



## JetBlue: Waiting for Take Off

*Drive Not Complete Until We Win the First Contract*

**Envoy Fleet Service Tentative Agreement Reached** (see p. 10)



# Fight Against Autonomous Technology Speeds Up

*By International President John Samuels*

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“Musk likes to brag about the Tesla’s cutting edge, super sleek, Autopilot technology, but we at the TWU recognize that it is a potent disaster waiting to happen.”

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In late August, a woman “driving” a 2019 Tesla Model 3 – using Autopilot – crashed into a parked police car in Orlando. Luckily there were no injuries or fatalities, this time. An investigation into the crash was underway as this issue went to press.

According to the National Highway Traffic Safety Administration (NHTSA), Tesla’s Autopilot system has led to a series of crashes that have injured at least 17 people and killed at least one.

Since 2018, NHTSA said it identified 11 crashes where Teslas have “encountered first responder scenes and subsequently struck one or more vehicles.” Federal vehicle safety regulators launched an investigation into Elon Musk’s brainchild in mid-August.

Musk likes to brag about the Tesla’s cutting edge, super sleek, Autopilot technology, but we at the TWU recognize that it is a potent disaster waiting to happen.

That’s why, for the past four years, the TWU International has been running a campaign shining a light on automation and other technologies that pose a clear and present danger to our members’ livelihoods and to public safety.

Over the summer, we hosted Presidents and representatives from Transit Division locals across the country to discuss the latest developments in ride-hailing services (such as Uber and Lyft), autonomous vehicles (including buses, transit shuttles, and delivery vehicles), bus rapid transit, electric vehicles (EVs), battery electric buses (BEBs), zero-emission buses (ZEBs), sanitizing robots, and other technologies (*see p. 21*).

Looking forward to the next four years, we’re going to expand this campaign to Air and Railroad Division locals as this disruptive technology continues to be a menace to ordinary, average Americans. With consistent cooperation and coordination between the TWU International and our Locals, we can make great strides in defending our jobs.

Using our multi-faceted, strategic fightback tactics, we will engage with elected officials, agency heads and any other stakeholders that can advance our fight. Our goal is to make new technology work for our members, not just Big Tech corporations and spoiled millionaires like Elon Musk.

The TWU is poised to take on any fight, no matter how big or small, and along with our Locals, we can and will continue to be the most formidable counterbalance against the Wall Street and Silicon Valley bigwigs who could care less about the fate of transport sector workers.

A handwritten signature in black ink that reads "John Samuels". The signature is written in a cursive, flowing style.





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# The Time is Now: Pass the Infrastructure Deal & PRO Act

*By International Secretary-Treasurer  
Jerome Lafragola*



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“The PRO Act is  
the most significant  
pro-worker, pro-union  
piece of legislation  
Americans have  
seen since the Great  
Depression.”

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**T**he Summer of 2021 was full of ups and downs for labor unions and our members.

During the dog days of mid-August, the Senate passed a historic, bipartisan infrastructure deal that would provide the largest increase to investments in public transit and passenger rail in our nation's history. The funding in this bill would create tens of thousands of good-paying jobs and great worker protections. It would allow us to rebuild transportation networks across the country to meet the needs of our future.

TWU members sacrifice their health and well-being each and every day to operate and maintain underfunded systems. That's why we're calling on the House of Representatives to take up this bill and pass it. The sooner the bill is signed by President Biden, the sooner we can get to the crucial work of repairing and expanding our most vital transportation systems.

Just a week before the Senate passed this bill, the Labor movement suffered a hard blow with the sudden death of AFL-CIO President Richard Trumka, who dedicated his life to fighting for worker's rights. One of the biggest causes he was championing right up until he died was the passage of the Protecting the Right to Organize Act (PRO) Act.

The PRO Act is the most significant pro-worker, pro-union piece of legislation Americans have seen since the Great Depression. The House of Representatives passed the PRO Act way back on March 9 and President Biden is ready to sign it into law if it gets through the Senate to his desk.

The bill aims to reform and bolster the National Labor Relations Act (NLRA) to give unions the tools we need to succeed in our modern economy. It strengthens the federal laws that protect a workers' right to organize a union and negotiate better pay and benefits.

The NLRA does protect workers from any employer ramifications when organizing, but it does little to empower workers to enforce their labor rights. The PRO Act goes a step further because it:

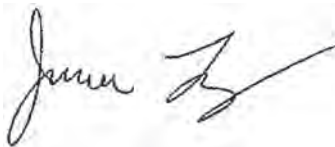
- Authorizes appropriate penalties for employers that violate workers' rights.
- Strengthens support for workers who suffer retaliation for exercising their rights to organize.
- Prevents employers from interfering in union elections.

The PRO Act also strengthens workers right to bargain at the negotiating table because it:

- Enhances workers' right to support boycotts, strikes or other acts of solidarity.
- Ensures unions can collect “fair share” fees.
- Facilitates initial collective bargaining agreements.
- Closes loopholes in federal labor laws.
- Increases transparency in labor-management relations.

For updates about the Infrastructure Bill, the PRO Act, or any other legislation the TWU supports, please visit [www.twu.org](http://www.twu.org).

Please continue to do the amazing jobs you do and stay safe.



# 2021 Scholarship Winners

Established in 1969, the Michael J. Quill Scholarship Fund provides 15 scholarships worth \$4,800 to college-bound dependents of TWU members. It is paid out every year in the amount of \$1,200 to winners who continue to be eligible over their four-year course of study. The money is paid directly to the recipient's accredited college or university and may be used for tuition, college fees, or room and board while pursuing an undergraduate degree.

The TWU's leadership remains committed to honoring the

tradition of investing in the education of our members' children and is grateful to be joined in this noble endeavor. This year, we were honored to have four additional scholarship sponsors, which added another 21 scholarships: Union Benefit Planners, M3Technology, Pitta LLP, and Pitta Bishop & Del Giorgio LLC. All of the above sponsored scholarships will be paid out in the first year, as a single scholarship.

Below is a list of all the recipients. The winners were announced on May 28.

