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JetBlue IFCs Ratify Inaugural Tentative Agreement with TWU



RAIL / 26

Railroad Division at Amtrak Town Hall in Delaware



TRANSIT / 28

Averting Strike, Local 234 Secures Contract Victory



From the Bottom of My Heart, I Say Thank You

By International President John Samuels

“Winning by acclamation is, to me, the greatest endorsement that the body of the TWU wants us to keep going after the bosses the way we’ve been doing it.”

You have no idea how thankful I was as I stood on the Convention stage on Sept. 14, accepting your unanimous and completely unopposed nomination for re-election as International President of this Incredible union. The reaction of a room full of applause and cheer was awesome. From the bottom of my heart, I say thank you.

The International Administrative Council works as a team. We work in unison and there’s no sunlight at all between us. When there’s four years of this administration, four years of this same leadership, and we run unopposed, we take that to mean that the fighting philosophy we bring is widely accepted.

And that philosophy is: Whether you’re a big boss or a small boss, if you mistreat our people, we’re going aggressively defend our members and we’re going to do it smartly.

Winning by acclamation is, to me, the greatest endorsement that the body of the TWU wants us to keep going after the bosses the way we’ve been doing it. You want us to keep advocating in Washington, DC and in State Houses on behalf of TWU members aggressively the way we have over the past four years.

I cannot be more thankful. We didn’t expect this. This is an absolute blessing from above.

We’re all in this together. I’ve said it a thousand times and will say it again, “Fight the bosses, don’t fight each other. We are not here to fight each other.” That’s not to say we will never have disagreements, but those disagreements don’t have to turn into a vicious civil war that damages the membership and prevents us from moving the Union forward. We should be giving the bosses bruises, not each other.

The International will continue to partner with our Locals to protect the livelihoods of transport workers. Over the next four years, I look forward to collectively facing our challenges and winning the fights that are necessary to continue advancing the Transport Workers Union.

I hope you and your loved ones enjoyed a wonderful holiday season and wish you a very happy and healthy New Year.

A handwritten signature of John Samuels in black ink.



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Int'l Secretary-Treasurer

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WINTER 2021

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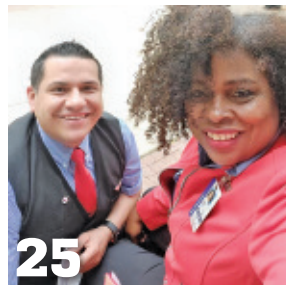
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Historic Infrastructure Bill Becomes a Reality

*By International Secretary-Treasurer
Jerome Lafragola*



At the 26th Constitutional Convention in September, I had the honor of being unanimously re-elected as your International Secretary-Treasurer, unopposed. I am so grateful for your support and am ready to administer the union's finances and aggressively defend your livelihoods for another four years. Thank you.

A couple of months later, I was honored yet again to be at the White House, alongside TWU members, while President Joe Biden signed the historic infrastructure bill – officially called the Infrastructure Investment and Jobs Act – into law. This may be the best, worker-centric legislation passed since the New Deal.

This historic bill provides massive amounts of funding that will directly improve the lives of all TWU members. It will also positively impact the lives of all working people by improving transit access to low-income areas and strengthening worker safety protections.

For our TUUS Division members, the bill will help by funding urgently needed repairs on 24,000 buses, 5,000 rail cars, 200 stations, and thousands of miles of track, signals, and power systems and preparing mechanics to fix and maintain zero emission vehicles.

It will assist our Railroad Division members by modernizing Amtrak's Northeast Corridor, expanding food and beverage service, and improving job security for station agents.

For our Air Division members, the bill will modernize airports, improving service and reducing delays and cancellations, as well as address the repair and maintenance backlog at airports across the country. This includes money for renovating both the public facing and SIDA areas of our workplaces.

The calendar may be turning to a new year, but we at the TWU will continue to do the same thing we have been all along: fighting for you - the members - and working to keep you and your families as safe as possible.

Wishing you and your families a blessed holiday season, and nothing but health and happiness in 2022.

A handwritten signature in black ink, appearing to read 'Jerome Lafragola', with a stylized flourish at the end.

"This historic bill provides massive amounts of funding that will directly improve the lives of all TWU members."



Local 234 member Will Vera, Local 234 Secretary-Treasurer Brian Pollitt, Local 556 member Alyssa Baiyina, and Local 100 members Cynthia Wells and Timothy Koppas joined International Secretary-Treasurer Jerome Lafragola at the White House on November 15 as President Joe Biden signed the Bipartisan Infrastructure Deal.



San Antonio Local 555 First Annual Membership Picnic

TWU COPE held a drive at Local 555's first annual membership picnic on October 23 in San Antonio, Texas. Families enjoyed food, drinks and a chance to win raffle prizes, as well as an opportunity to meet with TWU Local 555 District Representatives and International staff.



COPE accepts all invitations to participate in YOUR upcoming events,
call: 202-719-3856 or email: arangolan@twu.org.

MEMBERS IN ACTION



Local 291 Swear In

On September 1, members of the Local 291 Executive Board were sworn in with shop stewards. Some were contested and some newly elected.

Texas School Bus Local Training



In November, the TUUS staff and John Kretzschmar, the Director of Labor Studies at University of Omaha Nebraska held a training course in Houston for all the TWU School Bus Locals in Texas, as well as members of Local 260 and potential members in Corpus Christi. "How to Effectively Talk Union," was well attended by about two dozen TWU local officers and members.



On the Picket Line with BCTGM

Members of the Bakery, Confectionary, Tobacco and Grain Millers Union (BCTGM) have been on strike at the Kellogg company in Battle Creek, MI since October 4 – and there was no end in sight as this issue went to press.

In true union solidarity, Local 171 President Delisa Brown (wearing a white jacket) and International Rep Carl Martin walked the frigid picket line on November 15. Local 171 also donated to the strike fund.



Local 512 Cruise Day



Members of Local 512 held their Cruise Day on Aug. 28.



New Trains for Houston Metro

Local 260 members Amanda Sapp and LRT Operator Kashia Pickering admire the new H-4 trains being prepared to service the transportation needs for Houston Metro.

Local 260 Continues to Fight Covid

Local 260 received donations of sanitizing gel, wipes and spray from the Bread of Life Ministry to assist our members in the fight of the Delta variant of Covid-19. Pictured on the far right is Grievance Representative Raul DeLeon and on the far left is Local 260 Vice President and Grievance Representative Fidel C. Minor.

Members and leaders of Local 260 distributed the PPE to fellow members at the ROC in Houston.

Special thanks to Local 260 Union Steward Kashia Pickering at the ROC who made this effort possible.



Local 260 PPE



Local 260 and Bread of Life

Blue Skies Ahead: JetBlue IFCs Ratify Inaugural Agreement with TWU

JetBlue Inflight Crewmembers (IFCs) decisively ratified their inaugural contract with the TWU on Monday, December 13. Successfully negotiating a first contract is not an easy feat to accomplish under ordinary circumstances, but during a worldwide pandemic amidst a skyrocketing uptick of assaults against aviation workers, it is truly impressive.

"This is a tremendous victory for our 5,500 IFCs at JetBlue. In this time of uncertainty and peril, there is no greater security for workers than a solid contract," said President John Samuelson. "As of today, our JetBlue Inflight Crewmembers are no longer 'at-will' employees of the carrier, but Union workers whose employment is secured by an enforceable collective bargaining agreement. What a huge difference it is."

"This is a fantastic ending to a difficult fight. JetBlue IFCs will now enjoy all the benefits of a Union contract, no longer at the mercy of the Company's whims," said Air Division Director Gary Peterson. "I look forward to continuing this journey together."

"The airline industry, and especially our members who are deemed essential workers, were hit hard by Covid-19 – and are now experiencing a ridiculous rash of violence by unruly passengers. Ratifying this contract is an important step to protect our JetBlue IFCs in these tumultuous times, and in the future,"



said TWU International Vice President Thom McDaniel.

After JetBlue IFCs voted overwhelmingly for union representation by the TWU in April 2018, bargaining began in August 2018. Negotiating Team members Stacy Bassford, Ernesto Gomez, Dee Lozito-Klimar, Brendan Moriarty and Sonya Payne worked to secure contractual protections and provisions, establishing a strong foundation to build upon. Here are a few examples:

- Recognition and Scope
- Grievance and Arbitration System
- Furlough and Recall
- Work rule improvements
- Health Insurance and Retirement
- Wage increases
- Vacation and PTO increases

The five-year contract will cover approximately 5,500 JetBlue IFCs.

Full Steam Ahead

Coming out of the 26th Constitutional Convention, the organizing department continued with our ongoing campaigns at MARTA in Atlanta, CCRTA in Corpus Christi while also taking on new campaigns that are beginning to form all across the country. By way of the "Contact an Organizer" web-based tool on the TWU portal, our organizing staff has been following up with workers who reach out and seek representation under the TWU.

Our organizing staff continues to assist Locals who would like to see their members gain insight and

knowledge on how to organize with our continued collaboration with the AFL-CIO Organizing Institute staff who are currently offering online training at no cost to TWU. This December will see another round of Advanced Organizer training in which TWU Members will not only participate, but also help lead the training. If you are a Local Officer who knows of any Member that could benefit from this training, please do not hesitate to reach out to us and we will help facilitate registration for your applicant.

FLOC is Thriving

Members of the Future Leaders Organizing Committee held their quarterly meeting, hosted by Local 502 in El Segundo, CA from December 6-8.

Members had the opportunity to speak with Local and International leaders and learn from their experiences. International Administrative Vice President Mike Mayes visited the group for an informal discussion. Air Division Director Gary Peterson held a Steward Training and Organizing Director Angelo Cucuzza led a training on best organizing practices.

