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# REPORT OF THE PRESIDENT

26<sup>TH</sup> CONSTITUTIONAL CONVENTION

LAS VEGAS, NEVADA • SEPTEMBER 13 - 17, 2021






**TWU 26<sup>TH</sup> CONSTITUTIONAL CONVENTION**

# **REPORT OF THE PRESIDENT**

*This report is submitted by International President John Samuelsen on behalf of the International Administrative Committee, Division Directors, International Representatives and professional staff.*







**JOHN SAMUELSEN**  
*International President*



**ALEX GARCIA**  
*Executive Vice President*



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*International Secretary-Treasurer*



**MIKE MAYES**  
*Administrative Vice President*



**CURTIS TATE**  
*Administrative Vice President*

**THE TRANSPORT WORKERS UNION OF AMERICA** has spent the past four years building our strength in every capacity possible, enabling us to take on any fight, anywhere, no matter how big or small. We are truly America's Fighting Democratic Union, aggressively fighting on behalf of our members' livelihoods, expanding good-paying, blue-collar jobs to every community, coast to coast. Since our last convention in 2017, the International union's officers and staff have worked diligently to advance the cause of good contracts, secure medical benefits, dignified retirements, and safe workplaces. Following is a summation of our many activities to advance the TWU, our members and their families.

# AIR DIVISION

Since the 2017 TWU Convention, Kevin Smith, Andre Sutton, and Gary Peterson have joined the Air Division staff. On January 4, 2021, Brother Peterson became the Air Division Director, taking over for Administrative Vice President Mike Mayes.

## 2018

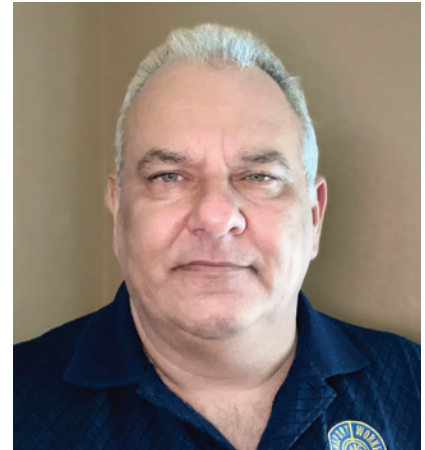
As promised by President Samuelsen during the convention, Air Division representatives immediately went into fight-back mode against Allegiant Airlines. Utilizing multiple media outlets, ads called out Allegiant for their failures in bargaining a fair and just contract. Shortly thereafter, following seven-years of negotiations, Allegiant called upon TWU Leadership to meet, and an agreement was reached. Ninety-five percent of the eligible voters participated, and the first Allegiant contract was ratified.

On April 17, 2018, TWU became the bargaining representative for over 5,000 JetBlue flight attendants (known as in-flight crew members). Winning an election of this magnitude marked a huge victory for TWU and organized labor. First contract negotiations with JetBlue commenced in late 2018.

The Transit & Air Divisions hosted our first joint TUUS and Air Division Leadership meeting from April 29 – May 3 in Orlando, Florida. The feedback following the meeting was very positive and our plan is to do the same again. The meeting is designed to highlight the changes within the organization throughout the previous year and to align the goals and objectives, for both the Division and International, for the upcoming year. One of the key takeaways we heard was how the meeting helped develop relationships between Local Leaders in the Air and TTUS Divisions. Unfortunately, after Covid-19 restrictions were put in place, the meeting scheduled for 2019 had to be cancelled. As soon as we can do so safely, we will resume the meetings that will include Air, TTUS, and Rail.

International and Air Division Leadership and Staff, along with Officers from multiple Locals across all Divisions conducted a protest rally on July 27, 2018, at Cape Canaveral. Chenega, the latest government contractor, was attempting to impose minimum DOL pay rates for the firemen at NASA, which was a lower rate than they were to be paid. Additionally, Chenega imposed an 80% reduction in the firefighters' pensions and a 100% reduction in sick time, both of which were overturned through the fightback of Local 525, led by Kevin Smith.

Local 556, representing the Flight Attendants at Southwest Airlines, entered into negotiations with the carrier in October 2018, which was the contracts amendable date.



**GARY PETERSON**

*Air Division Director*

Local 555, representing the Fleet Service Workers, was in voluntary receivership trusteeship after during the last Convention; however, before the end of 2018 the Local was able to come out of the trusteeship electing new officers who took back over the Local with a very solid financial balance sheet.

Spirit dispatchers voted to decertify and went to PAFCA. Two former TWU Executive Board members covertly organized many new members into believing that PAFCA would better serve them, since they were a “Dispatch Only Association.” Island Air ceased operations under Chapter 7 bankruptcy. One of the seven dispatch members took a position with Hawaiian Airlines. Due to the de-certifications by the Spirit and American Airlines dispatch groups and the two Dispatch Locals were combined in Local 592.

Administrative Vice President, Mike Mayes, held the first Air Division Young Workers/Future Leaders Meeting in December. With Karen Koziatsek, Heather Laverty, and Nick Bedell helping Mike coordinate and several Local and International Representatives assisting during the meeting, nearly 40 Air Division members under thirty-five years old participated in the event. The feedback from everyone was that the conference was very informative and has helped put us on track to better engage our new Air Division members as they are indoctrinated into the union.

In late December our Government and Service Contract Locals were faced with maneuvering through the government shutdown. Thankfully, none of our members faced the hardship of not receiving a paycheck through the shutdown that lasted 35 days, the longest in U.S. history.

Our members in Fleet Service and Maintenance and Related at American Airlines entered into mediation to continue working towards a Joint Collective Bargaining Agreement. For the next several months, American’s negotiators were unable to move from their concessionary positions on scope, health & benefits, 401(k)/pension, and retiree healthcare for the Fleet Service, Maintenance & Related, and Stores members.

We continued negotiations for our fleet and dispatch members at Envoy Air.

While Local 592 engaged in mediation with both Horizon and Sun Country airlines, with the fight over compensation remaining the item of most contention for both groups. We filed for an election to represent the dispatchers at Kalitta Air, which resulted in another organizing win for the TWU. Kalitta Air has been in business for over 40 years, based in Ypsilanti, Michigan, providing domestic and international scheduled, as well as on-demand cargo service and support for the requirements of the Department of Defense Air Mobility Command. We also won the election for the Flight Instructors at Envoy Air, also a wholly owned subsidiary of American Airlines, marking the twenty-fifth organizing win since the convention in September 2017.

## 2019

During the first quarter of 2019, the flight attendants at Allegiant elected the inaugural Executive Board of Local 577. Additionally, Locals 540 and 549 representing the Dispatch craft and class merged and elected the inaugural Local 592 Executive Board.

On April 22, 2019, the Air Division launched its podcast channel. The channel is open to all Air Division Staff and Local Leaders, as well as relevant guests to communicate with the membership more effectively. The podcast is another tool the Air Division is using to reach the membership in openly discussing the issues our members face and how all of us can support them in their cause or fight.

In the heat of the contact battle with American Airlines, the carrier filed a Temporary Restraining Order, which was followed by a Permanent Injunction against the TWU/IAM Association at American Airlines. The Air Division staff, and our Locals on the American Airlines property were required to conduct perform numerous tasks in order to comply with the Judges orders, including face-to-face compliance meetings with the membership in every station. This ongoing litigation diverted a great deal of time away from our normal operations, as we continued to defend our Aircraft Mechanics in their contract fight with American Airlines. with members across the system.

In early June, TWU Local 591 organized an Airline Safety Summit in Washington D.C. The Safety Summit was a collaborative effort to bring aviation experts and labor leaders together to discuss a “Passenger Bill of Rights” around the offshoring of U.S. airlines aircraft. Representative John Raymond Garamendi of California (D-CA), Ralph Nader, and Mary Schiavo all spoke on the topic. President Samuelson closed the event on behalf of Labor and provided the closing remarks at the event. Unfortunately, shortly after the completion of the event, AMFA filed cards for a representation election with the NMB for the Aircraft Mechanics at Horizon Air, who were represented by the Teamsters. Ultimately AMFA denied their agreement to stop raiding other labor organizations and any future chance of AMFA ever participating in any jointly sanctioned organized labor event.

On July 8th an accretion agreement for the Dispatch Coordinators at PSA Airlines was reached, adding the group to the PSA Dispatch Agreement and Local 592 membership.

The Labor Assistance Professions (LAP) convention also took place in July of 2019 and Gary Peterson spoke on behalf of TWU. TWU has delegations from many of our Locals present and we highly encourage any Local that does not actively participate to consider membership. Over the years TWU has actively participated and supported LAP, as our TWU EAP representatives change and save members’, their families, and their friends lives. When members or their friends or family feel like they have no other options or simply have just lost direction, our TWU EAP representatives are there to assist. Please visit and share their website with other leaders who may not be aware of this organization at [www.laborassistanceprofessionals.com](http://www.laborassistanceprofessionals.com). TWU was instrumental in providing support when LAP was created and TWU stands proudly behind them today. The organization that has helped thousands of TWU members, from every division within our organization over the years.



In the beginning of third quarter of 2019, there were nearly 62,000 members in the Air Division, and we closed several very important contracts. The UPS Dispatch Group ratified the most robust agreement for an Aircraft Dispatcher.. During that same time, our Envoy Dispatch Group ratified their new agreement, making significant gains after the airlines bankruptcy, providing another significant win for the members of Local 592.

Throughout the year, Air Division Locals and Staff continued negotiating many of our other agreements including the Local 556 representing the Southwest Airlines Flight Attendants, the first agreement for the Agents at Spirit Agents and the FSI Flight Attendants to name a few.

Often overlooked, but never forgotten, our services sector of the Air Division constantly continues to fight and win better contracts for our members, as they come due. and we continued to have success in winning contracts our members overwhelmingly supported.

## 2020

2020 kicked off with high hope, as we entered a new decade. We were on the verge of the first TWU/IAM Association Agreements with American Airlines, after over four years of negotiations for our membership who engaged in fight back campaigns throughout the process. Agreements were reached that is valued at 4.2 billion over 5 years and providing our members with pay raises between 12.8 to 24.1% over the term of the agreement; leading the airline industry. The 5 (6) labor agreements clawed back most things taken in bankruptcy and were overwhelmingly ratified by the membership, unfortunately it was also when COVID-19 started to become a household word.

Since February of 2020, the COVID-19 pandemic has been at the forefront of the Air Division. Unfortunately, COVID-19 paralyzed the passenger airline industry and the ability to generate profits, let alone revenue. The carriers we represent sought the Union's assistance in finding ways to combat the devastating impacts from the lack of flying public and limited work on hand in cities around the country. The CARES (Coronavirus Aid, Relief and Economic Security) Act provided payroll protections for airlines and their employees. The AFL-CIO Unions pushed for legislation that was sent to Congress in order to extend an additional stimulus package until March 30, 2021. In an effort to mitigate furloughs of our members, we worked with all of our passenger airlines to adopt partially paid voluntary leave of absence packages. We also advised the carriers where we represented members that we would not stand in the way of incentivized voluntary early out programs, so long as they did not violate any terms of the agreement in place.

2020 began with hope as we entered a new decade and reached an agreement with American Airlines that is valued at 4.2 billion over 5 years and provides our members with pay raises between 12.8 to 24.1% over the term of the agreement. The agreements were ratified overwhelmingly. We also ratified two more dispatch agreements at Sun Country by 80% and ExpressJet by 69%. Our dispatch group led by President Jenny Schar, who is now an IEB member, has created an environment of leapfrog bargaining for the

dispatchers we represent, with each ratification vote improving on the one prior...we are proud of this effort that is improving our members' lives tremendously.

One of our annual goals is to push forward with legislation that fights the offshoring and outsourcing of Aircraft Mechanic work, including mandatory drug and alcohol testing for foreign workers, legislation on cabin air quality and the 10-hour rest rule for our flight attendants, and we also fight against legislation that attempts to take away our government employees' collective bargaining rights. Our government contract and service contract sector, led by Kevin Smith, continued to ratify agreements, even while this group has been under attack by changes in federal hiring standards signed by former President Trump and non-union airport contractors who constantly attempt to undercut our TWU agreements.

Since February of 2020, the COVID-19 pandemic has been at the forefront of the Air Division. Unfortunately, the economic downturn due to COVID-19 has paralyzed the passenger airline industry and the ability to generate profits, let alone revenue. The carriers we represent sought the Union's assistance in finding ways to combat the devastating impacts from the lack of flying public and limited work on hand in cities around the country. The CARES (Coronavirus Aid, Relief and Economic Security) Act provided payroll protections for airlines and their employees. The AFL-CIO Unions pushed for legislation that was sent to Congress in order to extend an additional stimulus package until March 30, 2021. In an effort to mitigate furloughs of our members, all our represented passenger airlines have adopted partially paid voluntary of absence leave packages, and some have adopted incentivized voluntary early out programs.

American Airlines planned to eliminate several thousand union positions through voluntary early out options and TWU faced a devastating impact on approximately 3225 members' lives until the Cares Act was extended. Approximately 600 Fleet Service and 600 Aircraft Maintenance/Stores received furlough reduction notices; these junior members will retain first right to recall once the industry rebounds. Aircraft Maintenance and Stores members will be eliminated from two stations, Fort Lauderdale (FLL) and San Juan (SJU), TWU only has members in San Juan, and we were two (2) stations over the twenty-eight (28) required by the contract. American also announced a massive furlough/vendor swap affecting 1/3 or approximately five hundred (500) TWU Facilities Maintenance and Ground Support Equipment members at 12 stations.

Early on, Southwest Airlines took a similar approach to American, but subsequently announced they would not have any furloughs in 2020. The airline initially approached the TWU for concessions, then denied doing so. The TWU attacked Southwest over this attempt, since the carrier had an incredible amount of liquidity available, and the carrier quickly ended their attempt at extracting voluntary concessions. Southwest also offered our members early out and leave of absence packages, with many members voluntarily taking the offer.

Envoy similarly offered voluntary leaves of absence and early retirement options. Since filing for mediation for our Fleet Service members, there has been little progress in negotiations. The company has been seeking a contract that provides zero increases in cost for our members. These members are currently



working under a contract from the American Airlines bankruptcy in 2013 and the Locals have conducted a strike vote with nearly 95% voting to strike the carrier, if approved to do so. We will be meeting in September and the mediator has requested both the company and Union bring their economists into the discussion, so he can hear both sides' positions and help negotiate a pathway to an agreement.