## **Michael J. Quill Scholarship Winners** – \$4,800 (paid out \$1,200 per year for four years)

Brendan Luo (Victor Luo), Local 250A  
Steven A. Middleton (Jim Middleton), Local 555  
Blake A. Dillard (Keith Dillard), Local 514  
Emily A. Kerins (Joseph Kerins), Local 100  
Chelsea Llapa (Jose Llapa), Local 252  
Jason Lopez (Yessenia Lopez), Local 252  
Ella A. Schromm (Gina Schromm), Local 556  
Suhana Alam (Naveed Alam), Local 100  
Latrell Francois (Daniel Francois), Local 100  
Macy D. Whittenburg (Mark Whittenburg), Local 514  
Ashley T. Davis (Michael Davis), Local 1400  
Jason B. Warner (Jim Warner), Local 591  
Maegan P. Royster (Spencer Coates), Local 550  
Imayah Hawkins (Joel Hawkins), Local 100  
Sydney M. Scherer (Eric Scherer), Local 591

## **Union Benefit Planners** – \$2,500 (one-time scholarship)

Shannagh Dignan (James Dignan), Local 501  
Selena M. Allen (Joel Allen), Local 234  
Ryan Stevens (Connie Stevens), Local 512  
Anderson R. Gardner (John Gardner), Local 513  
Emily T. Nelson (Richard Nelson), Local 592  
Bryce W. Swiader (Charles Swaider), Local 2001  
Carina Lee (Man-Lung Lee), Local 100  
Matthew M. Marohnic (Michael Marohnic), Local 591  
Kyle A. Aniel (Billy Aniel), Local 591  
Dominic M. Duggan (Dominic Duggan), Local 100

## **M3 Technology** – \$2,000 (one-time scholarship)

Zorah E Roura (Nadine Marrero), Local 291  
Julianna D. Tia (Julius Tia), Local 571  
Allison M. Naylor (Brian Naylor), Local 555  
Ethan T. Rupp (Laura Bishop Rupp), Local 556  
Marlyna Taulii (Tauete Taulii), Local 555

## **M3 Technology** – \$2,000 (one-time scholarship)

Zorah E Roura (Nadine Marrero), Local 291  
Julianna D. Tia (Julius Tia), Local 571  
Allison M. Naylor (Brian Naylor), Local 555  
Ethan T. Rupp (Laura Bishop Rupp), Local 556  
Marlyna Taulii (Tauete Taulii), Local 555

## **Pitta LLP** – \$2,500

(one-time scholarship)

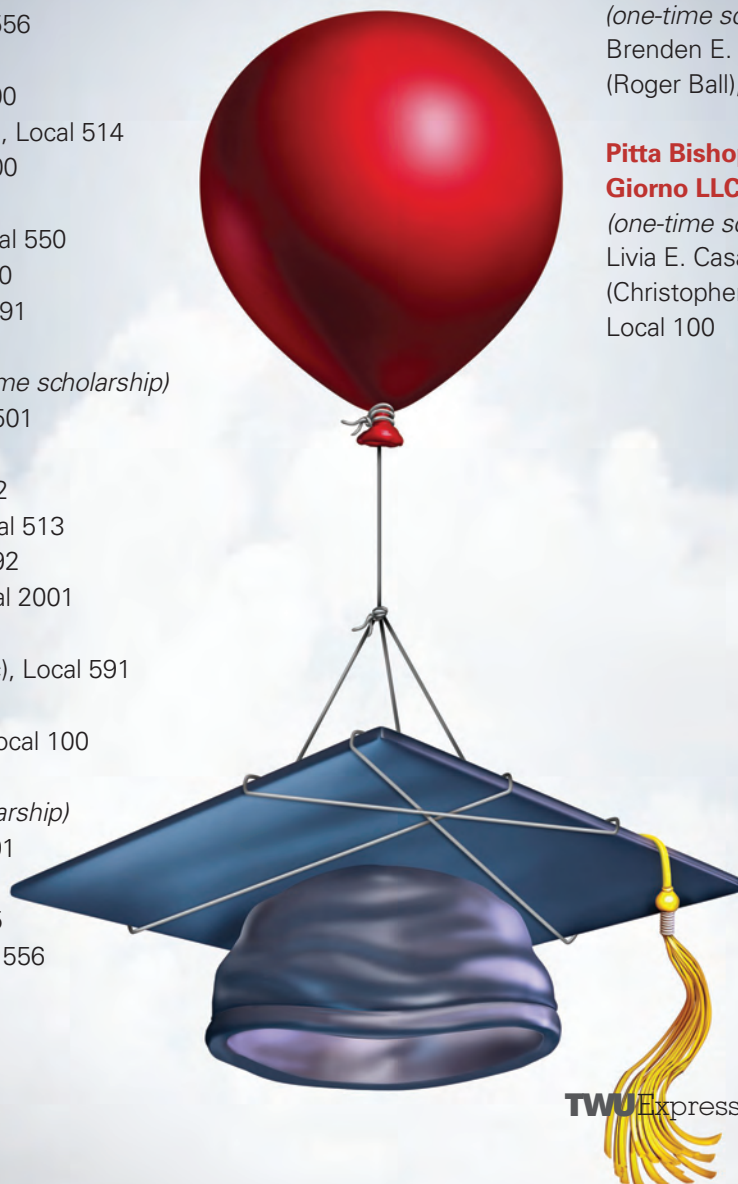
Brenden E. Ball  
(Roger Ball), Local 514

## **Pitta Bishop Del**

**Giorgio LLC** – \$2,500

(one-time scholarship)

Livia E. Casalaina  
(Christopher Casalaina),  
Local 100







Local 252 Covid Memorial group shot



Local 252 Covid Memorial

### Local 252 President Gives Remarks at Covid Memorial for Transportation Workers

On June 12, Local 252 President Debra Hagan joined other local community leaders giving remarks at the unveiling of a plaque and memorial for transportation workers from Nassau and Suffolk County, New York, who were lost to Covid.

"I had the privilege of working with and knowing

many of the transportation workers that we did lose. It's a sacrifice that each one made," Hagan said. "They left their home and families every morning to go to work, not knowing what risk they were at. We are not going to forget. Each and every one holds a special place in our heart."

### Local 513 Member Elected to APALA's National Executive Board

TWU Local 513 member Tevita Uhatafe was elected to the APALA (Asian Pacific American Labor Alliance) National Executive Board on Sunday, August 8 at the APALA 16<sup>th</sup> Biennial Convention: Rooted in Legacy: Reimagining a New World Beyond Borders & Across Oceans.

Founded in 1992, APALA, AFL-CIO, is the first and only national organization of Asian American and Pacific Islander (AAPI) workers, most of who are union members, and our allies advancing worker, immigrant and civil rights. Since its founding, APALA has played a unique role in addressing the workplace issues of the 660,000 AAPI union members and in serving as the bridge between the broader labor movement and the AAPI community. Backed with strong support of the AFL-CIO, APALA has more than 20 chapters and pre-chapters and a national office in Washington, D.C.