The next FLOC meeting is scheduled for March.

At the bi-monthly TWU 568 FLOC meeting in late October Left to right, Gustavo Baez, Estefany Feliz, Martin Roman (recording secretary), Eric Espaillat (chairman), Christian Morin, Adrian Milian and Carlos Viteri (communications).



FLOC members at their Winter meeting with International Administrative Vice President Mike Mayes. This group was his brainchild.

Envoy Simulator Instructors Reach Inaugural Tentative Agreement

On September 30, Envoy Simulator Instructors reached a tentative agreement for their inaugural collective bargaining contract with the TWU.

Ongoing Negotiations

Kalitta Air Dispatchers and Spirit Airlines Customer Service Agents continue to negotiate their inaugural contracts with the TWU. The ultimate goal of every organizing campaign is a legally binding contract.



Envoy Local Presidents Meet

COPE Director Andrew Rangolan, Local 575 President Saadat Ghani, Local 571 President Moisley Pawa, Local 570 President Dan Rivera, President John Samuelson, Air Division Director Gary Peterson, Executive Vice President Alex Garcia, Local 576 President Tim Jackson, Local 572 President Council Creech, Local 574 President David Dodge, Researcher Rich Pantoja and International Rep Jose Galarza in Miami on Dec. 15.

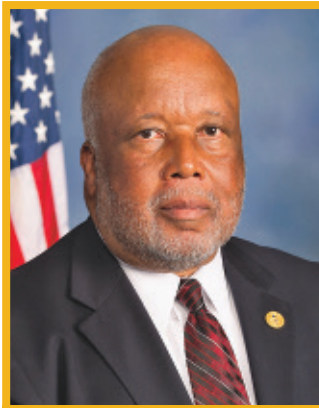


MERRY
Christmas
AND HAPPY
New Year



Member Moment: Bennie G. Thompson (D-MI-2), Chair of House Homeland Security Committee

The TWU has champions fighting for workers in every state around the country. To help you get to know these compatriots better, The TWU Express features "Member Moments" to give you a personal view of some of our union's greatest friends in positions of power around the country. This issue features an interview with Bennie G. Thompson, serving his 9th term as Chairman of the House Homeland Security Committee and his 14th term as Democratic Congressman from Mississippi's Second District.



Bennie G. Thompson (D-MI-2)

Q: As the Chair of the House Homeland Security Committee, you are the lead Representative overseeing the Department of Homeland, which includes the Transportation Security Administration (TSA), the Federal Emergency Management Administration (FEMA), and the Cybersecurity and Infrastructure Security Agency (CISA) – all of which are hugely important to TWU members. What has it been like doing this work through the pandemic? What can transportation workers do to help ensure the security of our systems during the ongoing public health crisis?

A: Keeping Americans safe and secure from the many threats we face is always front of mind for our committee. The pandemic has presented its challenges, but we've continued to approach these challenges with that mission in mind.

Transportation workers are vitally important to our around-the-clock effort to secure our nation. They have served on the frontlines, keeping the traveling public safe and our economy afloat throughout these uncertain times. I can't thank TWU members enough for their dedication and sacrifice during this pandemic. I believe it's imperative for our committee, Congress, and the Biden Administration to work collectively with transportation workers to understand their concerns and bring their unique perspective into consideration.

I'm a firm believer that having a strong transportation workforce is an essential component to having a strong national security infrastructure. My hope is that our transit workers continue to take the necessary steps to protect themselves, their families, and the traveling public amid the pandemic. I doubt this is a shock to anyone, but I'm fully vaccinated and trust in the CDC's guidance which tells us that COVID-19 vaccination remains highly effective against hospitalization and death caused by the

virus. I hope that transportation workers will consider getting vaccinated if they haven't already.

Q: 2021 has been the worst year on record for assaults on transportation workers. Transit workers, flight attendants, airline gate agents, and Amtrak workers have all faced increased threat of violence just for doing their job. What actions are you supporting to protect these essential workers as they help to keep our airlines, transit systems, and railroads secure?

A: We've got to do a better job of using our authorities to penalize those

who disregard the rules to curb these rising numbers. Representative Bonnie Watson Coleman, who chairs our committee's Transportation and Maritime Security Subcommittee, and I recently sent a letter to TSA Administrator David Pekoske raising concerns that TSA is not fully utilizing its authorities to deter this dangerous behavior. We believe holding offenders accountable will protect transportation workers and reinforce passenger confidence in air travel safety. We've also asked TSA to widely publicize these efforts to give visibility to the steep consequences violators face as a warning to potential offenders.

We're also concerned by the record number of firearms at airport checkpoints this year and are looking at legislative solutions to decrease these incidents.

I believe a key component to having a strong transportation workforce is having a workforce that can show up each day, knowing that they can do their jobs without the threat of violence to them, their coworkers, and passengers alike. I'm committed to continuing to work with unions, including TWU, to ensure that transportation workers are safe.

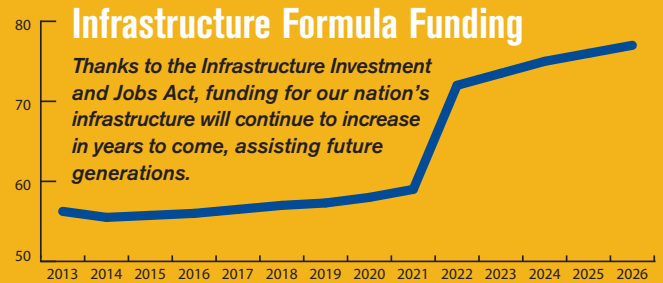
Q: You've been one of the strongest voices in Congress advocating for union members for your entire career. What does the Labor Movement mean to you?

A: The labor movement is important to protecting the common interest of workers who are the backbone of this country. Since I entered public office, union members, many of whom come from the district I have the privilege to represent, have supported me throughout my nearly 30-year career in Congress. I take great pride in being a voice for the everyday working American.

continues on page 25

The Largest Infrastructure

On November 15, 2021, President Biden signed more than \$1.2 trillion worth of infrastructure investment into law. Officially called the Infrastructure Investment and Jobs Act, this historic investment in transit, rail, roads, bridges, and more will create and sustain more than 750,000 jobs – including tens of thousands good, TWU jobs. The law also includes major policy changes that will protect transportation workers' health and livelihoods for decades to come.



Preventing assaults on transit workers

The infrastructure bill requires transit agencies to set aside at least 0.75% of their federal formula grants for safety improvements that protect transit workers from assault.

Additionally, the law requires agencies to work with frontline workers to determine how these funds are spent. TWU members can expect to see immediate results as their union helps direct these funds to the most important projects locally.

**This estimate is based on FY21 allocations with the increased total budget of the IJIA.*

Transit Urbanized Area

New York-Newark, NY-NJ-CT

Philadelphia, PA-NJ-DE-MD

CA Bay Area

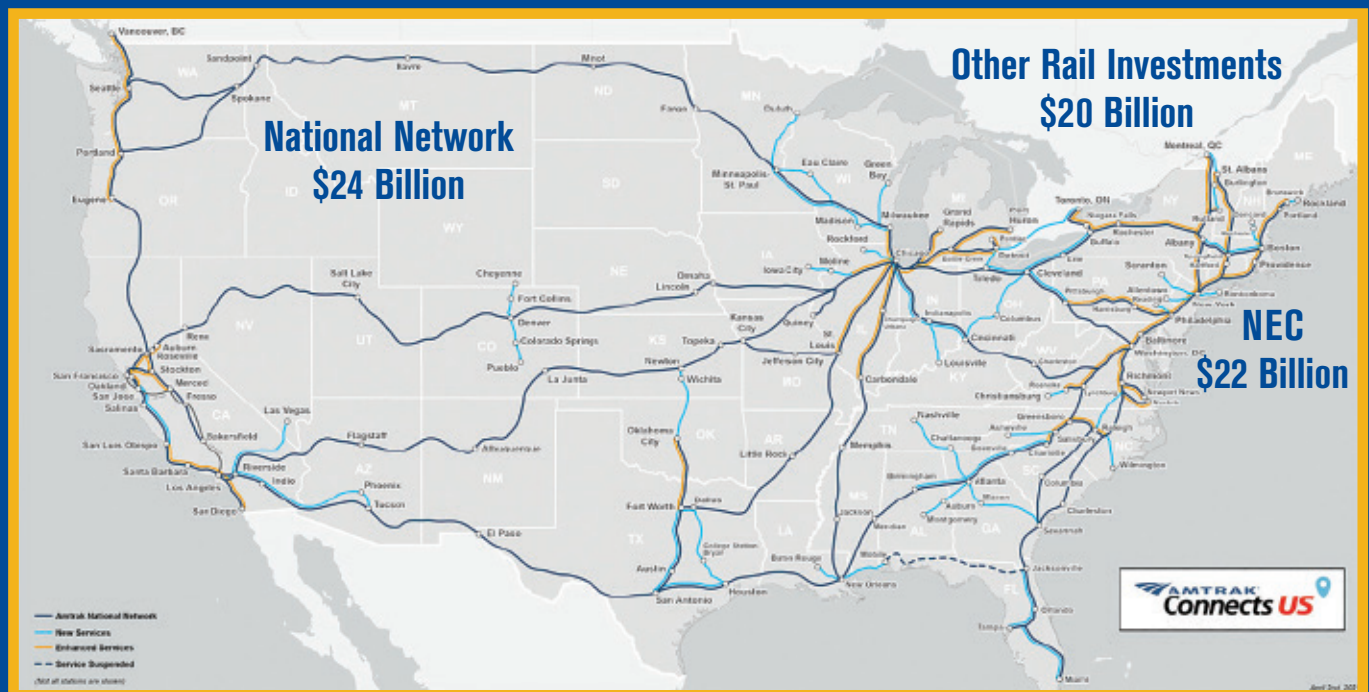
Miami, FL

Houston, TX

Columbus, OH

Prioritizing Rail Investments

Amtrak is set to be the primary beneficiary of more than \$66 billion in new investments in our rail infrastructure inside of this law. These funds will increase service, expand the system, and modernize the Amtrak fleet. And it all comes with some of the strongest labor protections the railroad has ever had.