Although our negotiating team thought they had reached a Tentative Agreement with Republic Airlines, the carrier dropped a bombshell demand in the final hours of the negotiations. The Company demanded they have exclusive rights to request aircraft dispatchers work from home. At that time, the FAA had not even approved the program, but it seems both Republic and non-union SkyWest have someone at the FAA approving this dangerous process. Without strict rules surrounding this flawed concept, the Union could never agree to such a letter, and without the letter, the company has determined we do not have a T/A. We will continue to bargain with the carrier; however, we will not negotiate a letter to allow volunteers to dispatch from home, putting their license and the passengers and crew at risk of certain disaster, this overreach by the airline will be what may push these negotiations to an impasse. We have not filed for mediation but will do so if we cannot resolve this issue over the next few weeks.

At the end of July, we were notified that ExpressJet lost its bid against CommutAir to fly as the sole EJR145 operator for United. Just last year, our dispatch group ratified a new agreement with the airline.

Negotiations have been taking place virtually with Local 556 and Southwest Airlines. Negotiations tend more toward managing COVID-19, long term leaves and early outs and very little actual Section 6 bargaining has taken place. Negotiations with our simulator pilot engineers continue at Southwest; however, little progress can be made with the airline since they have not disclosed their plan into 2021. TWU Locals worked together, and separately, to try and improve the options for more desirable leaves and early outs, but the Company chose not to accept the Locals' ideas. Although Southwest initially came out against the clean extension of the Cares Act, TWU pressed Gary Kelly to publicly support the CARES Act PSP extension and Mr. Kelly agreed to active and public support.

We are also working to reach a first agreement for the JetBlue flight attendants. While a furlough has not been announced at JetBlue, the Flight Attendants are not under contract and have very little in the way of rights without a CBA.

On another positive note, TWU's cargo carriers UPS and Kalitta have both been extremely busy since Covid-19 hit. The Kalitta dispatch negotiations continued to show progress and while the talks have slowed down to the additional work and focus on moving cargo, talks with Kalitta continue amidst the pandemic. The group is committed to achieving a first contract as soon as possible.

Unfortunately, we have been unable to schedule negotiations with Spirit in order to win a first contract for the customer service agents and have been on hold since our last session in February of 2020. We continue communicating with the negotiating team, keeping them engaged, and the carrier has been keeping us informed of their situation with flights drawn down to a minimum. We were able to negotiate a voluntary leave and early out program equal to the IAM represented members at Spirit, which appears to

have mitigated any furloughs of these future members. Negotiations with the company resumed in early 2021.

For the most part, absent of the Airline industry, the Service Locals' membership has been only lightly affected by Covid-19 job loss. Local 525 and 504 are the only Locals within the Service Locals that have members at airports scattered across the country and within the last few months, both 504 and 525's memberships have stabilized; however, the long-term effects of dues collection and job retention has yet to be seen. We've had little success with CARES Act money making a difference on each site, as both 504 and 525's largest employers made decisions to reduce membership prematurely. CARES Act money was to retain current levels of staffing and once an employer made the decision to reduce staffing, prior to the approval of any Federal money, only those monies could be used to prop-up the current workforce even if the employees job duties were non-existent.

Both KSC and CCAFS Fire Departments continued to struggle with Company issues not related to Covid issues. As usual, contract language and benefits that are largely favorable to all Fire Fighters seem to be under attack. In June, we received a negative response from our latest Arbitration regarding Severance pay. One remaining Arbitration for a FD Termination is set for September. The remainder of contracts on KSC and CCAFS remain as on track and little impact from the current health crises has had an effect.

Covid-19's impact on the Service Locals from a medical perspective has been closely monitored by each President, and our numbers of positive test results remain on the lower side comparative to the remaining industry, especially for the airlines. Local 504 has had the most cases, but due to the number of locations throughout the country and Worldwide Flight Service's lack of transparency, the number of cases reported to the Local are probably not correct. Local 504's leadership (Richard Boehm, Robert Payne and Jo-Ellen Lundin) have remained vigilant in their request for information, however the same was not afforded to them in return from the company. They continue to remain in contact with WFS regardless of the Company's willingness to cooperate.

During this pandemic, the one thing that is common amongst all the companies where we represent the membership, and that has been the failure to adequately protect our members at all times while in the workplace. Since CDC guidelines seem to change often and OSHA has turned a blind eye to workers' safety, the underreporting on the active and/or known cases of Covid-19 has placed tremendous fear on workers reporting for duty on a daily basis. There have been numerous locations throughout the system where no notification has been given to alert members that a positive test result came from an area they worked in or where cases have been identified but sanitizing and proper cleaning measures have taken place days and, in some occasions, weeks before actually being addressed, exposing many more members during that timeframe.

The Air Division continues to demand a safe work environment for every member, and we have both initially provided PPE and forced the employers to meet every CDC guideline to protect the members. We have also conducted ongoing scheduled calls with the Air Division's Local Presidents, reminding them to

ask the membership to protect themselves as much as physically possible, hold the companies' feet to the fire for all PPE and safety failures, and report all instances of irregularities to Local and State governments as well in order to have a record of the incident and hold company accountable. Several Air Division Locals have formed Task Force Teams to oversee that all safety measures are being performed, as well as witness the cleaning and disinfecting of any compromised work area. The conference calls and system updates on COVID-19 and this interaction has allowed for better continuity between all the Locals, creating more open lines of support for each other and improved relationships in these times of uncertainty. Best practices and ideas are shared, and the Locals are well connected in support for one another.

Throughout the pandemic, and continuing through the end of 2020, the Air Division staff has continued to work remotely and limit travel. To avoid contracting Covid-19 and when it was necessary to work in groups, the Air Division staff was focused on social distancing in order to protect both the members and them. Since the Covid-19 pandemic began, with the virus at the forefront of the Air Division membership, the Air Division staff continues to provide available PPE and constantly reminded Local Leaders of the importance in protecting our members and pushing employers to provide as many options for protection from Covid-19 as possible. Some of the options included voluntary leaves and flexible schedules where reduced manpower could work without a reduction in pay and benefits. In an effort to help keep our TWU brothers and sisters safe, we recently transferred over 28,000 KN95 masks from the Air Division to several Locals in the Transit Division.

While the passenger airline industry remains paralyzed by the lack of passengers willing to travel during the pandemic, there were peaks during the summer and through the holidays that indicate the industry will rebound once the Covid-19 vaccine is more readily available. The passenger airlines anticipate, if the vaccine program stays on track, that passengers will begin to return to more normal levels beginning in the fall of this year. The industry also is anticipating a surge over the Thanksgiving and Christmas holidays and throughout the summer of 2022, if the vaccine program is successful and no new strains diminish the vaccines' efficacy. The recent Payroll Support Program out of Congress provided funds for all airline workers to return to payroll, with pay and benefits retroactive to December 1, 2020 and through March 31, 2021. The concern now is that without another PSP infusion starting April 1, 2021, airlines may once again look to furlough our members.

The staff is working within CDC safety guidelines as we install the Local officers following elections. Unfortunately, and no different than the rest of the Union, many of our Locals within the Air Division have been impacted by Covid-19. As of the end of March, there have been over 2,000 cases of Covid-19 and 40 deaths within the Air Division.

Covid-19 related contractual disagreements over the Service Contract Act RFP's, plus the ever-changing landscape of nearly 50+ contracts has been a challenge. Locals 504 and 526 have remained fairly constant in membership numbers and contract application. Unfortunately, Local 525's and 527's service contracts are seemingly always in a transition state, due to the structure of the contract and the business these groups



provide other companies. More specifically, at Worldwide Flight Services (WFS) negotiations have been on hold pending additional stimulus money. Just before the end of the year, the ramp and related contract at Swissport was ratified, with positive improvements for our members who are working and eventually for those who return to the group as they are returned to work. The Orlando group (MCO) suffered the most job loss due to Covid-19 with nearly 600 Ramp and Cleaner furloughs. And to further rub salt into the wound, Spirit Airlines served a 60-day notice to Swissport that they would be terminating their agreement and moving the work to ATS. We are working to determine the best strategy for returning those members to TWU. Both the Mechanic and Fuel contracts, in MIA with Swissport opened for negotiations in February of 2021. The return of Domestic flights at MIA brought back a portion of Local 525's membership, but the lack of International flights is keeping the largest groups on layoff. Cargo carriers continue to thrive during the pandemic and UPS in Miami has increased its workload since March 2020. The Union and the Company transitioned and trained both ramp and cleaners from Swissport and moved them over to the International side of MIA and MCO airports to perform contract work in the UPS area versus being furloughed to the street. A newly ratified contract took effect on October 2020 at Lakeland Area Mass Transit District - Citrus Connection with the new language gained to provide Covid-19 Hazard Pay and Hurricane "Ride Out" pay for operators working during storm related conditions. Port Canaveral, which is America's second largest cruise terminal, suffered a 40+ member job loss as a result of Covid-19. With cross-utilization agreements in place, we were able to keep the reductions to a minimum until November of 2020; however, many of the short-term furloughs were replaced by full reductions-in-force due to the cruise industry's complete shut-down. At Surface Naval Warfare Center (SNWC) - Nugate & JJWS jointly replaced incumbent Latin American Services for the custodial services at the site. The TWU Health & Welfare plan at the Surface Naval Warfare Center was discussed with the Trustees and was cancelled on December 31st, 2020. A sizeable payout will occur for each of the last known participants of the TWU Plan at Local 525 & 526 in mid-2021. To replace the plan, Local 525 negotiated the installment of new Health & Welfare plans for the membership of both Locals, as well as where the Health & Welfare stipend if lieu of coverage if none was selected.

Although we are still faced with the pandemic, there were no reductions or furloughs at Allegiant Airlines, and the carrier continues to hire flight attendants and as they add more new routes. We anticipate approximately 250 new members at Local 577 to be added in the first quarter of 2021.

American Airlines furloughed approximately 299 full-time and 400 part-time Fleet Service Members on October 1, 2020 from the TWU membership. American disagreed that all members were required to be recalled but quickly acquiesced to the union's position and all TWU members were sent recall notices. Since the ratification of the agreement this past March, numerous sections of Articles and the intent of the contractual language are subsequently being disregarded or violated by operational management at an alarming rate. This has forced the TWU/IAM Association representatives to respond in a more forceful and demanding fashion than should be necessary. One of the most significant issues facing the Fleet Service membership has been the former USAir management team taking the position that a Crew Chief can be

reduced back to as a Fleet Service Agent. The issue that exists because management then believes they can assign the work to the membership. Actions like this, and others to a lesser degree, have created a warlike mentality within the membership and management. Unfortunately, a resolution in the above situation could not be reached and the case is going to arbitration in February 2021. Similar to M&R, some Fleet Service locations may be hiring off the street from the street situation; since 2372 Fleet Service members opted into the company offered Voluntary Leave or Early Out Programs.

American furloughed approximately 100 M&R/MLS members on October 1, 2020 from the TWU membership. Initially American disagreed that they were required to recall all members impacted by the carrier's reduction; however, after discussion on the PSP with the TWU & IAM Association Leadership the company quickly acquiesced to our position and all members were sent recall notices. American may wind up hiring additional M&R and MLS member's, since we had about 1000 members who opted into the company offered Voluntary Leave or Early Out Programs and now needs additional support at some hub locations. Since October 2020, the Aircraft Maintenance Mechanics have been in a dispute, with a grievance filed, over the ratified agreement of last March. This dispute puts our Aircraft Mechanics and Fleet Service members at odds against each other and the company knows it. We have been engaged in settlement discussions with American to resolve the issue of responsibility for aircraft movement and brake riding. It is key to note that the reason we wound up in a contractual fight over the work was because AMFA lost their argument over it being their SCOPE at Southwest, while we were in negotiations with American, which is when American brought it to the table for negotiation. We will either reach a settlement soon or the case will be scheduled for an arbitration date. Other contractual issues that have arisen since ratification; however, most have already been settled by our representation committee. The AMFA raid has been a labor-intensive distraction for the Air Division staff. The TWU/IAM Association required our response to AMFA's claim that they have gathered enough signatures to challenge the TWU/IAM Association and trigger a vote for representation. American left off approximately 700 TWU/IAM Association members we believe should be added to their number, based on the NMB's recognition of the craft and class and past filings in AMFA raids. As we understand the case, the NMB is in the process of examining the signature cards filed by AMFA to determine if they have enough cards, including any signatures which appear to be forged, those who are not listed on the M&R seniority list because they have transferred out of the M&R group or have left the company. The NMB process is somewhat tedious as the MNB investigator must determine who belongs on the M&R seniority list.

There were 60 members at American and 6 members at Envoy from Local 548 who were furloughed and are all in the process of recall under the PSP.

Envoy furloughed approximately 380 Fleet Service members throughout the carrier's system on October 1, 2020. Since the Payroll Support Program was passed in early January, all are now in the process of returning to work, with full wages and benefits back to December 1, 2020. The Envoy Fleet Service Locals are in mediation and the group is slowly making progress. The group has been pushing the NMB mediator to force Envoy to move the process forward and to bring decision makers to the table.

American furloughed approximately 90 M&R and MLS members at New York's LGA airport on October 1, 2020. Since the Payroll Support Program was passed in early January those members impacted are now in the process of returning to work, with full wages and benefits back to December 1, 2020. Envoy has shut down its aircraft maintenance operations in New York and is not restaffing the location; however, those members who are furloughed will be paid by the PSP program through March 31, 2021. TWU notified Envoy of our intent to open Section 6 negotiations; however, in advance of doing so, we have proposed a contract extension that the carrier is currently reviewing.

In November 2020, a Tentative Agreement was reached for the JetBlue inflight crew members. Despite numerous methods of member education, the tentative agreement was rejected. Since then, we have conducted a survey to understand the reasons for the failed T/A, and a second survey in greater detail was sent to the JetBlue inflight crew members. Once the survey data is validated, we will return to the negotiating table in late early March in an attempt to reach a second, more robust, T/A. There were no reductions at JetBlue in 2020.

Local 555 engaged with Southwest Management in an effort to find alternative measures to membership station staffing reductions and furloughs. Local 555 reviewed the American Airlines Concessionary Agreement from 2003 and how significantly it effected the TWU membership poorly, as well as the short and long term affects that it has on future bargaining. Local 555 TWU leadership wanted to get a firm understanding of what Southwest was proposing and then developed a response to the carrier. It was made clear by Local 555 to Southwest management, that any concession outside of the ratified agreements language would be unacceptable. Talks between the parties failed to reach an agreement that would satisfy the 70-million-dollar annual cost reduction target from the airline. Southwest issued WARN letters to 2553 Local 555 members in advance of the carriers first ever layoffs. Members in New York locations were the first to receive notices, by state law timelines, with other member states following soon thereafter. At the same time the carrier was sending the WARN notices, they continue to move forward with expanding Southwest's operation in 10-12 new domestic cities. Over the last few months Local 555's negotiating committee has been preparing for Section 6 negotiations, including a weeklong training coordinated by TWU international. The Section 6 notice sent was recently, the parties have already been in discussion on when to open the sessions and as of right now it is looking like the negotiations will begin in late April.