### Pro-Worker Infrastructure Discussion

*The TWU and other unions met with Secretary of Transportation Pete Buttigieg and Rep. Tom Malinowski (NJ-D-7) on August 9 to discuss the need for pro-worker infrastructure and urge them to continue keeping workers first in everything they do.*



### Rep. Bacon Visits Local 223

Rep. Don Bacon (R-NE-2) visited the transit property in Omaha, Nebraska and Local 223 officers in mid-July.



## Local 291 Family Day



Local 291 held their Family Day in Miami on August 21.



International Rep Jose Galarza, Local 291 Executive VP Joseph D'Elia, Local 291 President Jeffrey Mitchell, COPE Director Andrew Rangolan and International Rep Carl Martin.

## ORGANIZING UPDATES

The TWU Organizing Department has hit the ground, rails and skies running since getting the all-clear to travel once pandemic-related concerns began to subside. With many new campaigns currently being developed, we want to highlight some of the current campaigns we have

been working on along with our most recent organizing successes. The TWU's aggressive organizing strategy has caught the attention of many in the labor world and we are excited about all of the outreach we are receiving from workers all over the country!

### LA Metro Bikeshare

The TWU officially represents bikeshare workers from coast to coast!

We scored another major organizing victory in early July, when bikeshare workers employed by Bicycle Transit Systems in Los Angeles voted 2 to 1 to join our union. These workers, who provide bikeshare-related services for the LA Metro transit system, fought off an aggressive anti-union campaign by their employer that saw weekly captive audience meetings and legal challenges to the authorization cards during the NLRB filing period.

TWU Member Organizers Chris Avila (Local 555) and Jason Frantz (Local 320) worked extensively with the worker-led committee to fight off these union busting tactics by actively educating workers with what to expect from the bosses given that we know the employers playbook all too well.



In response to one of the company's attempts to dissuade workers from joining a union, mechanic/worker-organizer Joseph Gibbs stated the employer "just put us through another anti-union captive audience meeting. Based on the training we received from TWU, this time we didn't have to listen to someone who has never dropped one bead of sweat & blood on the streets of LA operating this system telling us why we didn't need a union."

In response to these mandatory employer meetings, the TWU provided workers a series of "Captive Audience Bingo" cards specifically catered to what we anticipated the bosses would say. One worker actually won the game and shared his winning card with his co-workers to reinforce solidarity in the group! Workers organized solidarity bike rides to support their organizing drive and, with the help of the TWU Government Affairs department, a huge outpouring of political support from elected officials in the Los Angeles area brought much appreciated social and print media outreach helping solidify the victory!

These workers are now well on their way to establishing a worker-led contract committee and anticipate collective bargaining to begin in the next few weeks. Special thanks go out to TWU Local 502 President and International Representative Andre Sutton, and his members Anthony Hernandez and Derek Moore who also helped throughout the campaign to see that our union's footprint in Los Angeles continues to grow. Once a contract is ratified, these new members will join their fellow bikeshare workers in our newly chartered TWU Local 320!



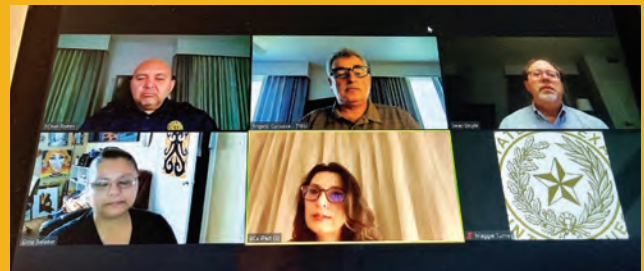


### CCRTA Organizing

Our ongoing organizing drive at the Corpus Christi Regional Transit Authority (CCRTA) continues in full earnest as an overwhelming majority of bus operators and mechanics have signed authorization cards seeking representation with the TWU.

In July of this year, TWU Organizing Staff met via the Zoom digital platform with Nuences County Judge Barbara Canales who promised to assist the workers in their quest for recognition. Along with North Carolina and Georgia, Texas labor law makes the organizing of public sector, non-law enforcement, workers difficult and those legal roadblocks can discourage many from even trying to unionize. With Justice Canales' support, the workers are planning actions that will get them the recognition they have been seeking since reaching out to TWU in early 2020.

The TWU will be working together with the TUUS Division, who will be scheduling training workshops for all of our southeast Texas Locals currently working in aggressive right-to-work environments. Special thanks to Local 260 President Horace Marves and Local 513 President Greg Cosey who have assisted these workers by making seasoned members and resources available throughout this campaign. Its these



collaborations that lend credence to the power of our organization as a fighting democratic union that is united in its goal to help working people who seek representation.

### MOGO Contract Ratification

During the height of the pandemic, we filed an NLRB election petition for bikeshare workers at MoGo/Shift Transit in Detroit, MI. Negotiations began shortly thereafter and were progressing well until all that remained open were wages and benefits. The worker-led committee, having realized that negotiations were stalled over wages (the employer would not move off a .35 cents per hour DOS) and benefits, asked for assistance from International Staff to stage a leafleting event in downtown Detroit on Saturday, June 5.

On June 4, the employer caught wind of the planned event and countered with a comprehensive wage/benefit proposal including a \$1.50 an hour DOS, a signing bonus of \$1,000 and overall health care benefit improvements.

Calling off the planned action, both parties settled, and on July 1 the first ever Detroit bikeshare contract was ratified with a 100% "Yes" vote. These workers have now joined TWU Local 320. Special thanks to the Transit Division and Communications team for all their assistance during this eight-month long contract negotiation.



# Tentative Agreement Reached with Envoy Fleet Service

**O**n August 13, the TWU contract negotiating committee reached a tentative agreement with Envoy Air.

“Coming out the bankruptcy, Envoy Fleet Service members were handcuffed to a horrible labor agreement. Your negotiating team fought to bring back a tentative agreement that returned to pre-bankruptcy contract language or better. Additional gains were also made in several key areas of the contract,” President John Samuelsen said.

“The union fought back in these negotiations, giving our members immediate wage increases throughout the pay scales, including double-digit pay raises at nearly every pay step, with a 34% increase for the majority of the members at top-of-scale,” said International Vice President and Air Division Director Gary Peterson.