Investment Ever



Modernizing Airports

The infrastructure bill will improve the lives of every TWU member. Airports will receive \$25 billion worth of new investments for better terminals and a more efficient airspace. These funds will improve crew rooms and help ensure that our members can always get home at the end of their trip.

Estimate Safety Set Aside in FY22*

\$9.35 million
\$1.58 million
\$1.42 million
\$1.11 million
\$840,000
\$185,000

Ensuring workers have the skills for next generation technologies

Under previous administrations, the federal government subsidized capital acquisitions at transit agencies, but the training needed to operate any new equipment was up to the locality to figure out. TWU successfully fought to ensure that *all* investments in electric buses come with workforce development built into the federal grant. This model will help ensure that TWU members keep their jobs as new technologies come into our transportation system.



5% of all bus grants are earmarked for worker development and training

HOLD THE LINE ADVANCE

Samuelsen Slate Unanimously Elected at 26th Constitutional Convention

"THIS IS THE BEST CONVENTION I HAVE BEEN TO IN A very long time," said Local 591 member Peter Caruso. "We are heading down the right path."

Despite the obstacle of a global pandemic, the TWU's 26th Constitutional Convention was the biggest in history, with nearly 400 registered delegates meeting at Caesar's Palace in Las Vegas, September 13-17, 2021.

With a jam-packed schedule of engaging speakers, dazzling videos and lively debate, members renewed their fight against job-killing technology, greedy bosses and pledged to do more to stop the barrage of assaults on our dedicated members across all divisions.

Perhaps the most groundbreaking piece was the unanimous election of International President John Samuelsen's slate, completely unopposed for the first time since the 1930's with President Michael Quill topping the slate.

An emotional Samuelsen spoke about what many delegates dubbed "The Dream Team": Executive Vice

President Alex Garcia, Secretary-Treasurer Jerome Lafragola, Administrative Vice President Curtis Tate and Administrative Vice President Mike Mayes.

"We work as a team, we work in unison, there is no sunlight between us," Samuelsen said. "Four years of leadership and we run unopposed, we take that to mean you all accept the fight and philosophy that we bring: 'If you're a big boss, you're a small boss, if you mistreat our people, we are going to fight you.'"

"It's been a crazy, tumultuous four years since we last met. We've suffered terrible losses due to this pandemic but have also scored amazing victories across the board for members in all divisions," he continued. "Standing together, shoulder to shoulder in unity, we can accomplish great things. We have held the line and advanced the union during the worst crisis in our lifetime. Our goal is to fight the boss, not each other. We will walk out of this convention stronger and more united than ever before."



WIN



Compelling Speakers

By Day Four, the convention hall is usually about half full of weary delegates— but not this time.

"This is the best convention I've ever been to. It's the last day and it's a full house," said Local 234 President and newly appointed TUUS Division Director Willie Brown.

Distinguished and alluring speakers brought a breath of fresh air, including (in order of appearance), Rep. Hakeem Jeffries (D-NY-8), American Federation of Teachers (AFT) President Randi Weingarten, AFL-CIO President Liz Shuler, Rep. Mark Pocan (D-WI-2), Secretary of Labor Marty Walsh, Amalgamated Transit Union President (ATU) John Costa, Rep. Dina Titus (D-NV-1), Dr. Michael



Rep. Jeffries and Rep. Pocan spoke on Day One.

Eric Dyson and Colonel Nicole Malochowski.

"You never have to worry if Hakeem Jefferies will stand with organizing labor because organized labor has always stood with me. They believe in corporate power, we believe in union power," Rep. Jeffries said.

Rep. Pocan stressed the need for legislation that truly helps working people. "The infrastructure bill and the Build Back Better bill will transform the lives of workers and working families, putting long-needed investments into our nation's physical infrastructure. It delivers big," he said.

Panel with AFT President Weingarten

Instead of remarks, Weingarten and Samuelsen participated in a panel discussion moderated by Brendan Danaher, Executive Director to the Office of the

Panel with AFT President Weingarten

International President. Topics included Covid organizing obstacles and how to expand union membership in today's fast-paced society.

"People want unions, they want a fair shake. In this period of huge polarization, 7 out of 10 people said they wanted a union if they could have one, including 8 out of 10 young adults," Weingarten said. "Even at a time when people are giving up, they are still saying 'If I had a union, a better path to economic agency for myself and my family, I would join a union.'"

She stressed lifting up the private sector. "We have to use the AFL-CIO as a real umbrella towards organizing and changing the kinds of conditions on the ground so those who want a union can get a union. We believe in community; collectively we can get things done better than we can we individually."

Samuelsen agreed. "We're not trying to step on anyone's toes, we are trying to advance the livelihoods of workers," he explained. "We are not a craft union, we are a trade union. Folks wouldn't be sitting here today if we didn't function as an industrial trade union. We can't be divided sector by sector."

AFL-CIO President Shuler

The TWU gave a warm welcome to Liz Shuler - who was appearing at her first union convention as AFL-CIO President.



AFL-CIO President Shuler



Secretary of Labor Marty Walsh

"There is a top-drawer leadership team leading this union, a powerhouse team. John Samuelson is an inspirational leader to so many of us. An organizers' organizer who is not afraid to take risks and be bold," Shuler said. "The TWU has a culture of activism and organizing, and we want to see that nationwide."

Secretary of Labor Marty Walsh

For possibly the first time in TWU history, a member of the sitting President's cabinet addressed our convention. "Every worker's friend," Secretary of Labor Marty Walsh, who was also President of Laborers Local 233 and the Mayor of Boston for seven years.

"You are such a powerful voice for transport workers across the country. You are a union of essential workers and always have been, working around the clock to make sure others are safe," Secretary Walsh said. "Our health care system, economy, communities, our lives depend on you. We wouldn't stand a chance against this virus without you."

He praised the TWU's Future Leaders Organizing Committee and Working Women's Committee for "believing in an inclusive workforce."

"Our mission is to empower workers with good union jobs. Whether you are a flight attendant, subway worker, railroad carmen or bus driver – no one should be giving you a hard time, they should be thanking you for the work you do," Secretary Walsh said.

ATU President John Costa

The TWU and ATU have a storied history, but in recent years have been working as allies.

"This is a massive benefit for organized labor in the transportation industry," Samuelson noted. "I can't say enough about the relationship I have with ATU locals. Now, that same relationship, that cooperative understanding that was there in New York is there now at the International TWU and the International ATU."

ATU President John Costa gave one of the fieriest speeches of the convention, recognizing the ATU Local 265 members who tragically lost their lives in San Jose



ATU President John Costa

in a mass shooting and thanking members for their sacrifices throughout the pandemic.

"Hold the line, advance, win: That's what our two unions did together," Costa said. "I am so effing tired of these companies calling me heroes at the negotiating table. You want to call us heroes? We saved this economy, and you want to make cuts? F*@\$ YOU!"

Rep. Dina Titus

Las Vegas resident Rep. Titus gave a lively speech touting Vegas as a union town shouting out TWU members in Vegas: Local 100 Big Bus, Local 502 American Airline, Local 555 Southwest fleet service, Local 556 Southwest Flight Attendants, Local 577 Allegiant Air flight attendants.



Rep. Dina Titus

She also stressed the dire need to pass legislation that truly helps working people.

"The best way to honor Rich Trumka's legacy is to pass the PRO Act and get the Senate to move," Rep. Titus said. "We just can't go back to the status quo. We have a once in a generation opportunity to Build Back Better and invest in our physical and human infrastructure. We will also invest in working families to make sure that corporations are paying their fair share."

Dr. Michael Eric Dyson

Dr. Michael Eric Dyson is a scholar of race, religion and culture, and a professor at Vanderbilt University's College of Arts and Science and Divinity School. He

**HOLD THE LINE
ADVANCE**

brought down the house with hilarious, poignant and powerful remarks about working people getting their fair share.

"You are a serious people, a wonderful group of folks," Dyson said, adding that his father was a UAW member in Detroit.

"When you think about the TWU in your beginnings, in the early to mid-1930s on the frontlines, having progressive politics...standing tall for working people...what is more symbolic than having transportation on the go. That's what your job literally is. To have a union that recognizes the necessity that we need to make things go," he said. "The union movement is ordinary people trying to get decent wages, organizing against bosses trying to take money out of our pocket."

Dyson is also a proponent of punching greedy bosses in the face.

"There are anti-democratic forces that have been working to try to take away the resources that working people should have. People who disproportionately do the work don't ever get the spoils. Then they make it seem like you are asking for something – all we want is what you've got," he said. "These fat cat politicians and corporations...Workers should be allowed to participate in the bounty that made it possible."



Dr. Michael Eric Dyson



Colonel Nicole Malochowski

Colonel Nicole Malochowski

The first woman ever to be selected to fly as part of the Thunderbirds, Col. Malochowski, closed out convention from the floor with fascinating, motivational, feel-good stories about her life as an Air Force member and how she was blindsided by a medical issue.

"When everything seems to be going against you, remember an airplane takes off in headwinds," she explained. "I wish you blue skies and tailwinds, but headwinds come along and force us to change direction, take time or energy, or options. But there are two times you run to them – takeoff and landing. By turning into the headwinds, we are able to overcome these difficult changes."