Southwest Airlines sent out WARN notices to approximately 1500 Local 556 flight attendants in December. Southwest has since notified Local 556 that the Payroll Support Act will stop any reduction through March 31, 2021. Unfortunately, meetings with the company to discuss mitigation strategies to avoid furloughs prior to the WARN NOTICES were generally unproductive, with Southwest simply ignoring these ideas from the Local. Local 556 also continues in their Section 6 negotiations for their members and will be conducting Local elections early in 2021, with the new board taking office May 1.

Local 557 ratified a contract extension, with slight improvements for the membership that would have mitigated any furloughs, for the 108 Flight Training Instructors at Southwest through December 2021.



## 2021

With the rollout of the vaccine and a new President of the United States in office, we were hopeful that the worst will soon be over, and that the Air Division could get back on a more normal track in 2021. Our members have been recalled through September 30th with the extension of the Cares Act.

Expanding online member engagement, through social media and other online tools is one of the objectives that the Air Division will be working on. We continue to update the Air Division membership through podcasts, social media, and our websites.

Throughout the spring and summer, we have continued to negotiate with Republic, Horizon, and Kalitta Air. At Republic we have entered mediation, after we thought we reached a tentative agreement but at the 11th hour, that carrier dropped a “dispatch from home” letter on the table as a must have item. We rejected their letter, that has FAA approval through February, and we reengage again after the letter is extended or expires. With the new administration taking over, we are prepared, with the help of the pilots at Republic, to make an argument over safety with the FAA. We have ratified a new agreement with Horizon that has led to the significant improvement in the regional airline dispatch contract wages there, this should help in bargaining with the remaining open regional carriers. At Kalitta we are working on a first agreement and talks are ongoing; however due to COVID-19 and the holiday season, the talks have slowed. We have been working to schedule dates and are looking forward to reengaging with the carrier.

At Alaska Airlines we notified the carrier of our intent to open Section 6 negotiations and the carrier requested a one-year extension that provided five contract improvements and a wage increase in exchange for the year. The group ratified the extension by 90%.

We reached a T/A for the FSI flight attendants in late December. Unfortunately, this group has had a very high turnover rate, since they provide contractor flight services for charter flights. We are hopeful with the ratification of their first agreement that the membership there will stabilize. They are our newest members within the Air Division and will soon become our newest Local.

As a reminder, while we had recently ratified a T/A with ExpressJet the carrier shut down operations on October 1, 2020 after losing all of their flying at United. ExpressJet does maintain its operating certificate and those members who chose furlough do maintain a right of recall if the carrier begins flying again. Just recently, the carrier has announced it will attempt to start flying again and we are actively engage in how that might work for our Dispatch members.

In closing, we have recently reached tentative agreements at Republic Airlines for our Dispatch Group and at Envoy Air for our Fleet Service Group. Both contracts will be out for vote and ratification, shortly after the convention.

# RAILROAD DIVISION

Railroad Division Director John Feltz, International Staff Representative Brian DeLucia and Administrative Professional Shavon Gibson maintained a team approach to advancing the interests of Railroad Division membership. They worked with Local leadership in confronting challenges and advancing several initiatives over the past four years.

## RAILROAD DIVISION COMMUNICATIONS

Over the past four years through the use of memos, bulletins and surveys we have kept our locals apprised of changes in Federal Rail Administration regulations, updates in negotiations, Railroad Retirement Benefits, railroad specific safety rule changes and most recently the Railroad specific procedures for the handling of Covid-19 such as reporting of cases, contact tracing, payment for being quarantined and establishing vaccine appointments for essential workers and new legislation being introduced in Congress.

We also used surveys to get members input for Section Six notices as well as a detailed questionnaire to gather information on the dangers of Precision Scheduled Railroading.



**JOHN FELTZ**

*Railroad Division Director*

## CONTRACT SETTLEMENTS / ONGOING CONTRACT NEGOTIATIONS

### **Amtrak (JCC) - Carmen / Coach Cleaners and ASWC On Board Service**

On January 4, 2018, an agreement was reached with Amtrak with full retroactive pay.

### **National Freight Negotiations**

On December 28, 2017, an agreement was reached with National Freight Railroads Conrail, Norfolk Southern and CSX, with full retroactive pay.

### **Metro-North Commuter Rail – Carmen / Coach Cleaners**

On August 21, 2018, an agreement was reached with Metro North Commuter Railroad, with full retroactive pay.

### **MBTA – Keolis Commuter Rail Service**

On October 4, 2001, an agreement was reached with Keolis Commuter Rail Services, with full retroactive pay.

### **Union Tank Car Manufacturing Company**

On November 20, 2020, an agreement was reached with Union Tank Car Company, with full retroactive pay.

## CURRENT NEGOTIATIONS

**National Freight Railroads:** Conrail, CSX and Norfolk Southern

**Passenger:** Metro-North Commuter Rail, New Jersey Transit in Mediation, PATH Commuter Rail in Mediation

## LOCAL LEADERSHIP DEVELOPMENT/ TRAINING

With the turnover of a number of Railroad Division Local Officers, over the past four years Railroad Division Staff members have provided guidance and training for new Local Officers on a one-to-one approach. In 2019 Regional President Council/Training Meetings were held in Cranberry, Pennsylvania to accommodate our Midwestern Locals, and in Washington DC to accommodate our Eastern Locals.

The Division Staff developed a training manual that was designed for the training of newly elected officers as well as a review for established officers.

These manuals were also sent to those locals that were not able to attend the Regional Meetings. Due to the COVID-19 Pandemic we were not able to hold our Regional President Council/Training Meetings in 2020.

Our goal for 2021 and 2022 is to develop a manual with National Mediation Board, Arbitration, Public Law Board, Special Boards of Adjustment, Division 1 and Division 2 Awards that were decided in favor of Rail Labor. These awards can be used when presenting discipline and grievances cases on property as well as at future arbitration hearings.

## AMTRAK

Since its inception, Amtrak, which relies on a reliable and sufficient stream of funding for both operations and capital, is subject to government oversight and endless debate over funding, and at times its very existence. Over the past four years these continuing debates, accompanied by ongoing attacks from a number of Congressional Representatives have presented ongoing challenges for our Railroad Division membership. In response staff has worked closely with Locals that represent Amtrak membership, both in the mechanical and on-board service crafts to collectively protect the memberships interests. In particular, staff/local leadership efforts have engaged in a number of areas of concern.

## AMTRAK ASWC ON BOARD SERVICE MEMBERS

The challenges that confront our Local 1460 membership employed on Amtrak as On-Board Service attendants have continued over the past four years with renewed calls for eliminating food and beverage losses, including proposals from contracting-out the services to degrading the food service to a cold box lunch.



In the Spring of 2018, when Amtrak threatened to contract out the On-Board Food and Beverage Service jobs, we immediately took action. With the support of the International Administrative Committee and the Communications and Government Affairs Departments, a multi-pronged campaign was launched to focus on how Amtrak was eliminating dining car service and replacing it with pre-packaged, cold meals.

We sponsored effective press conferences/rallies in Washington DC, New York City, Boston, Chicago and Los Angeles. A social media campaign, along with an ASWC Facebook page, was started and a phone campaign for members to reach out to their representatives in Congress was established to stop the onslaught. We were able to stop Amtrak from contracting out our work, and Amtrak has now gone back to full-service dining.

## **AMTRAK MECHANICAL MEMBERSHIP, LABOR MANAGEMENT COLLABORATIVE PROCESS, BEECH GROVE, BEAR / WILMINGTON, DELAWARE AND CHICAGO SHOPS**

Staff has continued to attend quarterly meetings and work closely with Locals 2003, 2015 and 2014 and Amtrak Management leadership at the Beech Grove, Bear/Wilmington and Chicago back shops to keep both actively engaged in the collaborative effort to remain focused on promoting all three shops as a 3rd party provider for both passenger car and Locomotive work as well as fabricating parts that would normally be bought from an outside vendor.

Division Director John Feltz is a member of the Joint Oversight Committee of the LMCP.

No mechanical members were furloughed during the Pandemic.

## **NEW HIGH-SPEED ACELA TRAIN FLEET**

After 21 years of service, the original Acela High-Speed Train sets will begin to be retired and replaced with the first of the twenty-eight New Generation Acela train sets, which are scheduled to start service between Boston and Washington DC in October 2021. We're working with Amtrak Mechanical management to ensure members of Locals 2001, 2015 and 2054 are properly trained to work on this new equipment.

## **FREIGHT RAILROADS**

Over the past four years, our membership on freight railroads (Conrail-SAA, CSX and NS) have witnessed a continuing and ever-increasing trend by the freight railroads to consolidate and downsize mechanical operations to reduce mechanical department employees.

In their efforts to rely on the deployment of new technology, and reduce or eliminate federally mandated inspections, the carriers have promulgated a number of waiver petitions to the FRA. The RR staff has responded by written comment and testimony during public hearings.

## **LEGISLATIVE**

Railroad Division staff and TWU Government Affairs representatives, along with a contingent of other rail labor representatives and the Transportation Trades Department, have promoted legislation on numerous rail issues, including funding for Amtrak, as well as the stimulus bills enacted in 2020 and 2021.

## **STATE CONFERENCE WORK**

Collectively, Railroad Division staff and Local leadership have worked to increase Local participation in TWU State Conferences. In particular, Rail Locals have been participating in the New York/ New Jersey, Ohio/Michigan, and Illinois/Indiana state conferences.

## **REGULATORY**

Division staff, in addition to participating as voting members on the FRA's Rail Safety Advisory Committee (RSAC), has engaged in a significant amount of work on specific rulemakings over the past several years, including Hazardous Materials, Transportation Rules, Safety Plan Rules and Training Standard Rules.

## **POLITICAL ACTION**

As is the case with all TWU political actions, the interests of our Railroad Division membership are directly tied to the political process, as nearly every aspect of railroad employment is in one way or another subject to actions of the President of the United States, a Government Agency or Congress. Given that reality, Railroad Division staff has continuously focused on educating both Local officers and the membership on the direct link between politics and their best interests.

## **ELECTION 2020**

Beginning in the Spring of 2020 the Railroad Division in conjunction with the Communications and Government Affairs departments turned its focus to "Election 2020" by implementing an ongoing program to educate and engage both Local Railroad Division Leadership and its member on the issues that best served them and their families. Working with state AFL-CIO offices helping with calling TWU members and their households, to get out the vote for labor friendly candidates on national and state levels. Members participated in Biden campaign videos as well as Biden Town Hall meetings.

# TRANSIT, UNIVERSITIES, UTILITIES AND SERVICES DIVISION

The Transit, Universities, Utilities and Services Division (TUSS) serves a diverse membership under the direction of Administrative Vice President Curtis Tate. Members of the staff include International Vice President Willie Brown, International Representatives Carl Martin, Theotis James and Jose Cruz. Also, Administrative Professional Shavon Gibson.



**CURTIS TATE**

*Administrative Vice President*

## LOCAL ACTIVITIES

### LOCAL 1

Members ratified a new contract on Sept. 10, 2017. As a result, the Local officers were elected by acclimation and were sworn in by Staff Reps Jose Cruz and Theotis James.

The Local responded to the Supreme Court's Janus decision by quickly get signed authorization cards from the membership.

The Local had three contingency driver run sign-ups in April 2020 due to COVID-19; the Transit Authority made cuts to weekday service and cut out Sunday service completely which has since been restored. They were running at about 81% of their pre pandemic service, in spite of the Local not experiencing any lay-offs or furloughs.

The Local officers continue to negotiate for a successor agreement to their contract that expired on July 31, 2020.

### LOCAL 100

Since our last Convention, Local 100 has moved forward on many fronts to benefit the 46,000 members it represents in public transportation, the school bus and tour bus industries, and private operations. The Local's leadership has effectively advanced the interests of the membership through many collective bargaining campaigns, job safety initiatives, reduction of disciplinary actions by management, fighting back against assaults on the job, and an all-hands-on-deck response to the pandemic.

Following in brief is an encapsulation of these activities:

#### New Contracts

MTA Computer Analysts and Career & Salary Employees – 1st Contract in 2018.



MTA-NYCT, MaBSTOA and MTA Bus – 4-year agreement, 11.4 percent compounded increase. Ratified January 2020 after a massive contract rally of 10,000 members at which President Samuelson was keynote speaker.

Liberty Lines Transit – 5-year agreement; 11 percent raise and major improvement to pension. Ratified 9-1 February 2021

Big Bus Tours contracts at 7 properties: including New York, Washington, DC, Miami, Chicago, Los Angeles, San Francisco, and Las Vegas.

### ***School Bus Division Contracts***

White Plains Bus  
Royal Coach School Bus  
First Mile Square School Bus  
Quality Transportation School Bus  
Supertrans  
STA-Greenwich Schools

### **Fighting and Winning for Membership During Pandemic**

- Defeated MTA plan to freeze wages during pandemic.
- Led the way on testing for COVID-19 at the worksites. First in the nation program to test workers at jobsite for MTA properties.
- Ensured transit workers were in round 1A to be among the first to qualify for COVID-19 vaccines.
- Preserved jobs, paychecks, and benefits for all 40,000 members employed by MTA. No layoffs.
- Negotiated a \$500,000 death benefit for the families of members lost to COVID.
- Established a permanent memorial to our members lost to COVID-19 at Transport Hall in Brooklyn.

### **Safety Initiatives and Battling Against Assaults**

- Fought for and won the campaign for more police on trains and buses. MTA and NYS provide funding for 500 additional cops for transit system in 2019, and the City of New York assigns an additional 500 cops in 2021.
- Breakthrough on Diesel. The Union pressured the MTA to switch from diesel work trains to hybrids within the next 5 years. Also, received a commitment from MTA to replace diesel scrubbers and other work vehicles with battery powered equipment inside bus depots, and train yards.

### **Political Action**

- Won “Earned Sick Time Bill” in Westchester County for all County workers, including our School Bus members.

- Supported Tish James in her successful campaign for the New York State Attorney General's office. She is the first woman to hold this position.
- Initiated a successful campaign (Trash Train) that won the restoration of 91 Cleaner positions to subway terminals. Campaign included heavy interaction with elected leaders on the City Council and NYS Assembly and Senate.
- Filed a successful class action lawsuit against the MTA to restore subway service on the C and F lines to pre-pandemic levels.