The tentative agreement provides for a five-year contract with substantial pay increases and added improvements to the current contract. Key highlights of the tentative agreement include:

- Station work protection provisions for LGA & RDU
- Substantial pay increases (wage scale below)
- Crew Chief premium increased to \$1.75 per hour
- Pay increases of 2% at DOS+12, +24, +36 and +48 months
- Vacation:
  - 1-5 years of service – 80 hours
  - 5-14 years of service – 120 hours
  - 15+ years of service – 160 hours

- Improved personal vacation days (PVD) language.
- Holidays:
  - 2 times the base rate of pay for Holidays worked
  - If you’re off on the Holiday, you will be paid at the base rate of pay.
- Sick Leave:
  - New monthly sick bank accrual.
  - Full sick bank payout (720 hours max) upon retirement at 100% of employees base rate of pay.
- Overtime:
  - Two times the base rate of pay after 12 hours on an eight-hour shift, 14 on a ten-hour shift
  - Two times the base rate of pay on an employee’s second or third day off provided he has worked 40 hours in the week and has worked his first day off.
  - New language for 4 revenue premium days paid at one and a half the base rate of pay for all hours worked.
- General:
  - New employee uniform allotment language.
  - New yearly uniform credit for each employee.
- Grievance Procedure:
  - Improved grievance procedures
  - New mediation process language
- System Boards: Elimination of the 4-member system board



## Negotiations Continue at JetBlue

Members of the JetBlue negotiating team and contract TAP committee met at International headquarters in Washington, DC in mid-August.

JetBlue InFlight Crewmembers are still negotiating their inaugural contract with the airline. Our organizing drive is not complete until we win the all-important, first contract.

Members of the negotiating team are pictured above, flanked by Organizing Director Angelo Cucuzza and International Administrative Vice President Mike Mayes on the left, as well as International Vice President Thom McDaniel and Air Division Director Gary Peterson on the right.





### AFL-CIO Organizing Institute

Since the beginning of the pandemic, our department has sent over 50 TWU members to the virtual organizer trainings offered by the AFL-CIO. In keeping with Resolution #2, adopted at the 2017 International Convention entitled "An Aggressive Approach to Organizing," the Organizing Department continues its aggressive approach to new member organizing.

If any TWU local would like to participate in any future trainings, please do not hesitate to reach out to the Organizing Department to discuss logistics and scheduling.

### Who Needs Unions? We All Do!

There are plenty of ways to get involved with the TWU, volunteer with your local, get involved with your State Conference, or become a Volunteer Member Organizer (VMO)! VMOs are our most dedicated, empowered members, and they play a critical role in our organizing campaigns nationwide.

VMOs receive on-the-job training with our union's most seasoned organizers, learning the skills necessary to connect with fellow members and make the TWU difference.

If you're interested in learning more about becoming a VMO, visit [www.twu.org/contact-an-organizer/](http://www.twu.org/contact-an-organizer/).

You can also download our FAQ brochures at [www.twu.org/join-us](http://www.twu.org/join-us), to help answer any questions you may have about organizing in your sector.

## Negotiations Begin for Hawaiian Air Dispatchers

TWU International leadership, including President John Samuelson, Administrative President Mike Mayes and Air Division Director Gary Peterson, met with the rank-and-file bargaining committee for Hawaiian Air Dispatchers in August.

Negotiations for the Collective Bargaining Agreement were underway as this issue went to press.





# Local Officers Learn at Secretary-Treasurer Training

Local officers not just Secretary-Treasurers - from TWU Air and Transit, Universities, Utilities and Service Divisions, attended Secretary-Treasurer Training at International headquarters in Washington, DC from August 16-19. Fiduciary responsibility is a crucial function of our union. It's important that all local officers are trained to fully understand their duties, procedures and requirements, and are also capable of fulfilling their role.

International Secretary- Treasurer Jerome Lafragola, International Rep Carl Martin and Trainer Director Gary Shults were all in attendance. Experts in the field led a series of exercises, including simulated entries in QuickBooks with one-on-one instructions. The training covered subject areas, including:

- Fiduciary and Legal Responsibilities
- LM Reports and IRS reports
- Local Policies
- QuickBooks Overview
- QuickBooks Local File Installation
- QuickBooks Practice Set Transactions
- Banking and Reconciliations
- Preparing Financial Statements
- Credit Card Transactions
- Forecasting
- Payroll Information and Processing
- Security and Multi-User Application
- Working with Reports
- QuickBooks Utilities
- Year-End Procedures
- Finding and Saving Time



*Local officers, along with International Secretary-Treasurer Jerome Lafragola and Trainer Gary Shults, are all smiles with their certificates on the final day of training.*

*International Secretary-Treasurer Jerome Lafragola addresses the trainees.*







## COPE Drive in Denver

Emerging from the pandemic, for the first time in 16 months, the COPE team is out on the road again, this time meeting in Denver on a beautiful summer day.

COPE Director Andrew Rangolan, International Rep Jose Galarza and International Vice President/Air Division Director Gary Peterson spent time meeting with Local 555 Denver members.

Special thanks to Brother Abilio Villaverde, TWU Local 555 (DEN) - District 8 Representative, for organizing the TWU Local 555 annual picnic for the past seven years.

The next COPE Drive will take place at Local 291's Family Day in Miami.



Through a difficult, few years in the U.S., the TWU has managed to tally a long list of victories in Washington, DC. Working with Democrats and Republicans in Congress, as well as the Departments of Transportation and Labor, TWU members won more than \$168 billion in direct, emergency aid in response to the Covid-19 pandemic, devoted to the largest federal

investment in transit and passenger rail ever through the Infrastructure Investment and Jobs Act, substantial movement in the fight against foreign aircraft repair stations and toxic cabin air, and many other victories. Every fight listed on these pages has saved jobs, preserved pay and benefits, and advanced the rights of TWU members nationwide.

## Covid-19 Response

- Five Covid-19 bills in 12 months
- \$168.1 billion in direct, emergency aid to the transportation industry – 100% of which came with labor and job protections. More than 145,000 TWU members had their salaries covered, at least in part, from these funds.
  - \$69.4 billion for transit
  - \$63 billion for airlines and airline contractor workers (PSP) plus an additional
  - \$29 billion in airline loan guarantees
  - \$4.7 billion for Amtrak
  - \$2 billion for motorcoaches, school buses, and private transit contractors
- National mask mandate for all modes of transportation to keep transport workers safe
- CDC Health and Safety guidance for all modes of transportation
- Priority vaccine access for all transportation workers
- Paid sick leave for public sector workers
- Subsidized the cost of PPE for Amtrak, airlines, and transit agencies from other accounts.
- Pandemic Emergency Unemployment Compensation Program for when all else failed and our members had to turn to the unemployment system

## Transit

- Launched Transit Tech Campaign to protect TWU members from the negative effects of AVs, EVs, and other new technologies
- Nearly \$49b in new federal spending to increase transit service and develop the transit workforce
- Required transit agencies investing in new EVs to train their existing workforce to work on any new equipment purchased with federal funds
- Set new processes for safety planning, data collection, and reporting of transit worker assaults to protect our members on the job
- Limited the use of federal funds to prevent transportation network companies like Uber and Lyft from receiving federal transit subsidies
- Prohibited federal transit funds from going to CRRC and other Chinese state-owned enterprises as part of the National Defense Authorization Act of 2019
- Added bikeshare projects to the definition of “associated transit project” making them eligible for FTA funds (and 13c protections); expanded bikeshare’s eligibility for federal support using highway and other non-transit sources

## Air

- Introduced new, bipartisan legislation to raise safety standards at foreign aircraft repair stations to align with domestic requirements; passed the legislation by a large margin out of committee; won now-President Biden and now-Secretary Buttigieg’s endorsement for this legislation while they were campaigning
- Introduced updated versions of the Cabin Air Safety Act to require sensors onboard aircraft to alert crews to toxic fume events; properly train flight attendants and pilots to respond to these events; and establish airline-level plans for addressing, reporting, and correcting these events
- Introduced new legislation that would allow the FAA and TSA to continue operating during government shutdowns to prevent furloughs and layoffs due to government inaction
- Moved new legislation through the House of Representatives that would give working mothers governed by the RLA access to private, safe places to pump breast milk during their shift and the time necessary to do so



### Labor Law Reform

- Repealed the Affordable Care Act's excise tax on employer-provided benefits
- Passed the Protecting the Right to Organize (PRO) Act out of the House of Representatives in both the 116<sup>th</sup> and 117<sup>th</sup> 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
- Introduced the Public Service Freedom to Negotiate Act in both the 116<sup>th</sup> and 117<sup>th</sup> 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

### Rail

- Reformed Amtrak's Board of Directors to include more voices for workers in the railroad's governance
- Created additional protections for Amtrak food and beverage workers to prevent outsourcing this work or eliminating these jobs
- Required Amtrak to create and maintain a plan to prevent assaults on railroad workers
- Fought back against precision schedule railroading by opposing railroad requests for new brake inspection rules, permanent virtual training, and other anti-labor changes

### Honoring Our Members Sacrifices

- Made the Victims of 9/11 Terror Attacks Compensation Fund permanent to ensure the families of 9/11 victims and first responders have access to the care and resources they need
- Fought for hazard pay for every essential worker on the front lines of the Covid-19 pandemic

## SAVE THE DATE

**The 2022 TWU Legislative &  
Political Conference is  
scheduled for  
May 15-18, 2022 in  
Washington, DC**

**For the latest  
Government Affairs Updates,  
visit [www.twu.org](http://www.twu.org)**

# TWU Tries to Freeze Summer Aviation Meltdown

As the Summer of 2021 began, vaccinations rolled out, Covid-19 restrictions eased, and travelers began flocking to airports in record numbers. Thanks to inept airline executives, staffing levels at most airlines were dangerously low, resulting in nightmarish working conditions, including:

- Southwest Airlines flight attendants and ramp workers have been threatened with termination if they declined overtime for any reason other than sickness with a doctor's note.
- A JetBlue Airways and Allegiant Air flight attendants are serving duty days of almost 24 hours straight.
- Dispatchers at Republic Airways have been assigned mandatory overtime during all of their scheduled days

The TWU represents ramp workers, fleet service agents, mechanics, flight attendants, aircraft fuelers, material specialists, gate agents, dispatchers, and pilot instructors at 17 airlines.

On July 15, the Transportation Workers of America (TWU) sent a letter to Federal Aviation Administrator (FAA) Steve Dickinson calling to his attention these alarmingly low staffing levels.

"Overworked, fatigued workers are being pushed to maintain safety and security standards without the necessary number of personnel. This crisis is adversely affecting the health, safety, and wellbeing of airline workers, risking the safety of our aviation system, and undermining the long-term health of the entire system," wrote TWU International President John Samuels.

In order to quickly resolve these issues, the TWU is asking the FAA to consider:

- How long do airlines need to re-certify, train, and/or hire enough workers to return to normal operations? Do airlines have an acceptable plan to reach staffing levels necessary to safely operate the schedules they have filed to fly?

- Do the current staffing levels comport with the airlines' Safety Management Systems (SMS)?
- Have any airlines revised or made emergency alterations to their SMS in response to the current understaffing? What processes are in place to ensure that, when staffing levels fall below minimums assumed in these SMS, these plans are updated or operations are adjusted to ensure each carrier can meet its safety obligations?
- What effect are airlines' constant use of "emergency powers" to overwork their employees having on the safe operation of these carriers? What effect will the current staffing levels have on the air system over the next six months and beyond?
- What data has the FAA collected on the effect airline staffing has on meeting safety standards? What triggers are in place at the FAA to initiate safety reviews, audits, or other actions when airlines fail to adequately staff their operations?

**Listen to the  
TWU Air Division Podcast  
anytime at  
[podcast.twu.org/](https://podcast.twu.org/)**

## Local 575 Member Competes in 2020 Olympics in Tokyo *Ranks 7<sup>th</sup> in Men's 400M Hurdles*

Local 575 member Jordin Andrade not only works on the ramp loading bags and guiding aircraft at Dallas Fort-Worth International Airport – he also is an Olympic athlete – coming in 7<sup>th</sup> in Men's 400-meter hurdles at the 2020 Olympics in Tokyo in late July.

Andrade, who competed for his father's home country of Cape Verde, won numerous college and international championships running the hurdles and also competed in the 2016 Olympics in Rio de Janeiro.







*TWU members from various Air Division locals attended a screening of the American 965 documentary in Dallas on July 22.*



*TWU International VP Thom McDaniel attended a screening of the American 965 in New York City on July 12 with some members of the TWU JetBlue Negotiating Team.*

## “American 965” Documentary Screening

**T**he TWU has been leading the charge in the fight to improve cabin air quality. Dangerous toxic fume events are under-reported and affect the lives of many of our Air Division members. TWU members in New York, Los Angeles, Miami and Dallas attended a screening of the documentary “American 965,” directed and produced by Tristan Loraine, a

former British Airways Boeing 757 captain. “American 965” looks into whether toxic fumes played a role in the tragic 1995 crash of American Airlines flight from Miami to Cali, Colombia, killing 159 people onboard.

Remember, you can always report a toxic fume event by visiting [bit.ly/reportafumeevent](https://bit.ly/reportafumeevent).



*TWU Attorney Patricia Ireland, TWU International Vice President Thom McDaniel, Local 556 member Satin Fye, JetBlue IFC Johnny Matthes and Local 556 member Carlos Garcia attended a screening of American 965 in Miami on July 15.*



*Maria and Gonzalo Dussan, father and daughter Flight 965 survivors are pictured with International Vice President Thom McDaniel and TWU Attorney Patricia Ireland at the documentary screening in Miami on July 15.*

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# Local 2001 PATH Negotiations Update

Between 2011 and 2016, the International Railroad Division conducted direct negotiations with PATH trying to achieve a fair contract for our members at Local 2001.

Unfortunately, these negotiations produced no results. On December 22, 2016, we declared an impasse and sought mediation by the National Mediation Board.

Since 2017, we have been in mediation under the direction of the NMB. However, due to the lack of good faith and “take it or leave it” bargaining on the part PATH’s negotiating team, headed by PATH’s Hired Gun Negotiator Gary Dellaverson, mediation talks have continued to fail.

On January 16, 2020, after 15 failed mediation sessions, we asked to be released from mediation and our request was denied by the National Mediation Board. We have since continued to try to bargain in good faith, but we refuse to accept PATH’s take it or leave it offer.

Along with your local officers, the Railroad Division has started to put political pressure on the Port of Authority and the Board of Commissioners of the Port Authority of New York and New Jersey (PANYNJ). Local 2001 has sent letters to the Chairman of the Board of Commissioners, as well as the politicians listed below, asking them



*Local 2001 members and allies rallied for a fair contract outside a PATH Station in Jersey City in January 2020.*

to put pressure on the members of the Board of Commissioners of PANYNJ who concurrently serve as the Board of Directors of PATH.

The Commissioners are nominated by Governor Murphy and confirmed by the New Jersey State Senate. The Board of

## PATH Board of Commissioners

- Kevin O'Toole, Chairman of the Board of Commissioners, PANYNJ
- Hon. Phil Murphy, Governor of NJ
- Hon. Steven M. Sweeney, Senate President, State of NJ
- Hon. Craig Coughlin, Speaker of the Assembly, State of NJ
- Hon. Joseph E. Egan, Chair, Assembly Labor Committee, State of NJ
- Hon. Daniel R. Benson, Chair, Assembly Committee on Transportation and Independent Authorities, State of NJ
- Hon. Fred H. Madden, Chair, Senate Labor Committee, State of NJ
- Hon. Patrick H. Diegnan, Chair, Senate Transportation Committee, State of NJ
- Hon. Corey Booker, United States Senate, State of NJ
- Hon. Robert Menendez, United States Senate, State of NJ
- Hon. Donald Payne Jr. M.C., House Transportation and Infrastructure Committee, Subcommittee on Railroads, Pipelines and Hazardous Materials, State of NJ
- Hon. Albio Sires M.C., State of NJ Hon. Ravinder S. Bhalla, Mayor of Hoboken, NJ
- Hon. Ras J. Baraka, Mayor of Newark, NJ
- Hon. James A. Fife, Mayor of Harrison, NJ
- Hon. Steven M. Fulop, Mayor of Jersey City, NJ
- Andrew M. Cuomo, Governor of NY
- Hon. Carl Heastie, Speaker of the Assembly, State of NY
- Hon. Andrea Stewart Cousins, Senate Majority Leader, State of NY
- Hon. Edward C. Braunstein, Chair, Assembly Committee on Cities, State of NY
- Hon. Amy Paulin, Chair, Assembly Committee on Corporations, Authorities and Commissions, State of NY
- Hon. Latoya Joyner, Chair, Assembly Committee on Labor, State of NY
- Hon. William B. Magnarelli, Chair, Assembly Committee on Transportation, State of NY
- Hon. Robert Jackson, Chair, Senate Committee on Cities 1, State of NY
- Hon. Leroy Comrie, Chair, Senate Committee on Corporations, Authorities and Commissions, State of NY
- Hon. Jessica Ramos, Chair, Senate Committee on Labor, State of NY
- Hon. Timothy Kennedy, Chair, Senate Committee on Transportation, State of NY
- Hon. Jerrold Nadler, M.C., State of NY
- Hon. Carolyn Maloney, M.C., State of NY
- Hon. Jumaane Williams, Public Advocate of the City of New York
- Hon. Deborah J. Glick, M.A., State of NY
- Hon. Yuh-Line Niou, M.A., State of NY
- Hon. Richard N. Gottfried M.A., State of NY
- Hon. Charles Schumer, United States Senate
- Hon. Kirsten Gillibrand, United States Senate



## RAIL UPDATES

Commissioners are responsible for the directions that PATH's negotiating team receives and any strategies that PATH's negotiating team pursues.

"It is time for the Board of Commissioners and PATH to stop wasting our members money on their Hired Gun Negotiator Gary Dellaverson and engage in productive collective bargaining so we can come to a mutually agreeable settlement," said Railroad

Division Director John Feltz. "Without a change in directions from the Board of Commissioners to PATH's negotiating team, these protracted negotiations may be heading to an unnecessary end. It has been forty-one years since the Port Authority Commissioners learned the lessons of 1980. It would be truly unfortunate if the current Board of Commissioners failed to heed those lessons."

### Michael Moreno Retires After 48 Years of Service

Local 2051 member Michael Moreno retired on June 2 after 48 years of service.

He is a third-generation railroader who started working for Penn Central in Detroit as a Car Inspector on June 2, 1973, in Detroit - before he even graduated high school. In 1976, Penn Central was bought by Conrail, where he continued to work.

"Thank you for all the memories. Good luck in retirement," said Railroad Division Director John Feltz.

Local 2051 Vice President Gary Enis, Mike Moreno and Local 2051 President Derek Deman



Michael Moreno Retires After 48 Years of Service

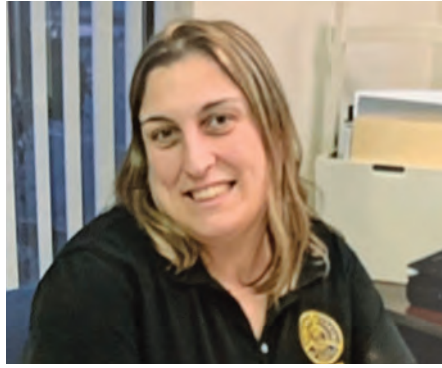
### Ever wonder how railroad unions function and what they do for YOU?

Visit [bit.ly/railunioninfo](http://bit.ly/railunioninfo) to watch a video that highlights the importance of having a union contract and the role the union has in enforcing it.

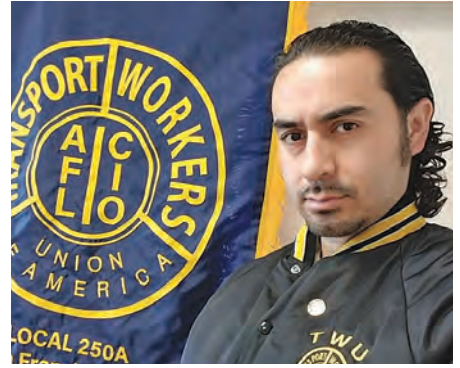




Tony Utano



Christina Scott



Roger Marengo

# TUUS Local President Q & A

The following Q & A feature is a new addition to the *TWU Express* TUUS Updates section. In each issue, we will hear from different local presidents. TUUS Division members should stay tuned to hear from their presidents in future issues. This issue features Local 100 President Tony Utano, based in Brooklyn, NY; Local 220 President Christina Scott, based in Brick, NJ and Local 250A President Roger Marengo, based in San Francisco.

## What's the biggest issue facing your local right now?

**Utano:** The number one concern currently facing the Local is worker safety – always a primary issue – but made more acute in the past year and half by the ongoing health threat of the pandemic and the spread of the delta variant, as well as an irrational spike in the number of serious assaults on transit workers even as ridership levels remain at 50 percent of pre-pandemic levels. We are also on our usual high alert for the myriad dangers facing the membership in the normal course of a day's work.

**Scott:** Getting existing employees' compensation in line with new employees starting at higher salaries. Employers' position is there are economic issues and little to no money in the budget stating loss of revenue from the pandemic and state minimum wage increase. New employees are getting hired just below existing employees' salaries with years of experience on the job. Contract negotiations will have to ensure all employees are getting cost of living increases and the ability to increase their pay throughout employment not just upon employment.

**Marengo:** The agency [SFMTA] is not respecting the health and safety of our members. By not providing safe schedules, our membership is placed at risk by the agency. By not providing the public with safe service, the agency is placing our members in harm's way. By not respecting the input and opinions of senior members, the agency is causing tremendous strain on our members, on our passengers and on our public transportation system.

## What do you think makes your local unique?

**Utano:** Local 100 is the largest transit local in America, representing not only New York City Transit workers, but also school bus workers, tour bus industry employees, New York Waterway, and workers at publicly and privately operated bus companies in the

City and Westchester County. Local 100 continues to be one of the primary paths to the middle class for New York's immigrant and minority communities.

**Scott:** We have 13 contracts in our section. We represent the Municipal Utilities Authority, School District and Municipal employees in blue- and white-collar titles ranging from school bus driver, bus aid, cafeteria, custodial, maintenance, mechanic, sanitation, and clerical. We even have members that are first responders such as EMT's, communication operators and fire bureau inspectors.

**Marengo:** We operate many different modes of public transportation within a seven-mile radius, on some of the most challenging streets in any city, and the fact that we deal with a some of the most challenging people on a daily basis. Even still, our members do everything that we can to stay safe so that we can all return home to our families

## What advice do you have for members who want to get more involved with their local, but are hesitant?

**Utano:** Membership involvement is critical to building worker power in the workplace, and strength at the bargaining table. But we recognize that many may be hesitant to take the first step, or don't know how to start the process. We tell all new members that the easiest and best way to get involved is to come to a union meeting. There one will meet their division officers and be among workers in their own titles. New members are always welcomed to the process and urged to keep coming back to stay informed.

**Scott:** Get involved because they have a voice at the workplace, and it should be used. They need to care about what is in their contract not only for today but for their future. Securing benefits for the future is an important part of a contract just as much as getting a raise. No one will care more than you for things that effect you, it starts with you, we need to know what is important to you. These jobs are careers, and you need to look forward to what will be there at the time of retirement not just today.

**Marengo:** Reach out to your union representative as soon as possible. We are always looking for new help and new ideas so that we can move forward together as a team.



# TUUS Leaders Meet at Transit Technology Conference

**O**n June 8 and July 21, the TWU International hosted a full day of meetings and presentations on the dangers that automation and other transit technologies pose to the livelihoods of our members and the fightback efforts that are already underway to combat these technological changes.

Presidents and representatives from Transit Division locals across the country made the trip to Washington, D.C. to discuss the latest developments in ride-hailing services (such as Uber and Lyft), autonomous vehicles (including buses, transit shuttles, and delivery vehicles), bus rapid transit, electric vehicles (EVs), battery electric buses (BEBs), zero-emission buses (ZEBs), sanitizing robots, and other technologies.

Attendees also discussed the importance of Building TWU Power and improving coordination between the TWU International and

Locals, with the goal of a unified TWU that speaks with a loud and clear voice on transit technology issues.

TWU President John Samuelsen spoke at length about establishing a strategic ground game, engaging with elected officials and agency leadership, and executing a bargaining strategy that make transit technology work for our members, not just Big Tech corporations.

"The TWU has been dealing with technological change since the day it was founded," said International Administrative Vice President and TUUS Division Director Curtis Tate. "We have successfully fought this battle and we will be successful again. The important thing is that we are educated and organized on this issue. We must stand united, use all our resources, and speak with one voice. We must make sure that any new technology is not implemented at the cost of our livelihoods."



### New International Executive Council and International Executive Board Members Sworn In

At the Summer 2021 International Executive Council (IEC) meeting in Las Vegas, three new members were added to the IEC and two new members were added to the International Executive Board (IEB).

Local 513 President Greg Cosey, Local 555 President Randy Barnes and Local 555 Financial Secretary-Treasurer Jessica Hayes are now members of the IEC. Local 250A President Roger Marengo and Local 512 President Juan Elvira were added to the IEB.



*International Executive Vice President Alex Garcia swears in the newest members of the IEC at the Summer 2021 IEC meeting: Local 513 President Greg Cosey, Local 555 President Randy Barnes and Local 555 Financial Secretary-Treasurer Jessica Hayes.*

*At right: International Executive Vice President Alex Garcia swears in new IEB members Local 250A President Roger Marengo and Local 512 President Juan Elvira, as well as the new Executive Board of Local 577, at the Summer 2021 IEC meeting in Las Vegas. International President John Samuelson, International Secretary-Treasurer Jerome Lafragola, International Administrative Vice President Mike Mayes, International Administrative President and TUUS Division Director Curtis Tate, Air Division Director Gary Peterson and Railroad Division Director John Feltz look on.*



### Local 577 Swear In

International Executive Vice President Alex Garcia swore in Local 577's new Executive Board at the Summer 2021 IEC meeting on July 28, along with new members of the International Executive Board.

*Local 577 Secretary-Treasurer Christopher Killian, Recording Secretary Klarissa Principe, President Christa Joy Gifford, Vice President Rachel Armstrong and Executive Board member Robert Payne.*





### Mystery! 1940's Dues Button Surfaces in England

The TWU International Communications Department receives many inquiries, but this particular one was quite puzzling.

Barbara H M Bochenek, a resident of England, wrote to the International in June, explaining that after her "very old auntie" passed away, her mother sent a bag of buttons for her daughter to play with. Among them is an old TWU dues button – from January 1942.

Back then, New York Transit dues were collected by hand, and not all workers were paying or union members because "check off" didn't exist yet. When



a member paid his dues, he was given a dues button for that month, which showed other workers he was part of the union and paid his dues: a great organizing tool.

But Bochenek explained that her Auntie had never been outside of Poland. "None of her siblings had been outside of Poland, either. However, there was one family member (a cousin) who was Polish Attache in Embassy in US, later Canada, and England. How fascinating this little object ended up here, in England nearly 80 years later."

Fascinating, indeed!

### Correction

In the Summer 2021 issue of the *TWU Express*, the wrong location was listed for Local 512's swearing in. Local 512 is located in Itasca, Illinois, not Elk Grove, Indiana. We apologize for the error.

### In Memoriam

#### Gilbert "Pee Wee" Johnson

Local 320 member Gilbert "Pee Wee" Johnson passed away in early June. He worked for New York Citi Bike since 2013. Johnson was dedicated, hardworking and will be greatly missed.

### Local 525 Swear In

International Executive Vice President Alex Garcia swore in members of Local 525's Executive Board: Ron Rowton, Michael Corrison, Tammy Wilson, Ivan Esteves, Dennis McDonough, Kevin Smith, and Alex.



## Local 260 Swear In



International Rep Jose Cruz swore in members of Local 260's Executive Board in early July. Pictured seated, front row: Mary Simon, Executive Board Transportation; Horace Marves, President and Shenell Dixon, Executive Assistant. Back Row: Fidel C. Minor, Vice President / Grievance Representative Transportation; Raul DeLeon, Grievance Representative Maintenance; Robert E. Garrett, Secretary /Treasurer; Peter Adekansola, Executive Board Maintenance and Eddie McGee, Executive Board Transportation.



## Local 261 Swear In

International Rep Jose Cruz swore in the new President and Secretary for the Houston ISD at Local 261 in mid-July.



## Local 262 Swear In

International Rep Jose Cruz swore in the new Executive Board members for the Aldine ISD at Local 262 in mid-July.





# Texas Locals Continue the Battle Against Covid-19



*Lisa Walton, President of TWU Local 262, works for Aldine Independent School District, serving Houston, TX. She's making sure everyone is equipped with PPE.*



*Local 260 Maintenance Grievance Representative Raul DeLeon distributes sanitizing wipes to Keith Morris at the Kashmere BOF in Houston, TX.*



*TWU Local 260 Union Steward Mary Skinner promoting the use of PPE at the S&I facility in Houston, TX.*



*Raul DeLeon Maintenance Grievance Representative, Alphonso Williams, and Fidel C. Minor Vice President - Transportation Grievance Representative, Local 260*



*TWU Local 260 President Horace Marves providing PPE to LRT Servicer at the S&I facility in Houston, TX.*



## Local 265 Swear In

*International Rep Jose Cruz swore in the new Executive Board members for the Conroe ISD at Local 265 in mid-July.*



*TWU Local 260 continues its distribution of sanitizers and hand wipes at the Polk Street facility in Houston, TX to assist in the battle against Covid-19.*



### The TWU Mourns the Loss of AFL-CIO President Richard Trumka

AFL-CIO President Rich Trumka passed away suddenly on August 5.

"The thoughts of TWU members today are with the family and loved ones of Richard Trumka. We all mourn his loss. Rich dedicated his life to making sure that America's workers had a strong, unified, and just voice – both on the job and in our democracy. Throughout his decades-long career in the labor movement, he showed us how to fight fiercely for workers' rights and how to hold the bosses accountable," said International President John Samuelson.

"His memory should inspire all of us to never back down or lose faith, and to continue fighting so that every worker can have better opportunities for advancement, a safer and more economically secure job, and a better life for their family," he concluded.

### Local 222 Swear In

On August 17, International Rep Carl Martin swore in new Executive Board members of Local 222: President Amber Gadeken-Long and Secretary-Treasurer Ben Harnden, at International headquarters.



### Shuler Elected President

After AFL-CIO Secretary-Treasurer Liz Shuler was elected AFL-CIO President on August 20, the TWU issued the following statement:

"The TWU congratulates Liz Shuler on her historic election as the first woman to become President of the AFL-CIO. For many years, Liz has demonstrated an incredible commitment to fighting on behalf of workers and to transforming the trade union movement so that it doesn't leave anyone behind. Liz will now continue that fight as the leader of the American labor movement.

"The TWU is also pleased to congratulate Fred Redmond on becoming the AFL-CIO's first African American Secretary-Treasurer. We are confident that the AFL-CIO is in good hands, and we look forward to continuing to work closely with Liz and Fred to grow the trade union movement."



*AFL-CIO President Liz Shuler*





*FLOC Co-chairs Eric Espaillat, (Local 568) and Jordan Bravo (Local 513); Recording Secretary Anthony Hernandez (Local 502) and Communications Jarrod Gillen (Local 568).*

## Future Leaders Organizing Committee Convenes at Headquarters in DC

Members of the Future Leaders Organizing Committee's (FLOC) Executive Board met at International headquarters in Washington, DC on August 4.

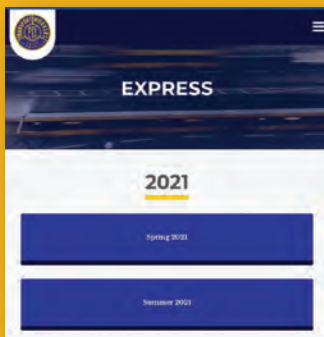
Co-chairs Eric Espaillat (Local 568) and Jordan Bravo (Local 513); Recording Secretary Anthony Hernandez (Local 502) and Communications Jarrod Gillen (Local 568), brainstormed planning for the upcoming FLOC meeting

in Las Vegas during the 26<sup>th</sup> Constitutional Convention. This meeting will be the first in-person meeting for FLOC members since December 2019.

You can check out all FLOC updates at:

- [www.floc.twu.org](http://www.floc.twu.org)
- Instagram: @twufloc
- Twitter: @twufloc
- Facebook: FLOC Future Leaders Organizing Committee

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so we support them."***

***– John Gardner, Local  
513 Political & Legislative  
Committee Chairman***