Col. Malochowski suffered brain damage due to an undiagnosed tick bite. Symptoms began in July 2012. In August 2016, when she was a military aide to then First Lady Michelle Obama, she woke up and wasn't able to move. She spent nine months in bed without being able to walk, talk, read or write, before she was properly diagnosed and rehabilitated.

"You have the power to reinvent yourself at any given time," Col. Malochowski said. "The runway behind you is always unusable, all you have is the runway that is in front of you."



Convention Resolutions

A NUMBER OF CONVENTION RESOLUTIONS SETTING forth the agenda for the next four years for our union were unanimously passed, some sparking animated, yet civil debate.

Local 100 Executive Board member Mario Galvet, Vice Chair of Signal Line equipment in the Signal Division, read *Resolution #19, Recognizing the 20th Anniversary of 9/11*. Galvet also designed the keepsake pin Local 100 distributes to those affected by 9/11 related illnesses.

Resolution #10 The Fight Against Job Killing Technology got members from not only the TUUS Division talking.

"Technology that affects one will eventually make it to another," said Local 555 member Albert Barbosa. "There's already an automated bin for loading aircraft and things of that nature. We have to stand together that's where it starts."

"We can't allow ourselves to be automated out of our livelihoods. One of the biggest threats we face are AVs. Transit managers will cut jobs whenever they can and put safety in place of profits every day," said Eric Loegel, Local 100 Vice President of RTO. "Flight attendants, bus drivers and train conductors – our members keep people safe day after day."

J. P. Patafio, Local 100 Vice President of TA Surface, agreed. "You support hundreds and thousands of families with your jobs. Technology in the hands of bosses means one thing: We all get screwed. They are not using technology to liberate us, to make our jobs easier or to

make things better for the public – they don't care about the public either," he said. "My bus operator out in Fresh Pond drove through a three-foot puddle of water. A robot wouldn't do that. Let's make sure the technology doesn't crush us. Let's harness it and make it work for us."

"It not only affects the operator of these vehicles, but the maintenance of the vehicles," added Shirley Martin, Local 100 Vice President of Car Equipment, noting that in Singapore, robots perform custodial jobs in airports. "Management wants to bring in contractors, next it's going to be robots."

Resolution #9, Strong Contracts for TWU Members, was greatly supported.

"We must all come together to fight for contracts. The moral fiber of what unions are built on are strong contracts," said Robert Kelley, Local 100 Vice President of Stations.

"Management is not your friend. The boss wants to cut your throat, replace you with autonomous technology and see you in the social services line," said Local 260 Vice President Fidel Minor. "They will do everything they can to put their knee and foot on your neck so you can't breathe. We need strong contracts. It's about the young folks we are working for."

"We cannot forget that even at employee-friendly company Southwest Airlines, when our Flight Attendants were out there working without PPE. They said, 'Take 10 percent pay cut or we are going to furlough you,'" added



Local 556 President Lyn Montgomery. "We fought back and we did not take those pay cuts because we stood united."

"The bosses are not our friends. Through the pandemic they did not provide enough PPE for members. There was a breakroom with no running water or a place for them to put their food," said Local 513 President Greg Cosey. "We fought tooth and nail against the company, who refused to go to the negotiating table for 18 months. But thanks to leadership, we forced them and are in the midst of contract negotiations now."

"It is a fundamental right that we all have a good contract," said Brian DeLucia, International Rep for the Railroad Division. "I'm in coalitions with other unions that don't want to fight. But in 28 years, I have never seen the TWU back down from a fight."

Resolution #6 Foreign Aircraft Maintenance – Pass the Safe Aircraft Maintenance Standards Act kicked off Day 2 of Convention. Local 591 President Gary Schaible noted how the American Airlines contract stopped outsourcing and returned jobs to U.S. soil.

"We are the only union that has achieved what we have achieved so far," Schaible said. "Planes don't know if you are a Republican or a Democrat, it's just a machine. It's a non-partisan issue. We should get legislation passed, but it is a partisan issue."

"We represent the best mechanics in the world," said Cosey. "We can't allow this act to sit in committee like the FAA Reauthorization Bill. We must act."

Local 555 President Randy Barnes noted that "Southwest is the worst abuser of outsourcing when it comes to aircraft maintenance. Labor has been leaking for over 50 years when it comes to outsourcing and this resolution goes a long way to plug that leak."

"I have friends that are AMFA mechanics. Two contracts ago, AMFA gave up maintenance work and sent it to El Salvador for extra money. Not very long after [my friends] started complaining that they were cutting staff and didn't hire extras," explained Local 555 member Margaret Sadler. "That's disgusting and shame on Southwest for doing it. I am fully in support of this...I will stand, march and picket with you."

Local 514 member Marla Johnson added, "We are quality, I cannot emphasize the quality work that we do. We are the best maintenance employees in the world. I love my TWU brothers and sisters."

"I have been with American Airlines for 32 years. Aircraft mechanics are not really in the limelight and are becoming an endangered species," said Local



Horace Marves – Local 260

591 member John Ruiz. "There is a new generation of mechanics we are starting to canvass. Our primary function is to keep everyone safe."

Resolution #15, Taking on AMFA, couldn't have been supported more.

"We need to get together, and we need to stop it. These are times when we have to band together," said Local 514 member Linda Dill. "AMFA has never organized one non-union worker. Hopefully the sun can finally set on this union-busting organization."

"People will tell you it's business, but it's personal," added Local 556 member Corliss King. "I want to go home to my family. I want all of my members to go home to their families. An injury to one is an injury to all! AMFA watch out because the TWU is coming!"

"There is a trend in the industry to get rid of facilities equipment mechanics. AMFA is going to sell us down the river for a couple of thousand dollars," noted Local 591 member Santos Duerta.

"I've been fighting AMFA for 31 years and have been with my company for 32," said Local 513 member Jay Sleema.

"We have 14 mechanics per aircraft, AMFA has three," noted Local 591 member Pete Caruso.

Delegates were also in full support of **Resolution #11, the Future Leaders Organizing Committee (FLOC)**.

Local 100 member Kendra Hill has spent the past 32 years as a station agent. "Us more seasoned union reps, when we are addressing and talking to the ones that are new, we have to get out of our comfort zone. We get too comfortable and too complacent," she explained. "You are thinking that if you pass on your knowledge, they might try to take your place. But you can't lose if you are leaving your education and experience for someone else."

"It is essential that we have this to get to the new members. You would be surprised by the new ideas and information you gain from new members when they come into your union," said Local 262 President Lisa



Linda Dill – Local 514

Walton, adding that four years ago, her local only had 17 members – and have about 145 today.

"I am so proud of what the International FLOC has accomplished over the past two years," said Local 577 Vice President Raychel Armstrong, who is also one of the original FLOC members. "We are all dealing with the same issues in different ways. You are part of something much bigger than yourself."

"We need these young people to come in and take the reins and become the leaders," said Local 260 President Horace Marves.

Resolution #5, Commitment to Infrastructure Funding garnered discussion and support.

"In my experience as a worker, a Carman technician for Acela express grains in Sunnyside Yard, NY...we need more corridors and the only way to get more corridors is through funding infrastructure," said Local 2001 President Patrick Flannery. "We can't depend on 100-year-old tunnels. If we fund infrastructure now, and get the Gateway Project off and running, we can expand...The only way it gets done is if the federal government steps up to the plate to fund what we so desperately need."

"It's about the billionaires paying their fair share of taxes so that we have transit and rail systems to connect us better. We can't afford helicopters like they can," added Local 234 Secretary-Treasurer Joe Coccio.

"We need money for high-speed rail going to Detroit," said Local 171 President Delisa Brown. "It's important that we Build Back Better after Covid has affected our industry. We need that money to build roads back and protect our jobs and livelihoods."

"Infrastructure levels the playing field and makes sure people aren't held hostage," added Local 556 member Corliss King. "We demand that we give a seat at the table for everybody, infrastructure does that. Rich people don't have to beg for money and resources."

Several resolutions struck a more personal chord among delegates.

Resolution #16 Equality in the Workplace & TWU's Commitment to Social Justice by far generated the most discussion.

Local 100 member Celeste Kirkland was the first woman to hold the title of Power Equipment Maintainer. "So many aspects of this resolution that we need to keep in our minds constantly. With racism it's a constant in our lives. Want to speak with the women – so proud to see the rise of women: presidents, vice presidents and chairs, it speaks to what the TWU stands for," she said.

"All Black people want is a seat at the table and to be treated equally and the TWU does that," said Local 260 President Horace Marves. "John Bland always gave all of us encouragement, but the TWU brand is unbelievable y'all. We all do the talk, but do we do that walk?"

"Our democracy is facing the greatest unrest in recent history. We collectively bargain for a contract and provisions in a contract that promote social justice in society and workplace. Given the political climate we live in today, we must double our efforts," said Local 527 President Benyoel Morgan.

"I want to thank Mike Quill for his vision for people like me and others who look like me," said Local 100 member Shirley Martin, who is a Machinist. "I am a one-man army. I'm going to push back all my myself with no help from nobody. What we really need is equality. In Local 100, in the apprenticeship program there are a lot of women. We need to help women move up into maintenance jobs in higher positions."

"As a straight, white, middle-aged male, the world I view is different than what a woman or a Black person might. I don't walk through the world with fear or expect to be treated differently, but for many that's not the case," said Local 556 member Michael Cook. "Thanks to a series of moments over the years, I have a much clearer view of what my own privilege means and how I can use it in positive and constructive ways instead of selfish and destructive ways."

"I see many of these oppressive tactics still used today against women, especially women of color. Want to encourage all women who are part of this great movement to commit in the Working Women's Committee," said Local 260 Vice President Fidel Minor.

"The right to vote is under attack strategically – they
continues on page 22

Special Awards & Recognitions



Vester Melancon

TIME WAS TAKEN TO GIVE special recognition to members who selflessly dedicated their lives to the TWU.

Vester Melancon, a Local 262 retiree and original local charter member was given a plaque commemorating her service to the union. She emotionally accepted it, surrounded by family members.

Melancon recalled the TUUS Division's trip to Houston this past spring. "Nobody called me after I had back surgery except my union. My union came to see me," she said. "They came on my street in Houston when I just had my back surgery back in March. I thought, 'Where is this big bus going?'"

Retired Organizing Director Steve Roberts received a plaque for his decades of service to Local 500 and the International.

"I want to thank my late father, who started his career at Pan American Airlines. His first local was 505 and then 500 in Miami," Roberts said. "I want to thank my late wife and daughter who put up with all of my traveling and to the International Executive Committee for all the support they have given me."

Retired Director of Research & Education Gary Shults received a plaque for his decades of service.

"I could not have done this job without my wife and kids who supported me over the years. I lost a lot of high school events, cheerleading, because I care so much about workers," he said. "This is a big union, a powerful union and if we can stick together, we can be unstoppable."

General Counsel David Rosen, who recently retired, received a plaque.



Steve Roberts



David Rosen



Gary Shults



Catherine Rivera

"There has never been a time when the union has been such an exciting and hope-filled place to be. We have talented and committed leadership, a house of delegates out there committed to unity and fighting," he said. "It's been a very exciting convention and I feel you all have an exciting four years ahead and I hope to have some relationship to that."

Late Local 100 member Nelson Rivera's wife, Catherine Rivera, received a plaque on behalf of her husband, who passed away from cancer in the spring of 2020.

Rivera gave heartfelt remarks to not a dry eye in the house. "We lost him, but he fought until the last day. He has always been a fighter and has always been loyal – he loves his union and all his brothers and sisters. His legacy will be the fight," she said. "He wanted future generations to have a strong union. Thank you for all your support and love."

"What can I say? You love him or you hate him. He was one of the most dedicated union reps I have ever met in my lifetime. He feared no fool," said Local 100 member Shirley Martin. "All the bosses wanted to kill him, but they all respected him because they know whatever he says he is the truth. I miss him so much."



Patrick Flannery – Local 2001

call it a voter ID law, but they don't want Black people, kids or people in urban environments to vote," said Local 320 President Patrice Delva. "They want you to jump through hoops and are doing it in places where people are rising and demanding change."

"White brothers and sisters do more. We can't have unity if you don't do more on your part," said Local 100 member Richard Singleton. "White privilege means something. You have it all and we want more."

"When we walk out of this room, we need to be with each other. We need to step up and do more and make sure we are supporting everyone here," said Local 100 member Sean Battaglia, MABSTOA Division 1.

"I'm going to commend us and give this room credit, that we have been able to sit here and take in this very delicate matter that we are discussing," said Local 100 member Jose Castillon, Chair of the Manhattanville Depot. "We are all children of God. That's what we are. If you were to cut or puncture yourself, what are you going to bleed? Red. Everyone in this room."

Resolution #23, Protect School Bus Contracts, was read by Local 252 President Debra Hagan and received an outpouring of support.

Local 100 member Peter Rosconi, Vice President of Private Bus Lines / MTA Bus, note that the last contract we negotiated with the help of Local 100 President Tony Utano, which resulted in some of the highest paid workers in the country. "During the pandemic I had chairs from every school bus company call me worrying about drivers and monitors," he said.

Local 239 President Yolanda Brown noted that she is "Fighting to be recognized by our school board so that we can have the same benefits as other drivers across the country. I'm told I am a dime a dozen, but there's a shortage of us."

Local 262 President Lisa Walton added, "As a school bus driver, we are the first contact a child sees on a daily basis going to school and we are the last person a child

sees at the end the day. I support this for other school bus drivers who did not do well during this period. It's morbid, despicable, depressing and disgusting."

Resolution #22, Physical Assaults and Mistreatment of Flight Attendants and Customer Service Agents was read by Local 556 President Lyn Montgomery, who distributed "Assaults Don't Fly" bag tags for carry-on luggage.

Members of the TUUS Division, who are also all too familiar with on-the-job assaults, expressed support.

"I've been a flight attendant for over 37 years and have never seen anything as we have experienced over the last eight months. It's been absolutely nuts," said Local 556 member Michael Massoni. "We are there to protect the public, we should not have to be protected from the public."

Local 556 member Jamie Simpson added, "There is no escape on the aircraft, no breakroom, nowhere you can give yourself a minute to compose yourself. When you land, there is no process to persecute, no jurisdiction at 40,000 feet. More members are on leave because they are terrified to go to work or have PTSD from working in this kind of environment. We need abusive passengers to be put on a no-fly list."

Resolution #3, Investment in Amtrak shined a light on how dire some conditions are in our rail yards.

"People are doing 5.5 cars by themselves with no heat or air – working these trains with no power," said Local 2014 President Brad Israelson. "The bosses are bullying them. If I'm not there, they get pushed all over. I am behind my guys, 100 percent, but we need your help."

Local 2015 President Chris Thomas explained, "Our issue is we are not hiring enough people. What's going to happen in the future when Amtrak buys all these new cars? We all like new cars, but it's going to put all my people out of the shop."

Local 2054 President Ed Flaherty added, "Get behind this bill. Now that [the rail companies] know I have the

Videos and Photos

All videos presented at Convention can be viewed at bit.ly/twu2021conventionvideos

Photos taken at Convention can be viewed at www.flickr.com/photos/transportworkersunion/albums

back of the TWU it's a different environment over at commuter rail."

Local 2055 President Bob Cifarelli noted, "Amtrak has been underfunded for years. Now with Biden on the same page, this can be a move in the right direction."

Local 2001 President Patrick Howard warned, "Amtrak could be dissolved and privatized. It's never going to be a profitable business because it serves the community. We need this resolution."

Resolution #14, The Fallout from Janus: Never Let Our Guard Down was a testament to how hard the TWU fights for all of its members.

Local 100 member Donald Yates recalled how some workers were telling others not to pay dues,

which is completely anti-union. "No matter what your feelings are, the thing we should be thinking about is the organization, the benefits and the survival of the organization," he said.

Local 2001 President Patrick Howard noted that his members are "Considered private sector employees but I think Brother Samuelsen said it the best: We should not be fighting each other, we should be fighting the bosses."

"The education we get here should not stop here, it should go all the way down to the shop floor. We have to find a way to communicate," said Local 513 member Brian Parker. "We are sitting in these spots because our members put us there, but we should teach someone else everything we know."

More than \$100,000 in Donations to the Gallant Few

Resolution #24, Support Our Military Veterans not only honors the service and sacrifices made by our servicemen and women, but also recognizes organizations such as the Gallant Few.

The Gallant Few is a nationwide support network for military veterans. It provides assistance to veterans transitioning to civilian life emotionally, spiritually, physically, professionally and socially.

One of the most difficult challenges veterans face is removing the stigma around mental health. The resolution encourages the International to consider donating an approved amount to the Gallant Few to assist in their battle against military suicide.

After the resolution was read, delegates watched a video outlining the Gallant Few's mission.

In a very moving ceremony, convention delegates who were military veterans took the "Spartan Pledge," promising to always be strong for themselves and one another no matter how difficult things become.

Once the TWU International committed to donate \$10,000 to the Gallant Few, local after local came up to the microphone, pledging to donate. In the end donations totaled \$112,446.

"My son is a Navy veteran, and he took a job that was non-union. He had so many issues and problems. He spoke to us and veteran societies to help him because he was considering suicide," said Local 100 member Celeste Kirkland. "We worked with the Veterans Committee from Local 100 who successfully helped us with issues."



Assaults Against Aviation Workers Won't Fly

When assaults against aviation workers skyrocketed 2,000 percent between January and June 2021, the TWU quickly took action, launching an International Assault Task Force.

We are seeing a “full moon atmosphere” across all our transportation systems where passengers feel entitled to take their anger and frustration out on workers, often simply because they are the face of the companies they work for. There are many factors contributing to this atmosphere and none of them have been created by the workers who are in harm’s way.

Airline mismanagement is making this situation worse due to significantly reduced staffing. Airlines are attempting to run a similar number of flights, but with 50,000 fewer workers than in 2019. This is causing extra and unnecessary delays and cancellations as the system has no flexibility to handle predictable problems like inconvenient weather.

Here’s some specific anecdotes from flight attendants and gate agents:

- On May 23, 2021, a Southwest Airlines flight attendant was assaulted resulting in serious bodily injury.
- On September 22, 2021, a passenger attempted to storm the cockpit on a JetBlue flight from Boston to San Juan, kicking and choking the flight attendants in the process.
- On a recent Allegiant Airlines flight, it took five people, including three flight attendants, to restrain an irate passenger, one flight attendant had bruises on her ribs from being kicked while another was bit on the breast by the passenger.

- On November 21, 2021, an Allegiant Airlines flight attendant was assaulted, suffering bruised ribs and a braced knee.

On November 16, International President John Samuelson testified at a hearing for the Congressional Committee on Homeland Security Subcommittee on Transportation & Maritime Security, calling for a banned passenger list.

“Just as many states may take away an aggressive driver’s license to operate a personal vehicle, aggressive passengers should face the temporary loss of the privilege of using the commercial air or rail systems. Such a “banned passengers list” would properly be housed with the TSA which already has processes in place for comparing passenger manifests to known security threats,” he explained. “This approach would potentially allow the air and rail carriers’ reservation systems to prevent a banned passenger from even purchasing a ticket so that known assailants would not enter the airport or rail station. We must avoid any approach that simply moves assailants out of the aircraft and train only to have them attack transportation security officers or ticket agents onsite.”

The TWU believes this list could be managed similarly to the no-fly list. Airlines could send passenger names to the TSA or another regulator which would then compare them to the list and either prevent these abusive passengers from purchasing a ticket or require airlines to refund tickets that have already been purchased.

As this issue went to press, the International was broadcasting the need for a banned passenger list on social media platforms and in the press.

Former Local 504 President Richard Boehm Retires



Former Local 504 President Richard Boehm retired on August 1, 2021. Boehm had been active in the local since 1966, holding almost every single office. Local officers, executive board members, staff and families from Local 504 celebrated his retirement at the 26th Constitutional Convention, wishing him health, love and happiness moving forward.

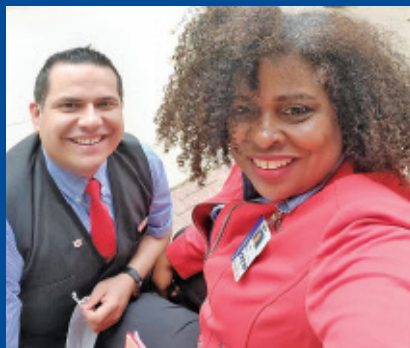
Thanks to Local 556 Members, IL Sick Leave Act of 2017 Extended to Aviation Workers

After a multi-year fight led by members of the Transport Workers Union (TWU), the Illinois state legislature passed the *Illinois Sick Leave Act for Aviation Workers* on October 26. This bill extends the rights included in the *Illinois Sick Leave Act of 2017* to cover workers in the airline industry, including flight attendants, pilots, ramp workers, airline mechanics, and other airline workers who were previously excluded from the 2017 bill.

At the forefront of this fight were TWU Local 556 2nd Vice President Corliss King, TWU Local 556 Shop Steward Roy Soria, and Local 556 member Suzie Lyons. After learning that they were initially excluded from the *Illinois Sick Leave Act of 2017*, TWU members mobilized to ensure these sick leave protections were extended to workers in the aviation industry.

The *Illinois Sick Leave Act for Aviation Workers* ensures that more than 30,000 aviation workers in Illinois will have the right to use employer-provided sick leave to care for an ill or injured child, spouse, sibling, parent, or grandparent – correcting the error of the 2017 bill and restoring fairness and equity to airline workers and their families.

“Extending flexibility in the workplace to workers



Ray Soria and Corliss King

in the airline industry - flexibility that was initially provided to other workers in Illinois - is an issue of fairness and equity for us,” said TWU Local 556 2nd Vice President Corliss King.

Exclusion from the *Illinois Sick Leave Act of 2017* was of particular importance for King, who was unable to use earned sick leave provided by her employer to care for her ill husband in 2018. “This issue is close to my heart”, said

King, a Chicago Midway-based Flight Attendant. “I’ve earned sick leave through my union contract, I should have been able to use it when I needed it if it hadn’t been for the airline worker exclusion.”

The *Illinois Sick Leave Act’s* extension to aviation workers in Illinois is part of a comprehensive transportation bill. The TWU would like to thank Illinois State Speaker of the House Chris Welch, Illinois State Representative Joyce Mason, Illinois State Representative Jaime Andrade, Illinois State Senate President Don Harmon, Illinois State Senator Mike Hastings, and Illinois State Senator Ram Villivalam for their leadership and support of TWU members, their families, and all aviation workers. Additionally, the TWU thanks our union partners and the Illinois AFL-CIO for assisting in the passage of this bill.

Envoy Air Fleet Service TA Ratified in 90% Vote

On October 1, TWU Fleet Service Workers at Envoy Air overwhelmingly ratified their tentative agreement, with 90% of the membership voting “YES” on the new contract. The contract went into effect October 2 and will become amendable on October 1, 2026.

The TWU International and Local Leaders would like to thank you for your support and patience through the negotiations and ratification process. Congratulations and continue to “Hold the Line”!

MEMBER MOMENT – continued from page 11

Since DHS and TSA were stood up, I’ve worked hard to improve workplace rights and benefits for frontline workers. This Congress, I introduced H.R. 903, the “Rights for the TSA Workforce Act of 2021,” a bill that would provide the TSA workforce the same rights and benefits afforded to most Federal workers under Title 5 of the U.S. Code. This has been a 14-year ongoing effort for me and the union representing these workers. I’m as committed as ever to passing this bill for them and their families.

Again, I can’t thank unions like TWU and their members enough for their dedication and sacrifice during these times. I’m proud of the commitment the Biden Administration has made to strengthen worker organizing, collective bargaining and unions. I am committed to doing my part to ensure that the labor movement and the issues that matter most including federal protections, ensuring their freedom to organize and collectively bargain, remain a top priority while I’m a member of Congress.



RRD John Feltz and Rep Brian DeLucia with members at Amtrak shops in Delaware.

Amtrak Wilmington & Bear, Delaware Town Hall Meeting

On October 28, Railroad Division Director John Feltz and Railroad Division Representative Brian DeLucia attended an Amtrak Townhall meeting at the Amtrak Wilmington and Bear, Delaware shops. Also in attendance were representatives of all of the Shopcraft Organizations as well as Mechanical Assistant Vice President Chris Barnes.

The purpose of the meeting is to bring members up to date on

new policies and programs. It allows them to openly discuss any problems they may have concerning working conditions or to make suggestions on how to improve productivity. It also gives them the chance to showcase any projects that they have worked on or are working on to help to improve working conditions and productivity. These Townhall Meetings are scheduled to continue on a regular basis at all Amtrak locations.

CONTRACT UPDATES

New Jersey Transit

Local 2001 members have ratified a contract with New Jersey Transit. The members will receive full retroactive pay, and wage increases of 2% July 1, 2020, 2.25% July 1, 2021, 2.25% January 1, 2022, 2.5% July 1, 2022, and 3% July 1, 2023. There will be no health care premium increases during the term of the Memorandum of Understanding.

National Freight Negotiations, Coordinated Bargaining Coalition

At our last meeting in October, we once again made it clear to the Rail Carriers that neither our Bargaining Coalition, nor our collective memberships, would accept a concessionary agreement on a voluntary basis. The Carriers were told that our members have been asked to work as essential workers throughout the Pandemic,

while being treated more like expendable workers. Our members are infuriated that they have worked through these conditions without a wage increase in over two years and it is unacceptable that the Nation's Rail Carriers continue to stonewall CBC Unions in our effort to settle our contract negotiations on a voluntary basis. As in all previous the Rail Carriers have not made any proposals worthy of consideration by the membership of our members. We will continue to negotiate in good faith, fully recognizing that it is our members who must ratify any voluntary agreement. Our next meeting is scheduled for the week of January 17.

PATH

Based on the PATH's last counter offer we will be petitioning the National Mediation Board for a second time to be released from negotiations. If released, we will then request the establishment of a Presidential Emergency Board.

TWU and Amtrak Working to Establish Apprentices Program

Amtrak requires a skilled mechanical workforce to maintain its fleet of equipment. It is crucial that we continue to seek ways to train our members and to nurture the development of these skill levels. Based on this need, the TWU is working in cooperation with the Amtrak Mechanical department to establish an apprenticeship program. Amtrak's apprenticeship program will be an offering of both trade school and internal Amtrak courses combining basic skills and specialized courses for each of the programs that will be offered. These courses will meet and exceed the 144 hours required for certification with tuition and materials being provided at no cost to the participant.

This will give employees the tools they need to choose a career path that will continually improve and develop their skills through apprenticeship and up-skilling programs that will give them an opportunity for advancement. New replacement equipment will continue to be more technologically advanced, creating the need for a more progressive, skilled, educated, and diverse workforce.

It is imperative that Amtrak develop technology-capable workers who can maintain current and future railroad equipment. The creation of this program will give Amtrak a highly skilled, qualified, and engaged workforce, which in turn will maintain the safest and most reliable railroad passenger fleet in North America.

Local 2014 Member Kurt Stienz Retires After 38 Years of Service

Kurt Stienz, a member of Local 2014, has retired after 38 years of service. He was a Carman at Amtrak's 14th Street Shop. Pictured left to right: Local 2014 President Brad Israelson, Kurt Stienz, Cesar Tovalin and Local Chairman Jerry Wronowski.



Kurt Stienz



Local 2014 Executive Board

Local 2014 held their local elections and there are two new officers effective 2022. Pictured left to right: Recording Secretary Major Coleman, President Brad Israelson, New Secretary Treasurer Reese Price and New Vice President Martina Ross.

Remember, you can read any issue of the *TWU Express* anytime by visiting www.twu.org/express

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TUUS Local President Q & A

Each TUUS Update includes a Q & A where we hear from different local presidents. TUUS Division members should stay tuned to hear from their presidents in future issues. This issue features Local 252 President Debra Hagan, based in Nassau, NY and Local 291 President Jeffrey Mitchell, based in Miami, FL.

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

Hagan: Local 252 is having the hardest time since Covid due to the shortage of Bus Operators both in Transit and in School Bus. This industry is demanding on a daily basis with the responsibilities put on the bus operator however since covid there is a greater number of angry riders in Transit where we have had more assaults on bus operators as well as assaults on the riders by other passengers. In School Bus the students are more unruly and the parents are quicker to try to blame the school bus driver for their child's bad behavior. Companies are offering sign on bonuses to new hires but not compensating the current employees with a bonus for the work they are doing during very difficult times.



"Know the consequences of retaliation by an employer so that you can also protect your brothers or sisters..."

—Debra Hagan

There seems to be a revolving door where new hires are concerned and the burden to make service is being put on the existing bus operators with forced overtime on top of runs that are already pre-built with overtime. This is causing operator fatigue which is increasing injuries and accidents.

Mitchell: The biggest issue facing our local is technology and automation designed to replace the human aspect of operating and maintaining Transit vehicles.

Q: What do you think makes your local unique?

Hagan: Local 252 is unique in the fact that with almost 4600 members it is made up of transit, school bus, maintenance and driver assistants all working for 4 different private companies. Even though our transit systems are public transit it is subcontracted out by the Counties to private industry whose bottom line is always profit margins. Where federal funds may



"The only bad idea is the one that you don't propose. Being hesitant may cost your local the next great idea."

— Jeff Mitchell

go to the county for the transit system it does not necessarily trickle down to where the bus operator sees any relief from those funds. The companies have the freedom to run their business without anyone having their nose in their books. The private company puts the burden of service and on time performance on the bus operator. School Bus division is similar in that it is all private companies subcontracted by the school districts in which the bus driver and driver assistant does not receive state benefits or pension. They all only get what we fight for in contract negotiations. However, with covid all the mandates still apply to them vaccinated, testing weekly, masks, sanitizing the vehicles daily without any additional compensation.

Mitchell: Local 291 is unique due to the fact that even under Right to Work laws, we're able to maintain an ultra-high membership participation. We will fight to protect members and their livelihoods. We have been able to do this by making friends in every level of politics to ensure unions get in the door and make our voices heard over any particular reason or issue that may affect the local's membership.

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

Hagan: My advice to all members is to read their contract. Know what the language says. Be familiar with company policies and the discipline attached to violating a policy. Ask to sit on a union committee, ask questions, get involved. As a Union representative you have protection to speak to management and not fear retaliation. Know the consequences of retaliation by an employer so that you can also protect you brothers or sisters in the union from company retaliation for reporting a wrongdoing by management. We are always Stronger Together.

Mitchell: My advice for members who want to get involved: start with attending membership meetings, volunteering with the local and its activities, and bring fresh ideas to the table. The only bad idea is the one that you don't propose. Being hesitant may cost your local the next great idea.

Local 260's Historic Contract Victory

After years of agonizing negotiations, Local 260 members in Houston ratified one of the best contracts for transit workers in Texas history on October 20.

"We stuck to our guns and got everything we wanted," said Local 260 President Horace Marves. "We had lots of support from the International in Washington, DC. It's a blessing to show what a union can do when we come together."

The three-year, \$84 million contract is the largest negotiated by Metro or any other transit agency in Texas. The agreement doesn't give up any current benefits and only adds to them – something very difficult to do in a right-to-work state. With assistance from the International, the local was able to strategize negotiations,

researching statistics to make the case to raise wages across the board for all workers.

"We want to stay competitive. This contract includes language to ensure no workers will be replaced or displaced by autonomous technology," Marves explained.

It also includes improvements to health benefits and an additional holiday. But Marves said the most important is the 17 percent increase in pay all workers will receive over the course of the contract, no matter how many years of seniority they have.

"We want to look out for the brothers and sisters behind us, convincing the company that it's worth investing into second tier operators because they were leaving at a phenomenal rate," he said.



Local 234 Averts Strike with Contract Win

The city of Philadelphia was preparing to shut down in late October. School boards and businesses contemplated on closing for the day. Members of Local 234 had just voted to authorize a strike because ongoing contract negotiations were hitting a dead end with transit agency SEPTA. Without buses, trains and trolleys rolling, no one could get to school or work.

Thanks to an 11th hour tentative agreement, a strike was averted, and Local 234 members scored major contract gains. The two-year contract was decisively

ratified on November 5. It includes raises, pandemic pay hazard bonuses, parental leave, and language to prevent autonomous technology from replacing union jobs.

"When we come together as one, we can accomplish anything," said Local 234 President and TUUS Division Director Willie Brown. He thanked the International for their support throughout the lengthy contract negotiations. "Our members can now enjoy the benefits of this contract that they so truly deserve."



Local 223 Supports Kellogg Strike

Members of Local 223 supported BCTGM members on strike in Omaha in early December.



Vice President Chad Olson is pictured with Kellogg's employee Chris Haynes.

Right, Facing the camera is Retired mechanic Dave Gillespie, Vice President Chad Olson, and member Wyatt Silver. Recording Secretary Rick Overman also attended.



Local 262 Gives Back

Members of Local 262 volunteered with Target Hunger to deliver groceries and turkeys to 12 families on Nov. 20.



Transit Technology Campaign Gains Steam

The TWU's fight against job-killing technology has continued to gain steam as we head into 2022. We are more focused than ever on this issue, doubling our efforts to make our voice heard, taking our fight directly to transit agencies and lawmakers, and ensuring that we have a seat at the table when it matters most.

At the 26th Constitutional Convention, delegates unanimously passed a resolution vowing to stay ahead of the curve of the latest transit technology (*see p. 18 for more*).

The TWU has continued to prioritize these principles across all of our work. In recent contract negotiations

in Philadelphia and Houston, we demanded critical contract language to protect our jobs from displacement by autonomous vehicles and other technology. In negotiations over the federal Bipartisan Infrastructure Law, we fought to keep workers at the table and ensure that we are not cast aside by investments in electric vehicles. We were also a vocal supporter of the International Transportation Learning Center, which has been given increased funding to provide training to frontline workers so that we are prepared for the next generation of climate-friendly technologies.

Member Spotlight: Jason Frantz, Local 320

Jason Frantz has been the Chief Shop Steward (technically "Station Chair") at Local 320 in Washington, DC for nearly six years, representing about 80 members in the city's bikeshare system, including rebalancers, e-bike battery swappers, bike mechanics and station techs. His job title is "asset recovery" which means he scours the city looking for lost or stolen bikes.

"As a shop steward I've learned a lot, not just about enforcing a contract, but also about internal organizing and winning successful campaigns," Frantz said. "I've used this experience to help organize our newest shop in LA over the summer and am now working closely with their bargaining committee to secure their first contract."

Frantz is also active in the AFL-CIO's Organizing Institute, which offers online training to union members. He recently completed an Advanced Organizer training.

He said he doesn't have a union background and had



very little knowledge about unions when he was "volunteered" by others to be the Chief Steward not long after his shop organized with the TWU.

"I was put on the spot because no one else wanted to do it even though they assured me it was super easy. I quickly learned that there was a lot to being a shop steward and it usually wasn't very easy at all, but I just dove in and became more hooked to it the more I active I became," Frantz explained. "The thing that really keeps me going now is bringing up the next steward or activist and passing on what I've learned."

"However you want to get involved, find someone who knows more about it than you, and talk to them – a lot! Always be willing to learn, ask questions, and definitely be aware of what you don't know," he said. "If you want to be a steward, don't be intimidated by the contract - you'll pick up a lot through experience. Try to learn something new every day."

Local 265 New Members

Local 265 recruited four new members in December. They are pictured with International Rep Jose Cruz. Welcome to the TWU!



New Chairs Appointed at Working Women's Committee Miami Meeting

For the first time in two years, members of the International Working Women's Committee (WWC) convened in Miami, Florida, from October 26-28, hosted by Local 291. With 78 women from locals across the country, it was one of the biggest ever.

"The point of these WWC meetings is to grow, learn and then come back to your local to teach others. You teach the groups behind us," said WWC Chair LaTonya Crisp, Recording Secretary of Local 100.

Guest speakers, honest discussions and camaraderie filled the agenda. One of the highlights was when Crisp appointed new co-chairs to serve for the next four years:

- JoAnn Rota, Local 501
- Mary Simon, Local 260
- Amy Griffin, Local 1460 (*re-appointed to serve another term*)
- Celeste Streeter, Local 101
- Ashley Wilhelm, Local 556
- Keyanna Davis, Local 100

President of host Local 291 Jeffrey Mitchell gave some opening remarks, noting that when he started working on his local executive board, there were no women at all. Now there are five.

"I can't do anything without the women on my board," he said. "Grow your union through your leadership skills. I am inspired by what I see here."

Local 556 member KeAnder Early gave a presentation about how to properly handle finances. At the end, everyone received a copy of the book, "How Money Works, Stop Being a Sucker."

"Financial peace is the best peace you can have. And we all deserve it. It's not because we don't want it, we are not taught it," Early explained. "They teach us a whole lot in school, but they don't teach you about money."

The Commissioner of Miami Gardens, Shannon "Lady" Ighodaro, talked about how she empowered herself both spiritually and economically. Born and raised in the Bahamas, she was the first in her family to attend college and stressed the need to "step out of whatever shadow you are behind."

International Trainer Director Gary Shults gave a brief on "Women in Union Leadership." He noted that there are more women than ever before on the International Executive Board and Council, "and you can thank the current leadership for that. They are trying to promote women. The smart men at the top realize that the Women's Movement is on the way and are putting their arms around it and embracing it."

Shults noted that "leadership chairs are rented not owned."

The second day began with attendees sharing their extremely personal experiences from the pandemic. Author Mary Montgomery led a serious discussion about taking control of your finances and handling grief. WWC attendees bought copies of her book, "Overcoming Grief to Find Love Again," like hotcakes.

"Get your business in order, look at your paperwork, let go of



The WWC on October 26



New and outgoing WWC chairs



The WWC on October 28

COMMITTEE UPDATES

the things and places that do not serve you because they are holding you back,” Montgomery said. “Once I did that, it’s been nothing but one fabulous re-invention after another.”

Celeste Streeter, who works for National Grid in Brooklyn, NY, talked about her experiences as a woman in a non-traditional work role. “National Grid transports energy, gas and electricity, that’s why we are part of the Transport Workers Union,” she explained.

Streeter started with the company back when she was still in high school and eventually became a field mechanic, investigating gas leaks. Years later, she went back to school to get the necessary amount of credits to apply for an accounting job. Throughout her nearly three decades at National Grid, she has worn many hats and currently maintains gas mains under city streets.

Motivational speaker Zakeya Foster gave a presentation, “Your Trauma Does Not Define You,” and gave advice on healing and moving on.

“Sometimes we have to push when we don’t want to push. Even though I am on this mic, I don’t have it altogether. We are sisters in this journey together,” Foster said. “There is no such thing as failure. You learn from it and keep going.”

Internship Program Paused

The International Internship Program is still paused due Covid concerns. Please stay tuned for more info.

Local 514 member Linda Dill shared a guideline on how to create a WWC within your local.

The meeting closed out with a visit from the Commissioner of Miami Dade County, Danielle Nicole Higgins who shared her journey from the first in her family to attend college, to becoming an attorney to where she is today.

“We work with unions a lot because they are the collective voice in our community. Transportation is our #1 priority, so we work with the TWU a lot,” Higgins said. “Behind every strong man is a strong woman, by why behind? Why not beside?”

The next WWC meeting is slated for March.



Organizing Training at FLOC

At the request of Legislative & Political Representative Heather Laverty and International Vice President Mike Mayes, Organizing Director Angelo Cucuzza flew out to El Segundo to meet with the TWU International Future Leaders Organizing Committee to conduct an “Introduction to Basic Internal Organizing” training session.

Combining conventional organizing material along with some unconventional audio-visual aides, Cucuzza encouraged the young workers to think about how to build and maintain solidarity and strength at their Locals in order to take on the bosses when an issue

that negatively affects our membership arises in the workplace. The almost three-hour training ended with a breakout session and subsequent presentation by the Young Workers who were tasked with building an Organizing Committee that concentrated on assignment of roles/responsibilities creating a strategic campaign to reverse a harmful management decision in their workplace. Special thanks to Local 502 leadership for their hospitality and to TWU members/staff Shirley Duff, Brendan Moriarty and Klarissa Principe who acted as trainer facilitators throughout the training.

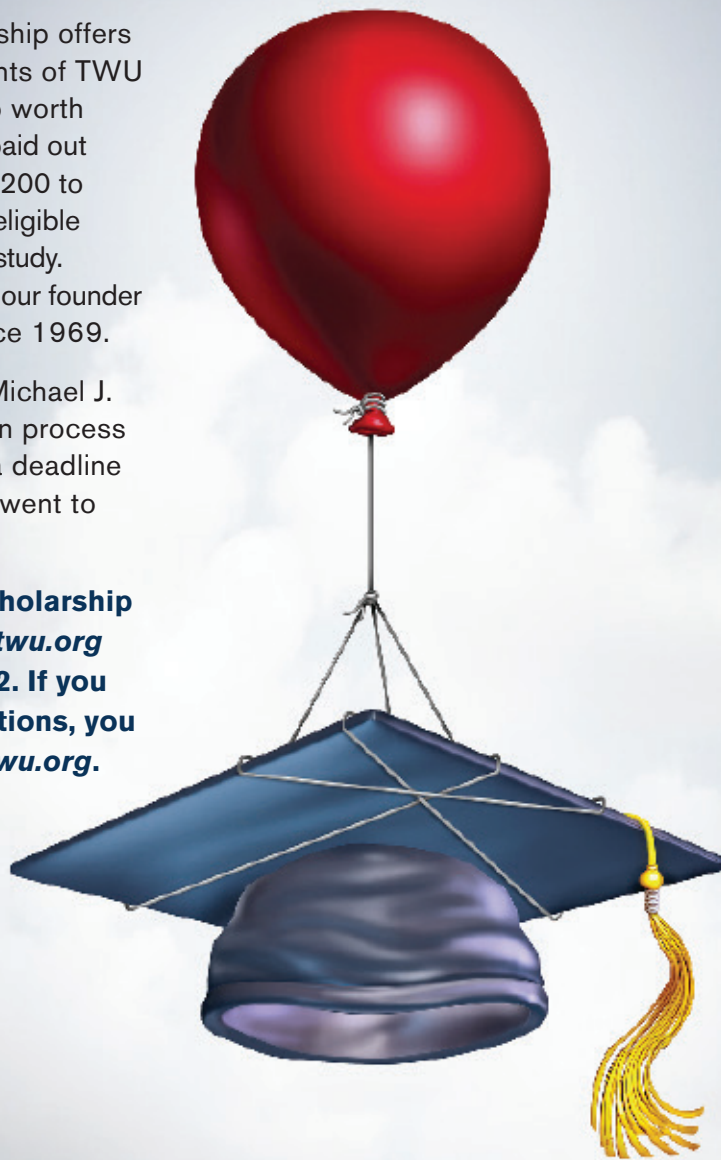
COMING SOON

The 2022 Michael J. Quill Scholarship Applications

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

Preparations for the 2022 Michael J. Quill Scholarship application process are already underway, and a deadline was being set as this issue went to press.

Updates regarding the scholarship will be available at www.twu.org beginning in January 2022. If you have any additional questions, you can email scholarship@twu.org.



INDEPENDENT AUDITORS' REPORT

To the International Executive Board and International Executive Council
Transport Workers Union of America 1220 19th Street, NW, Washington,
D.C. 20036

I have audited the accompanying Statement of Calculation of Chargeable and Non-Chargeable Expenses (modified cash basis) of Transport Workers Union of America (a nonprofit organization) for the year ended August 31, 2021, and the related notes to the statement.

Management's Responsibility for the Financial Information

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

Auditors' Responsibility

My responsibility is to express an opinion on the statement based on our audit. I conducted my audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that I plan and perform the audit to obtain reasonable assurance about whether the statement is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the statement. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the statement, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the statement in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, I express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the statement.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the Statement of Calculation of Chargeable and Non-Chargeable Expenses, referred to above presents fairly, in all material respects, the chargeable and non-chargeable expenses of Transport Workers Union of America for the year ended August 31, 2021 in accordance with the modified cash basis of accounting described in Note 1b, in conformity with the Transport Workers Union of America Agency Fee Policy.

Basis of Accounting

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

Report on Supplementary Information

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

additional analysis and is not a required part of the Statement of Calculation of Chargeable and Non-Chargeable Expenses. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the Statement of Calculation of Chargeable and Non-Chargeable Expenses. The information has been subjected to the auditing procedures applied in the audit of the Statement of Calculation of Chargeable and Non-Chargeable Expenses and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the statement or to the statement itself and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In my opinion, the information is fairly stated in all material respects in relation to the Statement of Calculation of Chargeable and Non-Chargeable Expenses as a whole.

Intended Use of Report of Independent Auditors

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

TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY

STATEMENT OF CALCULATION OF CHARGEABLE AND NON-CHARGEABLE EXPENSES (MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2021

	TOTAL	CHARGEABLE	NON-CHARGEABLE
Main office expenses	\$1,363,033	\$1,185,538	\$177,495
Servicing, negotiations and grievance expenses	2,847,764	2,847,764	-
Political expenses	412,275	-	412,275
Organizing expenses	235,653	-	235,653
Affiliation fees	1,247,764		1,247,764
TWU Expense: Non-political information	212,996	212,996	-
Political information	75,577	-	75,577
Donations, tickets and advertisement	507,746	-	507,746
Salaries and related expenses	10,742,608	8,926,481	1,816,127
Quill scholarship	34,500	-	34,500
Insurance	115,319	115,319	-
Investment expenses	321,664	321,664	-
Totals	\$18,834,314	\$14,327,177	\$4,507,137
Percentage to total	100.00	76.07	23.93

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

NOTES TO STATEMENT OF CALCULATION OF CHARGEABLE AND NON-CHARGEABLE EXPENSES AUGUST 31, 2021

Note 1 - Summary of Significant Accounting Policies

a. Basis of Presentation – The accompanying statements were prepared for the purpose of determining the fair share cost of expenses incurred by the Transport Workers Union of America (the Union) for employees represented by, but not members of, the Union and its

affiliated local unions. The accompanying statements are not intended to be a complete presentation of the Union's financial position or changes in its net assets in accordance with generally accepted accounting principles.

b. Principles of Accounting – The Union prepares its financial statements on the modified cash basis of accounting, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. Under the modified cash basis of accounting, revenues are recognized when received rather than when earned and expenses are generally recognized when paid rather than incurred.

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

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

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

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

Note 2 – Agency Fee Policy

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

Note 3 – Agency Fee Policy chargeable expenses

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

- a. All expenses concerning the negotiation of agreements, practices and working conditions.
- b. All expenses concerning the administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration, and discussions with employees in the bargaining unit or employer representatives regarding working conditions, benefits and contract rights.
- c. Convention expenses and other normal Union internal governance and management expenses.
- d. Social activities and Union business meeting expenses.
- e. Publication expenses to the extent coverage is related to chargeable activities.
- f. Expenses of litigation before the courts and administrative agencies related to contract administration, collective bargaining rights or other chargeable activities.

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

h. All expenses for the education and training of members, officers and staff intended to prepare the participants to better perform chargeable activities or otherwise related to chargeable activities.

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

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

Note 4 – Agency Fee Policy non-chargeable expenses

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

- a. Community service and charitable contributions.
- b. Affiliations with non-TWU organizations.
- c. Support for political candidates.
- d. Member-only benefits
- e. