms” making organizing new workers even more difficult.

In 1975, President Ford vetoed the Common Situs Picketing bill – despite promising that he would sign it if it reached his desk. His action derailed a 25-year campaign by the labor movement to secure the right to picket entire job sites should one union go on strike. Two years later, with Jimmy Carter in the Oval Office, the House of Representatives defeated identical legislation with 88 Democrats voting against labor.

There has not been one piece of pro-union growth legislation passed by Congress in well over 80 years.

Fifty years ago, one in three workers were represented by a union. Today that number is barely one in ten, despite the fact that more than half of all workers would join a union today if given the opportunity, according to two recent polls by Gallup and MIT.

Clearly, it’s time to level the playing field.

NOW, THEREFORE BE IT RESOLVED,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, believe deeply that our woefully outdated labor laws no longer serve as an effective means for working people to have our voices heard. And we recognize that for many decades, every new labor law, or amendment to current law, have made it harder for workers to form unions;

AND BE IT FURTHER RESOLVED

That the delegates seated here believe that unionization remains the greatest path to the middleclass for millions of American workers – especially for minority workers, immigrants, gig economy workers, and workers without college degrees – who are all seeking to achieve the American dream;

and be it further RESOLVED,

That this Convention calls upon the Congress to pass, and President Biden to sign the Protecting the Right to Organize Act (PRO Act), as this bill would right so many wrongs perpetrated on workers over the years, including expanding the rights of workers to withhold their labor in strikes and sympathy strikes. It would also provide more substantial relief for workers whose rights have been violated; ensure a process for reaching a first contract once a union is recognized, and create a true deterrent, so employers think twice before violating the law,

AND BE IT FINALLY RESOLVED,

That the Transport Workers Union of American believes that this bill is a statement by political leaders that the right to organize is not a partisan issue, and as such, a copy of this resolution should be sent to President Biden, and the majority and minority leaders of the House and Senate.

Resolution #21

Advancing Our Agenda Through Political Action at All Levels

Advancing the interests of TWU members requires successful organizing efforts, successful contract negotiations, and successful political and legislative campaigns.

TWU members from every local have pending business before local, state, and the federal government that will directly affect their wages, benefits, and working conditions;

The TWU has a long history of proactively fighting for our members' rights in the political and legislative arenas, including President Mike Quill's service as a New York City Councilmember concurrent to his role as TWU International President;

Members have recently seen the potential of government intervention to protect their well-being, preserve their jobs, and advance their interests as the federal government provided more than \$168 billion in pandemic-related aid to transportation workers, all of which came with strong labor protections that ensured more than 95% of TWU members never lost a paycheck during the ongoing public health crisis.

The future of transportation workers will be determined by elected leaders at all levels of government as they address many emerging and worsening threats to TWU members including automation, outsourcing and offshoring, and many other concerns.

We recognize that government affairs activities are a joint responsibility of TWU locals and the International Union.

Now therefore be it RESOLVED,

That the 26th Constitutional Convention of the Transport Workers Union of America, urges every TWU local to appoint a government affairs committee from among its membership; and that the chair of these committees be an active member of the local with a passion for advancing TWU members' interests before elected leaders; and that these committees be responsible for:

- Educating TWU members about the political and legislative issues that affect their work,
- Advocating on behalf of their members before elected officials,
- Organizing TWU members to take collective action to advance TWU issues pending before governmental bodies, and
- Coordinating all government affairs activities with the International Union,

and be it further RESOLVED,

That the International should consider establishing a training program to provide Locals with the necessary tools to build an effective government affairs program,

and be in further RESOLVED

That participating locals would assign a contact person, generally the chair of the committee, to interact with the International to stay informed about ongoing government affairs training opportunities, issues, and campaigns; and that the International and locals work together to advance issues of collective concern before government bodies;

and be in finally RESOLVED,

That this convention urges that the chairs of the government affairs committees, or their designees, make every effort to attend all TWU State Conference meetings; that the State Conferences help identify training and resource needs for local government affairs committees; and that State Conferences coordinate collective actions before state bodies with the government affairs chairs of the relevant locals.

Resolution #22

Physical Assaults and Mistreatment of Flight Attendants and Customer Service Agents

On May 23, 2021, a Southwest Airlines flight attendant was attacked by a passenger, lost two teeth, and suffered other injuries to her face. On May 24, a JetBlue passenger had to be restrained with zip ties after he threw his carry-on luggage, lay down in the aisle refusing to get up, grabbed a flight attendant by the ankles, and stuck his head up her skirt. On a recent Allegiant flight, it took five people, including three flight attendants, to tie down a passenger with 10 seat belt extensions. One flight attendant had bruises on her ribs from being kicked and another was bit on the breast by the enraged passenger.

Every day, flight attendants and customer service agents across the industry are victims of physical and verbal harassment and intimidation. In the first half of 2021, passenger misconduct reports to the FAA skyrocketed 2,000 percent to nearly 3,000 incidents. Southwest flight attendants reported an alarming 477 incidents of passenger misconduct over just one month earlier this year.

Mismanagement by bosses is exacerbating this crisis. Flight attendants and customer service agents have been pushed to the brink by airline management's poor preparation for the recovery from the economic downturn. Airline workers are suffering from excessive duty days, constant schedule changes, mandatory overtime, fatigue, and threats of discipline for using their earned sick time.

Facemask disputes, frustration over flight delays, cancellations, and pent-up anger from the pandemic are all commonly cited reasons for the surge in violence. When misconduct is reported, airlines often remove offenders from one flight only to put them on another. There is no excuse for allowing this abuse to continue. While the FAA issued a zero-tolerance policy on misconduct and levied over one million dollars in fines to passengers, more must be done to protect flight attendants and customer service representatives.

NOW, THEREFORE, BE IT RESOLVED,

That the 26th Constitutional Convention of the Transport Workers Union of America, calls for the following actions to prevent assaults on America's flight attendants and customer service agents:

- Seek federal legislation to include an industry wide permanent no fly list for passengers convicted of assaulting airline employees
- Work with state and local lawmakers to elevate the penalties for assaulting airline workers and deter would-be perpetrators

- Prohibit serving alcohol on domestic flights and study a ban on alcohol sales in passenger terminals
- Encourage the Department of Justice, airlines, and airports to file criminal charges whenever there is any incident of passenger misconduct or assault aboard commercial airlines
- Seek a requirement that flight attendant self-defense training be paid and mandatory
- Work for a permanent change to mandatory airline announcements to inform passengers that misconduct or assault will result in criminal prosecution and fines
- Visible uniformed security in gate areas
- Promote an expansion of the Federal Air Marshal Service to increase the number of flights with an armed Air Marshal,

AND BE IT FINALLY RESOLVED,

That a copy of this resolution be sent to Transportation Secretary Pete Buttigieg, FAA Administrator Stephen Dickson, Attorney General Merrick Garland, and the appropriate Chairs and Ranking members of the House and Senate Committees and Subcommittees dealing with the safety on our nation's commercial air carriers.

Violence against our Members is never acceptable. We call on the TWU Constitutional Convention to stand together and send the strongest message that assaults on airline workers won't fly.

Resolution # 23

Protect School Bus Contracts

In a new [nationwide survey](#), half of student-transportation coordinators described their school bus driver shortages as either “severe” or “desperate.”

The school bus industry was largely left of fend for itself during the pandemic. While air, rail and mass transportation all received large federal outlays to prevent wholesale industry collapses, school districts simply imposed furloughs as schools were shut down nationwide.

Organizationally, TWU fought for enhanced unemployment benefits as part of the three federal stimulus bills to soften the blow of those laid off due to the pandemic. But that doesn’t replace the dignity of work.

On top of suddenly being unemployed for an undetermined time period, add in the anxiety of a job that often does not include sick days, guaranteed hours or guaranteed weeks per year, and it should surprise no one that many workers simply decided to leave the insecurity of the school bus industry behind.

School bus drivers and aides carry an enormous responsibility in getting American’s children to their schools and back home safely every day.

They deserved better during the pandemic, and the current national shortage of people willing to become school bus drivers and aides should be setting off alarm bells that changes are needed.

Now therefore be it, RESOLVED,

That the delegates to the 26th Constitutional Convention of the Transport Workers Union of America, praise the thousands of school bus workers who are part of the TWU family who provide such valuable service to society,

and be it further RESOLVED,

That we applaud our Local unions that work hard to provide dignified wages and benefits, as well as guaranteed hours and weeks, in their school bus contracts,

AND BE IT FINALLY RESOLVED,

That this Convention urges Congress to adopt a national standard for guaranteed sick days, plus guaranteed weeks of pay per year, and hours of pay per week, and that a copy of this resolution be send to Secretary of Education Miguel Cardona.

Resolution #24

Support Our Military Veterans

We in TWU, as was all of America, were heartbroken for the families of the 13 brave young soldiers who were killed by a suicide bomber during the evacuation of Afghanistan. We also pray for the recovery of those soldiers who were injured during that same savage attack.

This event brings home in stark reality the sacrifices the men and women of our military make every day in the name of freedom and security not only for us here at home, but at hundreds of American military bases throughout the world where they provide safety and stability for millions of people.

We in TWU honor their service and grieve with their families when one is killed or injured while protecting America and the world.

Yet, for many thousands of veterans, the real trial by fire comes after their service when they come home to civilian lives.

Many veterans experience serious health concerns, especially among those who served in Iraq and Afghanistan, including traumatic brain injuries, as well as a startling number (one in five) experiencing a milder form of brain trauma, or concussion.

Others suffer from post-traumatic stress disorder, depression, anxiety, and problematic alcohol or drug abuse.

Women veterans may have experienced sexual trauma, including harassment and assaults leading to both mental and physical effects.

Add this into the many frustrating problems veterans experience in trying get adequate health care, as well as integrating themselves into the job market and we have a scenario that leads to an even more painful reality of suicide among military veterans.

Stunningly, 20 military veterans take their own lives every day across America. Among men, military veterans are 1.5 times more likely to take their own lives than the general malepopulation. Among women veterans, it is even worse. Women vets are 2.5 times more likely to commit suicide than the general female demographic.

Our TWU Veterans Committee works hard to help TWU members cross the threshold from service to civilian life.

Organizations such as The Gallant Few, which is endorsed by our TWU Veterans Committee, are particularly helpful in dealing with the crisis of military suicide.

Now therefore be it RESOLVED,

That the delegates to the 26 Constitutional Conventional Convention of the Transport Workers Union of America, profoundly thank our servicemen and women for their contributions to freedom at home and peace and stability around the world,

and be it further RESOLVED,

That this Convention recognizes the work of our TWU Veterans Committee, and organizations like The Gallant Few, which provide do such important work to help our veterans after their service is completed,

and be it further RESOLVED,

That we encourage our Locals to financially support such organizations that are vetted and approved first by our TWU Veterans Committee,

and be it FINALLY RESOLVED,

That our International Union consider donating an approved amount to The Gallant Few in their battle against military suicide.

Resolution # 25
Hazard Pay for Covid-19 Heroes

Transportation workers throughout the country were on the front lines as essential workers during the darkest days of the COVID-19 pandemic.

These heroes of the pandemic kept vital transportation functioning so that other essential workers, doctors, nurses, grocery store workers, police, and fire fighters, could get to work.

At the beginning stages of the pandemic, employers in the transportation industry failed to provide appropriate PPE that could have saved many lives.

The pandemic has had the absurd effect of enriching billionaires, while economically marginalizing millions of Americans.

It is the hard work of transportation workers who risked everything for the benefit of society, which must be recognized by governmental and private employers;

NOW THEREFORE BE IT RESOLVED,

That the TWU will exercise its considerable political influence in Washington D.C. and in state governments throughout the country to urge passage of hazard pay for transportation workers;

and be it further RESOLVED,

That the TWU will join forces with other labor organizations to gain legislative passage of a hard-earned hazard pay supplement for transportation workers throughout the United States;

and be it FINALLY RESOLVED,

That TWU collective bargaining negotiations will include a demand for hazard pay for all those TWU members who have toiled at their trade during the COVID-19 pandemic.

Resolution # 26

Safeguards for Free and Fair Elections

The United States of America stands as a beacon of democracy throughout the world.

The foundation of our democratic institutions rests on the principles of free and fair elections where all eligible citizens have equal access to voting.

The enemies of those democratic principles, both foreign and domestic, sought to undermine the integrity of our national elections in 2016 and 2020.

Currently under consideration before Congress is the For the People Act which would, among other things, expand voter registration and voting access; establish independent, non-partisan redistricting commissions (to replace highly corrupt and partisan gerrymandering); provide enhanced election security, including protections against cyber-hacking of state election systems; and institute genuine campaign finance reform that restores power to the people and reduces the influence of huge multi-national corporations.

Also pending in Congress is the John Lewis Voting Rights Advancement Act which, when enacted, will restore the full protections of the Voting Rights Act of 1965 so that individual states will not be permitted to engage in voter suppression that have disproportionately prevented minorities, the elderly and young people from voting in local, state and national elections.

There is no justification for states to enact these sweeping changes in how elections are conducted, except to advantage the powerful and to disenfranchise working people and the poor.

The great traditions of the Transport Workers Union of America have always been rooted in democracy and the democratic process.

NOW THEREFORE BE IT RESOLVED,

That the TWU will devote its political operation to passing both the For the People Act and the John Lewis Voting Rights Advancement Act;

and be it further RESOLVED,

That the TWU will only support candidates who commit to publicly supporting these bills;

and be it further RESOLVED,

That the TWU will oppose any candidate who does not publicly support these bills;

and BE IT FINALLY RESOLVED,

That the support for and opposition to such candidates shall extend to all local, state and national office-seekers.