### **Other Successful Campaigns**

- Won Light Duty jobs for pregnant women in the Rapid Transit Operations Department. Negotiating with MTA for expansion of program to bus divisions.
- Won sick time reimbursement for 9/11 responders sickened by work at Ground Zero.
- Completed 4 apprenticeship classes at no cost to participants. Upgrading workers from the lowest paid jobs of Cleaner and Traffic Checker to among the highest paid jobs in Maintenance of Way.
- Secured private Expression Pods for nursing transit moms.
- Established a scholarship in memory of Train Operator Garrett Goble who was killed in an intentionally set fire on his train in March 2020.

### **LOCAL 101**

This local settled on a new contract in 2019 for its utility workers at National Grid with some minor necessary changes and additions.

In 2020, HomeServe, the service company settled a new contract.

Local 101 members continued to work throughout the pandemic. They were fortunate not to lose any members to this pandemic. PPE was constantly supplied, and all members were kept up-to-date daily via e-mail with safety protocols.

### **LOCAL 171**

In early 2018, Local 171 began working with the CLC, Partners for Transit and employer (AAATA) to renew the vital tax millage initially passed in 2018. Thanks to union support the vote on renewal was 35,692 (YES) and 7,085 (NO).

Elections were held in December 2018. Delisa Brown ran unopposed and was re-elected as president. This is her 6th term, serving a total of 15 years. A new Transportation Vice President was elected, Kenworth Robins. A majority of the other officers remain in their previously elected positions.

The Locals employer (AAATA) gave notice to the Local that the employer would be seeking Federal Grants in the near future to explore the possibility of using Autonomous Buses in the city. We will be meeting with the employer and monitoring this situation for a possible Anti-AV campaign to mirror the TWU effort in Columbus, Ohio.

In the Fall of 2020, the Local had to conduct a 2-hour work stoppage to force the employer to allow operators to enforce the mask mandate for all passengers.

## **LOCAL 200**

In July of 2019, the Local 200 settled and ratified a new agreement with SFMTA.

## **LOCAL 208**

The Local settled a contract in October 2018 with 3% retroactive wage increases, and 3 percent raises in each of the three years of the agreement.

The Local worked with International Officers on a very successful campaign against the Authority's plan to experiment with driverless buses. The campaign is ongoing.

The IAC was forced to place the Local into receivership for nearly a year on October 30, 2019, as a result of the treasurer mishandling of funds. The IAC appointed Theotis James as the administrator, who was able to put the local back on sound footing. The local exited receivership as of September 1, 2020.

During the pandemic, the local was running about 47% of their regular bus service. They have been steadily increasing service. They have had a total of about 15 members who tested positive for COVID-19 to date with no fatalities.

## **LOCAL 212**

Covid-19 had a negative effect on the service that Local 212 members provided for the disabled community. They were running about 40% of their normal service at their lowest point during the pandemic but because of the limited number of passengers COTA allowed to ride on the busses, Mainstream was helping in pass up situations. They were only allowed to carry two passengers per vehicle due to social distancing. They are returning to their primary service as ridership is picking back up.

## **LOCAL 220**

Local 220 Continues to negotiate multiple contracts with very good settlements.

Local 220 received steward training with Gary Shults and Carl Martin at the end of April 2018. The Local worked with its membership and officers on the Janus case issues and had many members re-sign commitment cards.



The Local began negotiations with the assistance of the TWU International with its largest unit at Brick Public Schools along with other contracts at Manalapan School District, Leisure Village Retirement Community and Jackson MUA in the Fall of 2018.

Jackson Township MUA and Manalapan School District both ended up with wage increases of 2% & 3% each year for three (3) years and little or no changes in their health care plans.

Brick School negotiations resulted in a 3-year agreement with a 2.5% wage increase each year, increased vacation days for higher seniority members, increased minimums for summer drivers and aides, and increased stipends for different classifications, the members kept seniority shift/work picks which mgmt. went after aggressively, several contract language changes that will assist both the local and the members.

The Local dealt with many school district issues concerning layoffs, furloughs, PPE supplies, seniority issues concerning locations and classifications at school districts and municipalities.

This Local engaged in many fights with its many employers over the use and provisions of PPE. Officers stuck to their guns and got what was needed and deserved for the members of Local 220.

The pandemic resulted in nearly all of this 1000-member unit being laid off, furloughed or on a reduced work hour schedule. None of the members lost any pay or benefits during this period and all of them have returned to work on full schedules.

In early January of 2021 most of the Local's employers were offering vaccines to all of the Locals members who wanted the vaccine

The Local also settled 3 contracts during the pandemic crisis, Manalapan School District, Colts Neck School District and Freehold Twp. School District.

The Local had to do an interim agreement with SODEXO which provides food service at Lakewood School District to be able to allow our members to work during the summer months because of the Pandemic issues. This section had never worked during the summer and had no contractual language that would allow for pay or benefits during this period. They now have that language which will be worked into the current agreement which is scheduled to expire in the very near future.

## **LOCAL 222**

The employer asked to reopen contract negotiations for a wage increase for a group of members at their Lincoln and Ravenna properties where the employer is finding it difficult to hire and retain employees. The Local was successful in getting this group a favorable increase for its members.

The Local began prepping for negotiations for their contract that would expire in December 2019. Due to the pandemic this contract was not settled until late 2020 and ratified in February of 2021 with favorable language changes, and wage increases of \$.50 to \$2.50 in the first year with an average of 2.5% to 3.5% in the second and third year of the agreement and a new starting wage for new hires.

This Local had issues securing PPE from the employer. The International provided some supplies while the back-and-forth discussions were going on with the employer which eventually led to PPE being provided.

### **LOCAL 223**

The Local negotiated a 3-year agreement with an increase in sick pay, increase in guaranteed hours for extra board, 3% wage increase each year, 1% increase pension contribution shared by employer/employee which makes for a 15.5% pension contribution.

The pandemic did not cause any layoffs or furloughs but did prompt the employer to give all members a \$2.00 per hour wage increase which would last until August 2021. The members did have some PPE issues at the beginning of the pandemic but the Local was able to work with the employer to see that the members needs were met.

Local elections were held early December 2020 with former President Joe Boncordo winning the election for President once again. The Local will retain its current Vice President (Chad Olson) but will now have a new Secretary-Treasurer (Bill Nelson) and Recording Secretary (Rick Overman) along with a couple of new Executive Board Members.

### **LOCAL 225 (LOCAL 226 MERGED INTO LOCAL 225)**

In the winter of 2018, Local 226 ratified a contract for First Student in Dover; with wage increases, longevity bonus, new trainer rates, increases in tool and boot allowance, snow days, referral bonus and other policy changes.

In the Fall of 2018 Local 225 started negotiations on the Hudson Transit Corp contract set to expire November 2 of 2018 and began preparing for upcoming negotiations with Hudson Transit Lines/Shortline.

Contracts were reached for Hudson Transit Lines/Shortline, and was overwhelmingly ratified by the members early in January 2019. Bids increased at 5 to 8 percent the first year; and 3 percent in the second and thirds years of the contract.

Contracts for Orange Westchester County and Somerset County were completed in December 2018.

### **LOCAL 225 AND 226 MERGER**

Effective May 1, 2019, TWU Local 226 merged with Local 225, transferring all assets and including, available cash, existing liabilities including payroll taxes and professional fees, fixtures, and equipment.

During the Pandemic, Local 225 experienced several lay-offs and furloughs in many of their sections as they deal with both public transportation, school districts and private employers. Many that did continue to work got some sort of hazard duty pay and many that were laid off were paid where the employers were receiving CARES Act monies. Most sections are back to work.

The following is what occurred within the Local during the pandemic:

(Astra, Trans-Ed) School Bus – Drivers who did not qualify for unemployment are being paid. Everyone else is receiving unemployment. 75 workers were laid off, with employer paying a portion of health insurance.

(First Student) School Bus – 65 workers laid off, all on UI, and employer paid portion of health insurance.

(Greystone Programs) – Increased the hourly rate temporarily because of COVID-19 by \$1.00/hr. up to \$4.00/hr. depending on responsibilities. We have also opened negotiations on a contract renewal. The company has proposed a P.T.O., replacing the standard vacation, floating holiday, and birthday structure. All other remaining articles are same.

(Hudson) – Coach USA / Hudson Transit Lines/ Shortline. The company was sold April 19, 2019 to a Hedge Fund Company Variant Equity's from Los Angeles, including the brand name Coach USA. After service was halted during the pandemic, it has begun again.

(Somerset County) – Two- and three-day work week during Covid. Being paid 40hrs. No layoffs. Normal operations have resumed.

(Trans-Ed) School Bus – 75 workers were laid off, all on UI, and employer is paying portion of health insurance.

In the spring of 2021, almost all members are back to work either in person or virtually. Hudson Transit (Coach USA) lost the most members due to lay-offs and members not being recalled due to a reduction in services.

The Local was able to negotiate a good contract at its Greystone property which includes a retroactive pay raise back to April 2020 and future raises in year 2 and 3 based on state funding to the Greystone Programs. The new contract also included an additional personal day and favorable language on member promotions and transfers.

## **LOCAL 229**

In the winter of 2018, the Local successfully negotiated a contract with Harvard Cleaners, for its Car Cleaning members at Hudson Bergen Light Rail (HBLR), highlights were 15% over 5 years.

The Local also began negotiations with HBLR for its train operators. The TWU international had to get involved to help obtain successor language in an RFP being put out for bid by NJ Transit. This bid will determine who will operate HBLR for next 20 years. This language would ensure whoever gets the contract will honor the existing contract.

A meeting with Gov. Murphy's Deputy Chief Counsel was held in Trenton NJ on the issue. International Secretary Treasurer Jerome Lafragola, Director Curtis Tate, Local President Steve Hamm, and Local 1400

Legislative Liaison Mark Quirk attended. Subsequent meetings were held in Trenton until a deal was reached on this subject.

The Local along with assistance from the TWU International came to an agreement on the entire contract. The contract was ratified by the members early January 2019 with a 63 (YES) and 32 (NO) votes.

Since being sworn into office, the President (Steve Hamm) and the 229 executive board have aggressively addressed the issues concerning the membership with respect to the employer's rules and how members are treated. Successfully arbitrated several cases and written the follow up briefs to submit to the arbiter.

Local 229 has partnered with Colonial Life Insurance to offer membership individual disability insurance as well as an additional \$10k accidental life insurance for free.

Currently, Local 229 is working on a plan to grow its membership with the help of the International. The goal is to organize NJ Transit's River Line Light Rail System within southern New Jersey with a route between Camden and Trenton, NJ.

The Local faced many issues early on during the pandemic. The employer did not and would not provide any PPE. TWU International stepped up and provided masks, gloves, and hand sanitizer for our members there. We were finally able to force the employer to start providing the PPE with the help of the TWU Political Affairs department and President Samuelsen's political contacts in the area. The employer still refused to provide any COVID-19 quarantine or sick leave pay until the International and the NJ DOT stepped in again to force the employer to do the right thing. President Samuelsen had a call on April of 2020 with the head of operations for AECOM. He was made aware of the situation, blasted HBLR in the press, and threatened aggressive action.

The Local leadership was able to get a T/A in early December after a short extension of the current agreement. It was voted down in December 2020. The T/A included wage percentage increases of 2.5, 2.75 and 3 through the 3-year term of agreement. It also included increased uniform/boot money and time and a half pay when working the new Juneteenth (6/19) holiday. The Local leadership was able to keep all that is listed above, and secure better Juneteenth language so all members were paid regardless of working or not, and shift bid language that was favorable to the membership. The contract was ratified on March 11, 2021.

## **LOCAL 234**

The Local acted aggressively during the pandemic to keep its members safe. Under the threat of a job action SEPTA agreed to the following actions:

1. To provide all members with PPE including masks, hand sanitizer and gloves.
2. Put shields on all revenue vehicles (buses and trolleys) to protect and separate the members and the public.
3. Vehicles to only carry 50% capacity.



4. Transportation members to work 32 hours but get paid for 40 hours.
5. Maintenance members to be given 4 extra hours a week for every week worked during the pandemic to be used at their discretion.
6. Temperature screening at every reporting location.
7. On site COVID-19 testing that rotated to all major reporting location for 234 members only.
8. Operators stopped collecting fares and had back door entry and exit.
9. The creation of sanitizing crews to sanitize vehicles at the end of the line every trip.

Recorded 575 positive cases in the last year to date. Ten (10) members died as a result of COVID-19.

A contract for Upper Darby city workers was ratified March 15, 2021, 64 (YES) 6 (NO); 3-year term.

## **LOCAL 239**

The local had been dealing with the possibility of the busses being parked on a toxic site resulting in bus drivers having a host of health challenges. Several TWU International Staff members attended a union meeting on September 5, 2018, for the members and non-members to inform the local on the steps that have been taken and future steps to make sure that their concerns are being addressed.

The local did some internal organizing around the unsafe and unhealthy employee parking area on Mike Pageant Highway. The local filed a grievance with the Richmond County Board of Education (RCBOE) and the relief requested is to have independent testing of the bus drivers and maintenance workers parking area, and pay the cost of such testing, also to test the fumes in cars, busses & depots.

The Staff along with Members and Offices of the Local attended school board meetings and held town hall meetings to publicly apply enough pressure about the unsafe parking conditions and after repeated attempts to force the RCBOE to do right by our members. They did offer alternative parking locations for the health and safety of our members, a win for local 239.

During the pandemic, the Local started transporting students for their first day of school on September 8. They have not experienced any lay-offs or furloughs. The buses are equipped with sanitation stations and all are required to wear masks, so they provided the drivers with one mask and masks for students who did not have one. They also have been provided with disinfectant spray to spray the seats between runs and a germicide to spray the busses at the end of the day.

## **LOCAL 241**

The Local celebrated their 75th anniversary in June of 2019. Several International Officers were in attendance along with International COPE Director Andrew Rangolan.

The Local secured a two-year contract agreement covering more than 600 cleaners, electricians, plumbers, painters, and security guards at four Columbia University campuses. This was only after several weeks in negotiations over a deal that included additional increases to health care costs – major sticking point during a pandemic – the union had authorized a strike that could have disrupted campus reopening plans.

## **LOCALS 250-A**

On March 18, 2019, the International Executive Council called an emergency conference call to vote on placing the local into receivership naming Curtis Tate the Administrator of Local 250-A's affairs. The TUUS Staff traveled to San Francisco at the end of March and started working at the Local to ensure the Local's assets were preserved and in order.

The International devised a plan to cover day-to-day office hours including setting schedules to assist the Local in the negotiations of four different contracts simultaneously. The Staff then met with the Local's Officers and Executive Board to explain how the receivership would be carried out. The Staff's execution of the plan to cover the Local's day-to-day affairs and negotiating the four contracts was successful, just about every week throughout the entire receivership was covered and the negotiations were sound and solid contracts with positive gains were achieved. An 11% wage increase over a three-year period and many benefits with no concessions. In June 2019, the Local ratified all contracts.

The Staff worked diligently to bring the Local successfully out of trusteeship. A financial audit was concluded, Local By-Laws were revised. A Special Election to elect new Officers and Executive Board was held. The Election resulted in the reelection of Roger Marengo as President and Pete Wilson as Executive Vice President and Vertrina Davis as Recording Secretary and newly elected Secretary-Treasurer Michael Dennis.

Immediately following the election, New Officer Training was conducted by Gary Shults along with Jose Cruz for all elected officers and division chairs. In March 2020 Roger, Pete and Michael all attend a weeklong Secretary-Treasurer training session at the Maritime Training Center in Linthicum, Maryland.

As of March 27, 2020, this local was fully operated by the newly elected officers. The local faced some lean financial times and tough decisions were made, implemented and now reporting promising.

As with all of our locals, this local did incur some affects due to the Pandemic. SFMTA made the decision to terminate service on nineteen bus routes permanently and suspend all rail operations because of low ridership. The agency threatens to not honor the current MOU and forgo all raises for the next two years or maybe even looking into furloughs and lay-offs. The Local fought back and as of now no furloughs or lay-offs occurred. Raises, although delayed, have been implemented.

## **LOCAL 252**

TUUS Staff participated in the Local 252 Baumann Strike in Long Island in November 2017. Those who could cleared their schedules to spend a week in Long Island picketing for hours with the members. It was a tough fight that gained wide media coverage. Locals 100, 101, 229, 501, 504, 570, 1400 and 2001 supported their brothers and sisters on the picket line.

Transdev A tentative agreement was reached for the membership at Para Transit of Nassau (NICE) and was ratified in late December 2017.

During the pandemic, Suffolk County Transportation furloughed as many as 1,400 workers.

## **LOCAL 260**

In the beginning of 2018, Local 260 settled and ratified a new agreement with Houston Metro.

The Local maintains it's good relationship with the current management for the benefit of the membership. Together the Local Officers and Houston Metro provided useful Data on the economic effects and shortfalls of the pandemic lockdown. The data was forwarded to the International Government Affairs staff to be used as a guide on funds needed to remain operational and prevent lay-offs and furloughs for CARES Act calculations. The agency along with Local officers developed plans and tackled issues as they arose.

560 Houston Metro employees tested positive for Covid-19. There were two deaths. The Local requested face masks and we were able to provide them with enough to cover the membership.

In the second week in March (2021), the Local initiated a drive to get their members vaccinated and to-date has successfully vaccinated 70% of members.

Houston Metro has been experimenting with Autonomous vehicles and assures that a driver will always be onboard. With the help of the International AV Task Force the local has prepared language to protect the membership and will be negotiated into contract talks in 2021.

## **LOCAL 261**

The Local is experiencing some difficulties due to poor School Board decisions that affected the entire District. The Local conducted elections in May of 2021. The TUUS Staff organizing plan and visits will put the new Officers on the right path towards a productive tenure.

## **LOCAL 262**

Currently, the Local is re-building its membership. The local did almost double its membership in an organizing drive but the pandemic slowed the efforts drastically.

The Local continues to educate the members and non-members with “Know Your Rights.” The goal is to provide a continuous process of positive reinforcement, establish trust between the Union and the members and non-members as we re-build the membership.

### **LOCAL 263, 267, 270**

These Locals consist of a very low membership count and CDC guidelines have dampened the efforts to organize but now that Texas is in a reopening phase after the pandemic, we will increase and strengthen our efforts. The TUUS organizing plan and visit should produce significant results

### **LOCAL 264**

The two contracts with the employer, Barnard College, expired on September 30, 2019, and as a result of COVID-19 our membership were unable to meet to compile our members suggested changes for the modification. The Executive Board empowered by our By-Laws has made a decision and refused to accept the Employer’s advances to negotiate a contract virtually, which we assess is not in the best interest of our members and we will remain vigilant in not doing so until our members can meet, and we are fully mobilized, thus, we will engage only after Covid-19 ends.

The contract with the employer CHARTWELLS (*the new employer who took over from ARAMARK*) is good and still in-force. Our members in the Food Service Division (FSD) who were furloughed for lack of work as a result of Covid-19 have now been reinstated as a result of the firmness of the Executive Board to block subcontractors on the Campus.

### **LOCAL 265**

We are working to maintain membership at all locations and there has been a steady membership increase. We continue to look for individuals for Steward positions. Working to ensure that all our members are aware of handbook procedures and “Know Their Rights”. The Pandemic has burdened our efforts.

### **LOCAL 266**

This Local has been dormant. The International Staff Rep is constantly working to increase membership through organizing efforts.

### **LOCAL 269**

The employer for the Local 269 members (ABM) lost its contract with Delta Airlines for the employee shuttle service that was being provided. Therefore, the Local lost all of its members and was unchartered by the IAC in the fall of 2020.



## **LOCAL 276**

In October 2019, Local 276 settled and ratified an agreement with the Waco Transit System.

Waco Transit System had minimal effects due to the Covid-19 Pandemic; all service has been operational. President Tony Price stated they have been fortunate, as far as work goes and they appreciated the low number of reported cases of Covid-19 among our members. There were some shortages of face masks, but the International supplied masks early on to help out.

## **LOCAL 279**

The local officers have been working diligently on internal organizing to sign up new members with the assistance with the International staff. They continue to work in the communities they live to get labor and transit friendly reps elected at state and local levels.

The Local began bus service on September 8, 2020, for students in Columbia County. The Local has not experienced any layoffs of furloughs.

## **LOCAL 282**

The Local along with assistance from the TWU International negotiated and ratified an agreement with Colonial Intermediate School District (CIU-20) in Easton, PA.

In the spring of 2019, the Local settled a contract for Bristol Township Municipal Employees.

The Local continued to struggle with the negotiations at Bristol Township School District into the fall of 2019.

International Staff representative Carl Martin assisted with negotiations for their Municipal Building members and their Roads and Public Property members.

In the Fall of 2020, the Local settled two contracts: one with the School Crossing Guards at Bristol Twp. School District and the other with CIU 20 School District in Easton, PA.

In the early spring of 2020, the Local finally had a tentative agreement with Bristol Twp. School District for custodians and maintenance workers. The T/A was done just as the pandemic hit and neither side had the chance to ratify the agreement with their respective boards or membership. So, the employer withdrew its approval of the agreement saying they could not and would not recommend passage by the BOE because of loss of funding caused by the pandemic. The Local was finally able to come to an agreement with the Bristol Twp. School District in November of 2020.

## **LOCAL 289**

In the Winter of 2018 Local 289 finalized their agreement with the Upper Darby school district and began preparations for the ARAMARK contract that was set to expire in the early spring 2018. It was ratified in June 2018.

The Local leadership was approached by the employer (Upper Darby School District) to start negotiations a year early. The employer is having a hard time hiring and retaining “skilled trades” members. They are proposing fairly large wage increases in this area. The TWU staff rep will continue to work with the leadership to insure everyone gets a fair deal not just one group.

In the Summer of 2019, a tentative agreement and ratification was reached.

During the Covid-19 pandemic, Local 289 members who were school bus drivers and aids had full pay until school was out for the summer. During that time, they had training sessions and delivered lunches to school children at their home and bus stop locations. The maintenance department members worked a modified schedule to reduce personal contact with each other. None of our members lost any pay or benefits.

## **LOCAL 290**

The local reached a settlement on a grievance from November 2017 with SEPTA after learning our members were not being paid the correct amount per hour for all time worked per FLSA for working overtime and during the member’s lunch. The agreement paid a total of \$550,000 going back two years and now SEPTA is paying Local 290 members correctly.

On Thursday, August 9th, 2018, TWU Local 290 donated 217 bookbags filled with school supplies to the students at West Philadelphia Achievement Charter School located at 6701 Callowhill Street.

Improvements were made to their MOA which has been in place since 2000; the MOU went into effect December 18, 2019.

## **LOCAL 291**

Local 291 negotiations continued into the Summer of 2018. The Local and the TWU International worked with the TWU Political Actions Director on building a strong campaign to beat back their rogue mayor and get a good contract. This effort worked to build a stronger membership. The Locals’ leadership conducted mini rally’s right at their workplaces and invited members to hear what the leadership was doing about the impasse situation and invited the membership to get involved and help win this fight.

In July of 2018, Local 291 finally completed and ratified their 2014-2017 contract, 1,369 (YES) and 80 (NO).

With the 2014-17 contract completed, the Local now had officer elections where a new administration was elected that included Jeffery Mitchell as President and Joseph D’Elia as Vice President. This new administration had to immediately begin negotiations on an already expired contract.

The Local continued contract negotiations during the pandemic including filing for impasse with the transit agency as stated above. They had the assistance of the TWU International, several County Commissioners and their attorney and finally come to an agreement at the end of August. It was ratified by the membership in mid-September by electronic voting.

The Local had many problems with PPE at the beginning of the pandemic. With persistence and an aggressive media campaign against the transit agency the Local was able to get the needed PPE for its members. Many at risk members and those over 65 were put on paid administrative leave for the duration of the pandemic. Those members were among the first to begin receiving long awaited vaccines.

The Local was instrumental in getting a Transit and Labor friendly County Commissioner appointed after the past election left a commissioner’s seat vacant.

### **LOCAL 320 - BIKESHARE**

The International chartered a new Local for its BikeShare members in September 2020. Newly elected officers were sworn in by March 2021.

Election for MOGO (Detroit bikeshare) voted 100% to join TWU in November 2020.

The union obtained voluntary recognition from Motivate for the “Biketown” property in Portland, Oregon.

### **LOCAL 700**

The local lost one of their locations at Town Garage with Park America but was able to relocate the eight affected employees to other locations they represent.

This local had several layoffs due to the city closing down for a second time. The local is working to get all of its members back to work safely as the city slowly comes back to life.

### **LOCAL 1400**

Roughly all of Local 1400 members have been vaccinated except one, who had contracted COVID-19 and is waiting for medical clearance to get vaccinated.

On April 9, 2021, Local 1400 held nominations for upcoming election. All officers were unopposed.

The Local settled a long contract impasse with the Port Authority after Gov. Chris Christie left office and Gov. Phil Murphy was elected with strong TWU support.

## **SPECIAL ACTIVITIES**

**Murphy Win NJ** - After eight long years of worker setbacks in the Garden State, the Chris Christie-era finally came to an end on January 16, 2018. The TWU, by way of the political activity of the New York/New Jersey State Conference, played a strong role in securing victory for Democrat Phil Murphy. Working hand in hand with TWU Local 1400's political liaison Mark Quirk and New Jersey State Conference Chair Steve Hamm, the State Conference coordinated two meetings in April of 2017 with candidate Murphy to discuss his vision for New Jersey and the role organized labor could play in it. On April 26t, Murphy attended the Conference' meeting at the offices of TWU Local 229 in Hoboken where he received our unequivocal endorsement.

Cognizant of the TWU's level of support for his candidacy, Phil Murphy showed post-election victory appreciation by naming TWU International Secretary Treasurer Jerome Lafragola to his transition committee for Transportation and Infrastructure.

## **AUTONOMOUS VEHICLES**

The driverless bus campaign in Ohio (PBR) is ongoing. We have continued member education and mobilization, as well as conducting meetings to engage other labor unions, church and community allies in our coalition building efforts. To date our campaign has been endorsed by the Ohio AFL-CIO, Central Ohio Labor Council, Franklin County A. Philip Randolph Institute and Ohio A. Philip Randolph Institute, the Ohio Alliance For Retired Americans Educational Fund, the Baptist Ministerial Alliance of Columbus and Vicinity (BMACV).

## **AUTONOMOUS VEHICLES TASK FORCE**

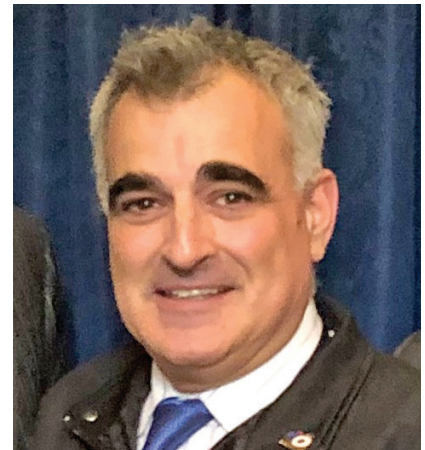
A task force has been formed to develop a TWU-wide strategy to deal with the new technologies confronting us. This technology threatens to change the entire jobs landscape as we know it. The task force seeks to partner with our locals to educate the membership, develop contract language and find ways to not lose jobs to technology, rather through these combinations preserve existing jobs and create new jobs. International VP and Staff Rep Willie Brown has been appointed to lead the task force.



# ORGANIZING DEPARTMENT

When Steve Roberts retired in the Spring of 2020, Angelo Cucuzza took his place as Organizing Director working alongside Assistant Director Sean Doyle.

The TWU Organizing Department activities have been curtailed somewhat during the recent health pandemic. However, despite restrictions imposed over travel and face-to-face interaction, we have continued our good work of assisting workers who are seeking TWU representation. We continue to develop strong in-house worker committees that are crucial to any organizing drive and encourage all to lean on our organizing team for leads/contacts as we look to grow our membership in the years to come post-Covid-19.



**ANGELO CUCUZZA**  
*Organizing Director*

## MEMBER ORGANIZER TRAINING

The Organizing Department has made great strides in bringing together TWU members from across the country by working in collaboration with the AFL-CIO Organizing Institute which continues to schedule trainings and workshop clinics during the pandemic at no cost to affiliates. In the fall of 2020, the TWU had its first exclusive virtual Basic Organizer training that saw over 20 Local Officer/Member/Worker Committee participants learn the core tenets of organizing.

As we exit the worst of the pandemic and continue a “return to normal,” the Organizing Department is in the beginning stages of crafting its own in-house training curriculum that will focus on both new member and internal organizing.

## AIRLINE DIVISION ORGANIZING

### JET BLUE AIRWAYS - INFLIGHT CREWMEMBERS

We filed the petition with the NMB on Dec. 6, 2017, to hold a representation election for the Inflight Crewmembers or Flight Attendants as classified with the NMB. In just over three months of dropping the A-cards for signing, we had a total of 70% of the A-cards turned into the NMB. We were very optimistic that TWU would win this election. TWU wins with a 66% voter margin.

This was a hard-fought campaign that required all the resources of the TWU International and our affiliated Locals.

## **SPIRIT AIRLINES CUSTOMER SERVICE AGENTS**

The TWU filed a petition with the NMB for a representation election on June 22, 2018, for all the customer service agents. TWU had 70% of the A-cards signed at the time of filing. The ballots were mailed out on Aug. 14 and the vote count was held on Sept. 4, 2018, at the NMB in Washington, DC. The board certified the results on Sept 5, 2018. The In-house committee did a great job phone banking during the GOTV phase and helped process duplicate ballot request forms.

We strategically built this campaign through the in-house committee. We held multiple open house meetings, formulated email blast's, and digital media advertising. We also secured a billboard truck to encourage the Spirit Customer Service Agents to vote TWU!

## **KALITTA AIR CARGO - FLIGHT DISPATCHERS**

The NMB set the election date for the Kalitta Air Cargo Flight Dispatchers on Feb 11, 2019. The vote count was conducted on March 5, 2019, at the NMB offices in Washington, DC. The TWU was certified on March 6, 2019.

## **ENVOY AIR - PILOT GROUND SIMULATOR INSTRUCTORS**

We filed with the NMB for this election on 3-12-2019. We got 95% of the cards signed. The company's attorney turned in a true eligibility list to the NMB.

The ballots were mailed out on May 16 and were counted on June 6 and the TWU was certified on June 7, 2019.

## **JETBLUE AO/TO (PASSENGER SERVICE, AIRCRAFT MAINTENANCE)**

Two JetBlue IFC (flight attendant) activist organizers have been working this campaign throughout the pandemic and are building out worker-led committees on the AO side. JetBlue's extensive and generous leave policies for all their operations staff have slowed down the overall momentum of this campaign but as we move beyond the worst of times, we are now seeing an increase in overall worker interest and are building upon that with renewed focus and vigor.

## **TRANSIT DIVISION ORGANIZING**

### **BAY AREA BIKESHARE**

On March 29, 2019, the TWU organized bikeshare workers in/around the Bay Area of Northern California (Oakland, San Francisco, San Jose) who then voted overwhelmingly to join the TWU. Negotiations for this Motivate LLC-owned property moved quickly and a contract is currently being negotiated by the Executive Board of TWU Local 320.

## **MOGO**

On September 11, 2020, we filed an NLRB election petition to organize workers at MoGo in Detroit, MI. An online election was called by the NLRB on November 4, 2020. The result was 100% in favor of joining TWU.

## **BIKETOWN**

On October 2, 2020, we obtained voluntary recognition for the “Biketown” bikeshare warehouse property in Portland, Oregon. Like their Bay Area counterparts, this group of workers is also employed by Motivate LLC. Negotiations began in late November and are proceeding well.

## **BIKES MAKE LIFE BETTER**

Negotiations for this bikeshare unit have been put on hold until the Facebook campus to fully reopen. Prior to this, over 90% of the contract had been TAd. All workers continue to be paid.

## **LA METRO BIKESHARE**

Led by both TWU Local 555’s Chris Avila and TWU Local 320’s Jason Frantz, the organizing campaign for bikeshare workers in Los Angeles continues to build momentum. It is worth noting that both Avila and Frantz have been active participants in TWU Organizer training initiatives and have been able to take those learning experiences and use them to help steer these workers in the right direction throughout this campaign.

## **MINKWON CENTER FOR COMMUNITY ACTION**

In late 2019 workers at the MinKwon non-profit center in Queens, NY were voluntarily recognized by their employer and joined TWU. A two-year contract for these workers was ratified in December of 2020 and these workers are now active members of TWU Local 241.

## **CHHAYA CENTER FOR COMMUNITY DEVELOPMENT**

On April 16, 2021, workers from the Chhaya non-profit center in Jackson Heights, Queens were voluntarily recognized when it became clear to their employer that there was 100% support for unionization. Political support in the form of social media backing of the workers efforts to unionize was significant and helped the workers recognize they had made the right choice in picking the TWU. Worker-led negotiations are expected to begin shortly and the TWU is now actively exploring organizing of other community-based non-profit workers seeking representation on the job.

## **CORPUS CHRISTI REGIONAL TRANSPORTATION AUTHORITY (CCRTA)**

This group consists of approximately 130 plus employees with four workgroups, including Bus Operators, GSE Mechanics, Dispatchers and Janitors. In-House committee buildup and training for this former ATU-property continue in earnest with frequent Zoom meetings led by Assistant Organizing Director Sean Doyle. As with our other current Texas-based organizing targets, lack of personal outreach during this pandemic did delay our ability to visit with these workers, however, in mid-March of 2021, our Organizing team met with face to face with CCRTA workers and a healthy card drive has begun. We are confident that this drive will soon see a successful conclusion.

## **EL PASO INDEPENDENT SCHOOL DISTRICT**

Our In-House committee has begun the card drive to re-organize the workers of eight different worker groups known as “Support Services.” Once chartered as TWU Local 268, these workers have seen widespread abuse by the school board since the beginning of the pandemic and are in one of the hardest hit areas of Texas. Led by former TWU Local 268 President Eva Aguilar, committee members are distributing PPE and swag provided by TWU and are holding weekly Zoom meetings for their co-workers.

TWU is standing by with a letter to the School Board’s Interim Superintendent to demand recognition when enough cards have been signed. The Organizing team was able to make its first trip to El Paso in early May of 2021 and will continue to support these workers until we achieve victory.

## **SENATORS COACH**

In mid-August 2020 we were contacted by drivers from a Florence, AL tour bus property with over 100 long-haul motor coach drivers currently on lay-off status due to the interruption of the music tour industry due to the pandemic. Within two weeks, we had an in-house committee of drivers created. Sean Doyle and Angelo Cucuzza are overseeing this campaign and have held multiple Zoom meetings to date.

## **OLD TOWN TROLLEY**

In early 2021 the Organizing Department was contacted by a tour bus operator in Nashville, TN seeking union representation at this outfit that operates in multiple locations throughout the country. With weekly Zoom check-ins we have gathered data and enough intel to create a comprehensive tri-fold flyer that can be fine-tuned for other cities this corporation operates out of and are planning a visit to Nashville in the coming weeks. As with all other tourist-based ventures, operations at Old Town are slowly coming back on-line and we will keep a mindful eye on the other locations as operations resume.



## **INTERNAL ORGANIZING AND OTHER WORK ACCOMPLISHED:**

### **STRATEGIC CAMPAIGN REGISTRATION PROGRAM (SCRP)**

The TWU has once again filed a SCRP for micro-transit industry workers to the Oversight Committee of the AFL-CIO. Moving forward, it is our intent to continue to build upon the recent organizing victories in alternative transportation systems. There is no denying that nation-wide, municipalities are looking for alternative transportation models that incorporate the latest technological innovations and so it is crucial that TWU play a part in seeing that the workers employed by these systems can reach out and organize with the only national organization to have successfully organized workers from these employers.

### **JETBLUE IFC COMMITTEE FORMATION/DEVELOPMENT**

On the heels of our organizing victory in 2017, the TWU Organizing Department has been instrumental in helping form pre-Local formation committees of volunteer IFC's to help build internal union leadership skills and assist these respective workers in times of need.

### **US PRESIDENTIAL AND STATEWIDE ELECTIONS**

The organizing staff assisted the TWU Government Affairs office with the 2020 election cycle. We did phone banking, literature drops, campaign sign coordination and distribution. We worked closely with the National and State AFL-CIO to get our members and all union members to the polls.

# CIVIL & HUMAN RIGHTS DEPARTMENT

The TWU fights for equality in the workplace, and has spoken out against discrimination based on race, job title, and ethnicity ever since its founding. The Civil & Human Rights Department continues that fight and reaffirms its commitment during one of the most tumultuous times our country has faced.

The TWU will also carry on John Bland's legacy, the former Civil and Human's Rights Director, who passed away in 2020.

In early 2020, Terry Daniels became the Director of the Civil and Human Rights Department as Covid-19 shut down the entire country and world. At the time, the department was committed to ensuring the proper PPE was distributed to our locals and assisted where it needed to as the virus took so many lives of our members.



**TERRY DANIELS**

*Civil & Human Rights  
Department Director*

## CURRENT ADMINISTRATIVE EXECUTIVE ORDERS

From 2017 to 2020 we faced an administration that either limited or prevented people from organizing to serving our country based on how they identify themselves. The TWU will not tolerate harmful policies that promote hate and discrimination. Below are some of the numerous executive orders and memorandums from the current administration that the TWU supports:

- Repealed the ban on transgender people serving openly in the military
- Dissolved the 1776 commission, directs agencies to review their actions to ensure racial equity
- Memorandum condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States
- Restored collective bargaining power and worker protections for federal workers, and lays the foundation for \$15 minimum wage
- Prevented workplace discrimination based on sexual orientation or gender identity
- Directed each agency to evaluate and submit a strategic plan within 200 days on opportunities to promote and expand access to voter registration and participation
- Directed the General Services Administration to modernize and improve vote.gov; calls for strategies to expand policies allowing federal employees time off to vote and to expand employees' ability to serve as nonpartisan poll workers or observers; requires a review of barriers to voting for individuals with

disabilities and of the Federal Voter Registration Form to ensure it is accessible; requires the defense secretary to review the feasibility of providing an online system for military personnel serving abroad to manage their voter registration and request absentee ballots; directs the attorney general to require jails to provide educational materials on voting and voter registration; establishes the Interagency Steering Group on Native American Voting Rights

- Establishes a White House Gender Policy Council, with recommendations to “advance gender equity and equality in the United States and around the world”

## **THE TWU APPLAUDS SCOTUS DECISION PROTECTING LGBT WORKERS**

The TWU applauded the United States Supreme Court’s June 15, 2020, landmark decision that affirmed sexual orientation and gender identity are characteristics under Title VII of the Civil Rights Act. No one should live in fear of discrimination in the workplace based on who they are who they love. We stand proudly with our LGBTQ+ members.

## **TWU CIVIL & HUMAN RIGHTS COMMITTEE**

In July 2020, the International Administrative Committee reestablished the Civil & Human Rights Committee, as outlined in Article XXX of the TWU Constitution.

The appointed ten members who serve on this Committee is headed up by Terry Daniels, who is the Director of the department. The committee tasks shall include but are not limited to: presenting recommendations to the IAC on the internal and external issues facing the Transport Workers Union related to but not limited to issues of hate and discrimination based on race, sex, sexual orientation, gender, religion, nationality, age and disability.

Due to Covid-19 all meetings were conducted via Zoom. The committee also made the recommendation in November 2020 to the IAC canceling the TWU Dr. King observance because of the ongoing pandemic and out of an abundance of caution for our members’ and their families. In lieu of the usual community service activities that we would have participated in during this time, TWU donated to the 5000 Role Models of Excellence Program, founded by U.S. Congresswoman Frederica S. Wilson. The TWU did virtually participate in the AFL-CIO MLK event January 15-16, 2021.

The TWU Working Women’s Committee Meeting was held via Zoom on Tuesday, August 4, 2020. There was a total of 25 meeting participants in attendance. The meeting was chaired by LaTonya Crisp, Terri Hind and Amy Griffin.

## **2020 ELECTION AND SENATE RUNOFF**

The Civil and Humans Rights department also worked alongside our State Conference and Government Affairs department during the 2020 primary election including the Presidential election and the Georgia Senate runoff ensuring that pro-union candidates were elected.



# GOVERNMENT AFFAIRS DEPARTMENT

## COVID-19 RESPONSE

- 5 Covid-19 bills in 12 months
  - *Coronavirus Preparedness and Response Supplemental Appropriations Act*
  - *Families First Coronavirus Response Act*
  - *Coronavirus Aid Relief and Economic Security (CARES) Act*
  - *Coronavirus Response and Relief Supplemental Appropriations Act*
  - *American Recovery Plan Act*
- \$168.1b in direct, emergency aid to the transportation industry
  - 100% of this money came with labor and job protections
  - \$69.4b for transit
  - \$63b for airlines and airline contractor workers (PSP)
  - \$29b in airline loan guarantees covering non-labor costs
  - \$4.7b for Amtrak
  - \$2b for motorcoaches, school buses, and private transit contractors
- Plus the Heroes Act, which passed the House, but never became law
  - Mandatory paid sick leave for all private sector workers
  - Enforceable OSHA emergency temporary standard with COVID-specific safety protections for essential workers
  - Hazard pay and subsidized child-care for essential workers
  - Increased domestic production for PPE through the Defense Production Act
  - Mandatory face coverings onboard transportation systems
- National mask mandate specifically for all modes of transportation
  - CDC standards enforced by TSA and overseen by DOT/FAA/FRA/FTA
- CDC Health and Safety guidance for all modes
  - Letters to FAA, FTA, and DOT
  - House and Senate letters to FTA
- Priority vaccine access for all transportation workers
  - Federal recommendations included transport workers ahead of all other essential workers aside from healthcare



**ZACK TATZ**

*Senior Government Affairs Director*

- Almost all TWU states included transit workers in their first two tranches of prioritization and all TWU members everywhere were included in the top three tranches
- Paid sick leave for public sector workers
  - 2 weeks of emergency sick leave for public sector workers exposed to COVID, including those who need to care for children due to school closures
  - An additional 2 weeks of paid sick leave for general use
- Subsidized the cost of PPE for Amtrak, airlines, and transit agencies from other accounts.
  - Funds made available through FEMA can reimburse transit agencies for any expenses related to PPE.
  - \$10b appropriated for the Defense Production Act to increase to supply of quality PPE available
- Pandemic Emergency Unemployment Compensation Program
  - Required states to waive all timeline and eligibility requirements as a condition of federal unemployment assistance.
  - Provided first \$600/week and then \$300/week in additional unemployment compensation.
  - Parity under the Railroad Unemployment Insurance program
    - Exempted RUI from sequestration
  - Exempted \$10,200 of UI for all workers from federal taxes
- Congressional testimony
  - Testified before the U.S. House Transportation and Infrastructure Committee twice – once on behalf of the TUUS division, once on behalf of the Rail division – on the effect of the pandemic on the frontline workforce

## TUUS DIVISION

- Transit Tech Campaign –
  - Specifically on AVs:
    - Filed comments opposed to the DOT AV 4.0 plan
    - Successfully denied Pronto.ai exemption request which would have allowed operators using AVs to ignore safety requirements
    - Opposed Nuro exemption which allows for several thousand small AVs to operate on sidewalks and bikelanes
    - Halted Congressional activity on AV Starts Act and other pro-AV legislation
- Surface Reauth wins
  - Required transit agencies to create a workforce development plan that transitions all existing workers to new jobs prior to implementing new technology that would change or eliminate jobs
  - Attached federal workforce training funds to all procurements of electric buses

- Prohibited AV buses from replacing existing service
  - Testified before the Senate Banking Committee on the importance of transit funding and policy change
- Developed model state legislation that would –
  - Require transit agencies to notify their workers (through the union, where applicable) 12 months before beginning any procurement or contracting process that would change the nature of work or eliminate jobs;
  - As part of that notification, require the transit agency to develop a plan to transition all effected workers into new roles or otherwise keep them whole as the technology is implemented;
  - Mandate bargaining over implementation of any new technology PRIOR to its implementation; and,
  - Ensure that all public transit vehicles that have operational controls are operated by qualified humans.
- Introduced the Workers Right to Training Act which would require -
  - all employers to notify employees at least 180 days before implementing any new technology which would result in job loss or deskilling of the existing workforce
  - federally mediated negotiations over the implementation of new technology that eliminates or significantly changes job responsibilities
- Operator Assault –
  - Surface reauth wins
    - Required the NTD to collect data on assaults on transit workers separately from data on assaults on passengers
    - Changed the federal definition of assault on transit workers to force transit agencies to accurately report all of the assaults that occur in our systems
    - Created safety committees composed of an equal number of labor and management representatives at all transit agencies receiving federal funding; these committees have the power to require the agencies to take action and dedicate funding to mitigate assaults on transit workers
  - Fought back against a Trump FTA ruling that transit agencies were not obligated to address assaults on transit workers outside of their larger safety plans (PTASP)
  - Filed comments to the FTA calling for better data collection practices that would more accurately capture information regarding assaults
- Regulating TNCs –
  - Surface reauth wins
    - Limited federal funds from going to TNCs that cannot demonstrate compliance with all federal laws, including all those placed on transit operators
  - Misclassification

- Filed two sets of comments to the DOL in opposition to Trump ruling that would have reclassified TWU members as independent contractors and prevented any organizing of TNC drivers
  - Won passage of the largest worker reclassification bill in history: AB5 in California which made more than 1 million workers – including all TNC drivers – employees with full worker rights
- State-owned industries –
  - Prohibited federal transit funds from going to CRRC and other Chinese state-owned enterprises as part of the National Defense Authorization Act of 2019
  - Expanded this language to all of DOT and all state-owned/state-supported Chinese companies as part of the surface reauthorization
- Bikeshare
  - Added bikeshare projects to the definition of “associated transit project” making them eligible for FTA funds (and 13c protections)
  - Greatly expanded bike/ped eligibility for federal support using highway and other non-transit sources
- School bus

## AIR DIVISION

- Foreign Repair Stations –
  - Safe Aircraft Maintenance Standards Act, a bipartisan fix to our longstanding concerns around foreign repair stations, was introduced by the Chair of the Transportation & Infrastructure Committee (Peter Defazio) and passed by a large margin out of committee in November 2019. The bill would close all loopholes that allow foreign repair stations to operate on a lower safety standard than domestic ones
  - In June 2021, the Biden Administration returned to the FAA agenda a rulemaking that would apply drug and alcohol testing requirements to workers at foreign repair stations
  - Testified before the House Transportation and Infrastructure Committee on the threat of foreign repair stations and other matters
- Toxic Cabin Air Act –
  - Introduced updated versions of the Cabin Air Safety Act in both the 116th and 117th Congress. This bill would require sensors be installed onboard aircraft that alert crews when a toxic cabin air incident occurs, require the FAA to create training and response processes for these events, and allows the FAA to require increased standards as technology becomes available to better sense a broader range of particulates
- Flags of convenience –



- Introduced the Fair and Open Skies Act in both the 116th and 117th Congress. This bill would require the DOT to conduct a public interest test and certify that an airline is not undermining labor law before granting any foreign air carrier permit.
- Preventing government shutdowns in aviation –
  - Introduced the Aviation Funding Stability Act in both the 116th and 117th Congress. This bill would allow the FAA to spend funds out of the airways and airports trust fund for up to 60 days after a funding lapse due a government shutdown.
  - Introduced the FASTER Act in the 116th Congress. This bill would return funds to the TSA trust fund and allow the TSA to spend those funds for up to 60 days after a funding lapse due to a government shutdown.
- Preventing employer discrimination against new mothers
  - In 2010, workers covered under the National Labor Relations Act were guaranteed the right to pump breast milk in a safe, private space other than a bathroom while at work. Unfortunately, workers under the Railway Labor Act (all TWU members at airlines and railroads) were excluded from these protections. At the beginning of January 2020, the *Providing Urgent Medical Protections (PUMP) for Nursing Mothers Act* (S. 3170/H.R. 5592) was introduced to bring all workers under these protections.
- 10-hour rest rule for flight attendants
  - Coordinated comments from three unions opposing the Trump DOT's decision to indefinitely delay implementing the 10-hour rest rule for flight attendants. This rule was directed by Congress as part of the 2018 FAA reauthorization bill.
- Pets onboard aircraft
  - Filed comments on the DOT's proposed rule regarding pets onboard aircraft. Our comments focused on ensuring that flight attendants and other workers were never endangered or burdened without undermining passenger's rights.
- Aviation Security Advisory Committee
  - Successfully won Brendan Danaher an appointed to the ASAC after TWU Administrative VP Mike Mayes' term expired

## RAIL DIVISION

- Surface reauthorization wins:
  - Amtrak governance reform –
    - Changed the makeup and rules of the Amtrak Board of Directors. The House surface reauthorization includes a mandatory seat for a union representative on the Board.
  - Amtrak food and beverage outsourcing prevention –
    - Revised Amtrak's statutory authority to prevent outsourcing food and beverage workers. Aligned outsourcing and other labor protections for food and beverage workers with rules applied to other Amtrak work groups.

- Preventing assaults on railroad workers –
  - Required Amtrak to create and maintain a plan to prevent assaults on onboard service workers.
- Precision schedule railroading fightback
  - Brake inspection rules –
    - Filed comments opposed to a Trump FRA rule that allows railroads to force brake and car inspections to be completed in 30 seconds or less
  - Virtual training –
    - Opposed several exemption requests from railroads seeking to permanently conduct safety sensitive training virtually

## OTHER ISSUES

- Repealed ACA excise tax on employer-provided benefits – July 2019
- Labor law reform – passed the PRO Act out of the House in both the 116th and 117th Congresses. The PRO Act would:
  - Nullify all state and municipal Right-to-Work laws;
  - Empower the NLRB to enforce labor law and increase penalties for corporations who break organizing rules;
  - Forbid corporations from holding “captive audience” meetings and forcing their workers to listen to anti-union messaging;
  - Combat misclassification of workers as general contractors instead of employees;
  - Require mandatory arbitration for first contracts if workers and management cannot come to an agreement six months after negotiations open; and,
  - Alter many other rules governing organizing in unions’ favor.
- Labor law reform – Introduced the Public Service Freedom to Negotiate Act in both the 116th and 117th Congress. This bill would:
  - Give all public sector workers in the U.S. (regardless of what level of government they work in) the freedom to join a union and to collectively bargain
  - Require all government entities to allow union members to use payroll deduction for dues payments and other union accounts
  - Create a mediation/arbitration body to facilitate contract negotiation and provide an end-date/ process for resolving disputes
  - Empower the Federal Labor Relations Authority to enforce union rights in states and municipalities
- Making the Victims of 9/11 Terror Attacks Compensation Fund permanent – July 2019

## POLITICAL

- 2020 campaign –
  - Released staff in CA, FL, MI, OH, PA, and TX to support TWU candidates and initiatives in the November elections
  - One of the lead unions opposing Prop 22 in CA, which permanently denies TNC and DNC workers their labor rights. This proposition has created a low-road carve out that we must now fight against everywhere.
- PoweredUp training –
  - Held three political trainings prior to the pandemic to better engage TWU members in political activities.
  - The goals of the training were:
    - Give participants the tools to successfully interact with elected officials.
    - Provide the necessary legislative and political support for future organizing drives and fight back campaigns.
    - Introduce new and innovative communication tools and best social media methods
    - Generate policy wins for TWU members.
    - Recruit/inspire other union volunteers through political actions.
    - Build state conference participation in the locals.
    - Empower participants to actively support political campaigns in their communities to advance the union's goals.

# COMMITTEE ON POLITICAL EDUCATION (COPE)

The Committee on Political Education (COPE) is the political action arm of the TWU. It supports political candidates who are supportive of TWU members at all levels of government, regardless of party affiliation. The TWU members voluntarily contribute to this and the COPE fund has grown each year. COPE now offers an online feature to encourage member engagement and provide information about COPE and an optional COPE digital card, a great tool to encourage more members to join COPE.



**ANDREW RANGOLAN**

*COPE Director*

COPE continues to work closely with the TWU state conferences to keep the Smart Goals in line, endorsing candidates for public office based on their record and program, not their party. It allows us to hold politicians accountable at every level of government and it helps our Union build political power. COPE funds are used for contributions to candidates, voter registration efforts and lobbying, these efforts assist in protecting members and their families.

The TWU COPE is the best way to educate decision-makers on the issues TWU cares about and to ensure our jobs and careers are stable, prosperous, and protected. Particularly now, as Right to Work attacks continues, our COPE program needs the funds to fight back.

Since the last convention, the COPE team has worked with every TWU Local in the Air, Transit, and Railroad divisions. Our goal is to increase members participation and continue to educate our members on the issues; through this effort, we will continue to make great strides in political education in the next coming years. Here are a few of our achievements over the past few years:

- COPE Coordinate more than 20 COPE drives a year.
- COPE networks with every TWU Local
- New QR Code Tool for COPE
- COPE Increase the minimum contribution to \$2.50 a month.
- COPE Cards always available.
- Online PDF card
- Online digital card
- TWU COPE Annual Contribution Form for members with no Payroll deductions.
- COPE flyers
- COPE script for Action Items
- *TWU Express* COPE QR Scan 893 (Total)



- COPE *TWU Express* advertisement (Back)
- COPE *TWU Express* advertisement (Pictures of members)
- New TWU COPE informational card

# COMMUNICATIONS DEPARTMENT

## NEW COMMUNICATIONS PLATFORMS

With the goal of keeping the TWU's messaging consistently on-point and to provide the best service to our membership, the Department – now consisting of two Communication Specialists – has been revamped, switching several different platforms to keep work in-house. The *Express* magazine was redesigned and the website has gotten a “facelift.”



**DENISE ROMANO**

*Communications Specialist*

## WEBSITE

The TWU Communications Dept., with help from Mosaic, “facelifted” [www.twu.org](http://www.twu.org), refreshing its look and content. We’ve created multiple pages to expand our communications needs (such as a livestream page and calendar of events) and to support various campaigns; and also make sure all content is fresh and regularly updated.

In 2018, the Dept. began handling Member Portal Requests, which are help and support requests submitted by members.

## SOCIAL MEDIA ACCOUNTS

After taking the controls from Kivvit for Facebook, Instagram, Twitter and SoundCloud, the Communications Department posts content on a regular basis and our engagement continues to increase. We create and posts graphics for all holidays and have begun to incorporate President Samuelson’s personal account, as well as various state conference accounts, into our regular posts.

## EXPRESS MAGAZINE

Working with Evans Design & Marketing, redesigned the *Express* magazine with a new masthead and layout to create a fresher, more engaging look without being too overwhelming. Dave Borucki at Evans is now handling layout.

Four issues were printed on-time, per year (Spring, Summer, Fall, Winter), with the exception of 2020, which had three issues (Summer-Fall) to accommodate the American Airlines contract victory.

## CAMPAIGN SUPPORT

### LOCAL 1460, SAVE THE DINING CAR

- Created the hashtag #coldcuts
- Implemented a call-in campaign
- Created an informational flyer
- Organized and hosted tele-town halls with Free Conference Call.
- Created an ASWC logo, as well as Facebook and Twitter pages from the ASWC.
- Handled all press outreach for July 18 presser, hits by FOX5 News, *Trains* magazine, the Rick Smith Show and the DC Metro Labor Council.
- Created the eye-catching, cutting edge “Shit Sandwich” poster and is working on other creative, headline-grabbing ideas for future press conferences and direct actions.
- Released an RFI in the form of a Facebook survey, targeted to users who have an interest in Amtrak and rail travel. Between Sept. 28 and Nov. 24, 2018, 264 individuals from across the country took the survey.
- On Oct. 9, 2018, supported press conference in New York City and livestreamed, covered by the *New York Daily News*, *New York Post*, *AM NY*, *China Press* and NBC4 NY; Created an “Outsourcing Express” poster and five giant cut-outs of President Anderson’s head; Disseminated post- press releases and promotional materials; Took photos and video.
- On Dec. 17, 2018 for press conference in Boston, created t-shirts for TWU members to wear. Created an ASWC Media Fact Sheet. The event was covered by the Boston Globe; Supported with photos and video.
- Created an *OutsourcingExpress.org* landing web page
- Amtrak Lobby Day was held on April 4, 2019; created a promotional flyer. took photos and video, posted them on Facebook, Twitter and Instagram.
- For press conference, spearheaded by UNITE HERE, in Chicago on April 24, 2019, assisted writing talking points; posted the photos Angelo Cuccuzza sent to her in real time on Facebook, Twitter and Instagram; and wrote “thank-you” tweets to elected officials who attended.

### SAVE AMTRAK CAREERS

- Created a letter campaign and social media posts.
- Sent a press release denouncing Amtrak’s proposed furloughs

### LOCAL 291

- For the June 2, 2018, rally, created a flyer and handled live social media post.
- For the June 6, 2018, impasse hearing, took photo and video, created an article and email blast

## LOCAL 208

- Handled live social media posts from the Columbus City Council hearing; took photo and video footage for real time social media coverage. created an article and email blast.
- For Sept. 18, 2018, press conference assisted with media outreach; took photo and video coverage. Covered by *The Columbus Dispatch*, NBC4, ABC6, WOSU and WTRF.
- Created a video that was screened before the AFL-CIO resolution was read; took photo and video coverage.
- Created a video screened before community panel began, created a briefing program and managed technological logistics, took photo and video coverage, assisted in creating and distributing a flyer advertising the briefing.
- Captured Local 208 members chanting during shuttle protest on TWU Local 208's Facebook page, took photo and video coverage.
- Covered Ohio Gubernatorial Candidate Richard Cordray's bus ride with members of the Ohio/Michigan State Conference, culminating with a press conference, assisted in creating a flyer, which was featured in the *Columbus Communicator*, took photo and video.
- Created a flyer for tele-town hall, set up logistics and monitored callers as they dialed in, took photo and video.
- Also created Facebook ads, lawn signs, bumper stickers, window decals, wristbands, billboards, flyers and promotional materials.

## FLIGHT ATTENDANT MOBILIZATION & EMPOWERMENT

- Assisted in creating social media and a webpage.
- Facilitated Zoom events regarding organizer training and contract ratification.

## LOCAL 239 - GEORGIA TOXIC SCHOOL BUS CAMPAIGN

- Created the Toxic School Bus posters and traveled to Augusta in November to take video and photo footage of TWU members attending a Board of Education meeting.
- Created the *ToxicSchoolBus.org* landing web page and newsletter, various flyers.
- Created a two-sided flyer promoting cook-out event, took video and photo and interviewed members re: health and safety issues.
- For March 7, 2019, Citizens Town Hall wrote and sent a press release, created promotional materials and flyer, took photos and video.
- For April 23, 2019, Education Board meeting, wrote and sent a press release.



## **TOXIC CABIN AIR**

- Created and managed the Toxic Cabin Air webpage, assisted in creating a letter campaign and built media relationships in anticipation of rolling out the public portion of the campaign, which is still to come (thanks COVID!).
- Attended Toxic Cabin Air campaign meetings in San Francisco and New York with the Health & Safety Committee
- Created a Communication Plan with talking points for President Samuelson.

## **LOCAL 250A CONTRACT CAMPAIGN**

- Interviewed members and created videos.

## **HEALTH & SAFETY**

- Created a logo for our Health & Safety campaign and launching a webpage.
- Drafted a letter to Allegiant Air regarding bleed air safety issues.
- Wrote articles in the *Express* about members practicing safety on and off the job.

## **COVID-19**

- Created a Daily and Weekly Update containing key statistics and up-to-date developments across the country related to the Covid-19 pandemic.
- Drafted emails and social media.
- Kept the website's Health and Safety page updated.
- Helped coordinate the release of several update videos.

## **LOCAL 525**

- Took photos and video coverage of Local 525's rally outside the Kennedy Space Center in 2018.

## **LOCAL 556**

- Shot and edited video content to be used in upcoming Local 556 shop steward trainings, the 556 website, etc.

## **AIR DIVISION**

### **AMERICAN AIRLINES**

- Took photo and video of pickets
- Posted American Airline Association updates on the TWU.org website

- Fielded hundreds of media requests regarding the AA contract fight and legal issues; complied with the TRO and PI by posting required videos and notices
- Promoted the AA Should Care Campaign on website, social media and via Action Network email blasts.
- Created a video of President Samuelson's confrontation with Robert Isom and posted on website and social media.
- For the Airline Maintenance Outsourcing Summit, worked with the National Press Club to facilitate a livestream, created and ordered a foam core board, took press inquiries and wrote an article, took photos and video.
- Assisted with all steps of the contract vote count process, wrapping up the permanent injunction and court order.

## **BOEING 737 MAX 8 TRAGEDY**

- Fielded dozens of media requests, posted dozens of tweets and updated the website with letters

## **AIR WISCONSIN**

- Wrote and disseminated a press release for Air Wisconsin Dispatchers' contract ratification

## **UPS AIR DISPATCH**

- Wrote and disseminated a press release for our UPS Air Dispatch members' contract impasse
- Wrote and disseminated a press release announcing the Tentative Agreement.

## **PODCAST**

- Shares each episode on social media and sends an email blast to Air Division members.

## **FOREIGN MAINTENANCE OFFSHORING**

- Attended and live tweeted the "State of Aviation Safety" House Subcommittee Hearing, wrote and disseminated media advisories and a post-press release, as well as sent email blasts encouraging members to watch on the livestream.

## **JETBLUE**

- Assisted in logistics for the May 17, 2019, Teletown Hall, promoted on social media and took photos.
- Ordered new "TWU Jane" cards
- Sat down with the Negotiating Team in late January and wrote a feature story on how bargaining was progressing for the website and *Express*.
- Created organizing flyers

- Posted photos of InFlight Crewmembers hand-billing for Airport Operation Crewmembers at JFK Airport on social media in November.
- Uploaded a list of JetBlue Dispatcher contacts to Action Network and sent an email blast
- Assisted the JetBlue Negotiation Team with disseminating messages to InFlight Crewmembers about contents of the contract and worked with Kivvit creating videos.
- Recorded and edited videos of the negotiation team.

## **ENVOY AIR DISPATCH GROUP**

- Wrote and disseminated a press release announcing the Tentative Agreement.

## **AMFA RAID CAMPAIGN**

- Posted educational videos created by Air Director Gary Peterson on Twitter and sent them to Air Division members via Action Network. All AA.com email addresses were removed from our database.

## **ORGANIZING DEPARTMENT**

### **FORT MEYERS PUBLIC WORKERS**

- Worked with Kelly Press to create new PERC cards
- Revised brochures and assisted with mailing.
- Added the Lee County landing page to the TWU.org homepage.
- Assisted creating a holiday mailing

### **SPIRIT AIRLINES CUSTOMER SERVICE AGENTS**

- Created voting video content for e-mail blasts to workers.
- Present at victory vote, wrote and disseminated a press release. A button was added to the TWU.org Air Division page that goes to the Spirit Air landing page.

### **PORT TRUCKERS CAMPAIGN**

- Created and populated a campaign website, [virginiaporttruckers.org](http://virginiaporttruckers.org)

### **KALITTA AIR DISPATCHERS**

- Sent an email blast
- Attended the vote count, wrote a victory article, and sent email blasts

### **ENVOY AIR PILOT SIMULATOR INSTRUCTORS**

- Uploaded contact info and sent email blasts

## **DIVVY BIKE SHARE**

- When Divvy Bike Share members testified at the Chicago City Council in March and April, Denise posted photos on social media.

## **SAN FRANCISCO BIKE SHARE**

- Posted an article on website and social media immediately after the vote count results were announced and sent a press release

## **DETROIT BIKE SHARE**

- Drafted and sent a press release on the successful organizing campaign of bikeshare workers in Detroit, which resulted in several stories in local media.

## **BIKE SHARE SURVEY**

Worked with the Organizing Dept to create a survey on Facebook for bike share workers, managed and relayed stats and data to Organizing Daily

## **RIDESHARE DRIVERS UNITED / NO ON PROPOSITION 22**

Assisted Rideshare Drivers United with numerous communications efforts.

- Creating and maintaining “Speakers Bureau” of drivers who interact with media,
- Drafting talking points for drivers and RDU representatives who speak with the media,
- Issuing numerous press release and media pitches around breaking news and other developments during the campaign,
- Hosting and facilitating information sessions, livestreams, press conferences, virtual rallies, and town hall meetings via Zoom
- Acting as a communications liaison between RDU and the larger No On Prop 22 campaign.

Following Election Day, continuing to

- Field media requests and drafting talking points for driver representatives,
- Issue press release and media pitches around breaking news and other developments,
- Build relationships with media for future use,
- Assist RDU with media strategy around various initiatives.

## **EL PASO SCHOOL BUS OPERATORS**

- Assisted in printing a flyer for El Paso School Bus Operators campaign.

## **GENERAL WORK**

- Created a general flyer in English and Spanish to organize school bus operators and mechanics in Texas as part of an internal mobilization campaign.
- Updates and creates Authorization Cards and flyers and brochures.
- Reordered authorization cards for Florida PERC, Ohio State Employment Relations Board and NLRA.

## **GOVERNMENT AFFAIRS/POLITICAL ACTION DEPARTMENT**

### **CONGRESSIONAL AND DNC TESTIMONIES**

- Helped draft several oral testimonies for TWU members and representatives before Congress and the DNC Platform Committee and helped prepare representatives to deliver these testimonies and answer questions, as well as publicized them on our social media channels.

### **CARES ACT, HEROES ACT- ALL VERSIONS**

- Posted messages on social media, created letter campaigns and sent email blasts to members and allies encouraging them to ask elected officials to support these bills.
- Statements were released on DOT Secretary Elaine Chao's resignation, DOL Secretary Marty Walsh's appointment, DOT Secretary Pete Buttigieg's appointment, President-Elect Biden's Covid-19 relief package, members to use Inauguration Day Caution, Biden/Harris' Inauguration, and a tentative Mask Mandate Executive Order.

### **TRANSIT TECHNOLOGY**

- Drafted and placed an op-ed by President Samuelsen
- Assisted several locals with communications efforts
- Began work on drafting the next transit technology op-ed, though this project is currently delayed until more specifics from the Biden Administration are available.

### **BIDEN/HARRIS 2020**

- Created content and managed webpage,
- Publicized TWU's endorsement of Vice President Biden in several targeted key states.
- Shared posts on social media encouraging members to participate in the weekly Biden/Harris phone banks throughout the month of October 2020, as well as other messages Content was sent to members through Action Network and posted on our website and social media channels.



## **GOTV**

- For the 2018 Midterms, posted photos of members doing GOTV work on social media, in real time, created memes
- Made a collage meme of members voting on Election Day and created four-page spread for the Winter 2018 *Express*.
- Ahead of the Georgia runoffs, worked with Mosaic to adapt the Political Action webpage with Georgia-specific information.
- After the Georgia runoff election in January, a congratulatory message was sent to members.

## **ALSO**

- Writes and disseminates press releases and statements on all Government Affairs issues, including legislation, cabinet nomination process
  - Assists in drafting remarks/talking points for any testimony and press events for leadership
  - Creates petitions and letter campaigns on Action Network for any legislative issues
- Assists in any written communications to government bodies, departments or elected officials
- Creates and sends email blasts on Legislative Updates and issues
  - Posted live on social media from the Aug. 1, 2018 press conference at Reagan National Airport
  - Assisted in creating a TWU “Member Moment” column in The *TWU Express*, where we interview champions of labor elected into office.
  - Ensures the proper tags for key House and Senate contacts are up to date in Action Network.

## **COMMITTEES**

### **WORKING WOMEN'S COMMITTEE**

- Took photos and video coverage conference in Cocoa Beach July 26 and 27, 2018.
- Created a Facebook page and the hashtag #TWUWorkingWomen
- Created new logo artwork for use on bags, shirts, etc.

### **VETERANS COMMITTEE**

- Covered Waterfront Warriors Event in July 2019, produced photos and portraits.
- Assisted in designing a postcard for a mailing for new Veteran's Committee members.

### **FLOC: FUTURE LEADERS ORGANIZING COMMITTEE**

- Covered August 2019 meeting and training in Miami with photo and video.
- Created a new logo.
- Created a promotional video.
- Interviewed and wrote an article about new committee.

## OTHER WORK

- Assists with Michael J. Quill Scholarship application communications to members, including an email blast, TWU.org website update and an *Express* article.
- Taking photo and video coverage off all TWU International events and sharing on social media, on website and in *Express* magazine when appropriate.
- Assists with production of all print communications (flyers, brochures, etc) from the International office
- Crafting messages honoring historical events, holidays, days of recognition, etc.
- Attained membership to the National Press Club.
- Ordered and picked up new portraits for the top three IAC members.
- Creates and submits journal ads on behalf of the International for other unions and organizations.
- Works with Kelly Press reordering staff business cards.
- Travis manages TUUS and Railroad Division-related media requests. Denise manages Air Division requests. We receive at the very least one media request per day.
- Working with Kivvit and Jim Gannon on videos and all communication needs for this convention.

# IT DEPARTMENT

The IT Department plays an integral role in the technical operations of the TWU International and provides mission critical support in many areas. Much of the work performed by the International's IT team is behind the scenes; their primary job is to make sure the technologies in use on a daily basis work seamlessly.

As technology has progressed so has the TWU. The IT Department continues to adapt and evolve with rapidly changing technologies. Due to a strict adherence to industry standards the IT Department continues to function in a consistent environment in which cutting edge technologies are integrated seamlessly into the overall infrastructure.

Below is a list of some of the technologies maintained by the IT Department which allow International staff and TWU Local leaders to have all the tools they need at their fingertips.



**DAVID MOSES**

*IT Director*

## EMAIL

Email is one component used in maintaining communication channels. The email addresses assigned to each TWU Local are used as a secure method to relay important information. The most mission critical technology we use at the International is email. The IT Department maintains 626 individual email addresses. On a weekly basis the average number of emails sent is 7,139 and over 19,404 are received

## DOCUMENTS

Another mission critical item that the IT Department is responsible for is user documents. In the Washington DC office, the IT Department maintains over 457,000 documents, 365,254 in the Texas office, and approximately 78,324 documents are stored on SharePoint. The IT Department also assists several Locals with their document retention which makes up around 168,325 more documents.

## DATABASES

Database accessibility and management is another area under the IT umbrella. The master database used by the International is made up of more than 202,737 individual records. Of those records 136,367 represents membership data, over 9,645 are searchable arbitration cases and 56,725 is information collected and tracked for ongoing organizing campaigns. Additional information feeding into the databases comes from SharePoint, Website forms, Action Network, and organizing campaigns.

## **EQUIPMENT**

Most of the staff and Local officers use more than one device such as laptops, desktops, or cell phones. Overall, the IT Department maintains 162 devices. Of these, 73 are Laptops, 16 Desktops, 35 Cell Phones, 38 Mifi/Aircards, 18 Servers, 8 Routers/Hubs, 18 Printers, 5 Copiers, 2 Fax Machines, and 28 Tablets.

## **USER ACCESSIBILITY**

Technology is great, but if you cannot access your email, data, or documents it is kind of pointless. Managing user access and login credentials is a key function that IT performs to make sure everyone always has access to what they need. We maintain 615 user access profiles on the email system, 471 profiles in SharePoint, 125 on the internal domain network, and over 651 individual user profiles on TWU websites.

## **WEBSITE HOSTING**

The IT Department hosts 52 websites. 33 of these sites are TWU Local websites, 6 are organizing campaign sites, 7 are general portals, and 6 are committee websites such as the Veterans and Working Women's Committees.

## **PRINT SERVICES**

The IT Department also maintains a sizeable printing operation in-house providing business cards, membership cards, training documentation, organizing flyers, Constitutions, By-laws, and contracts. The capabilities of print services available include full and half sized full bleed booklets, folding, trimming, and inserting. Some of the larger print production runs have included political affairs POWER UP conferences, Secretary Treasures training, and numerous mailings for the organizing department.

## **LOCAL ASSISTANCE**

Many TWU Locals depend on Information Technology in their day-to-day operations. For TWU Locals with limited or no full-time IT personnel, computer maintenance can be frustrating and costly. The TWU International provides technical assistance and consulting to all TWU Locals ranging from single workstation troubleshooting to complete infrastructure installations. Additionally, phone system management and programing is available too.

## **HEADQUARTERS MOVE**

Since the 25th Convention the TWU International moved its headquarters in Washington DC. In conjunction with this move the IT Department began the monumental task of relocating the infrastructure supporting some of the TWU's core technology platforms.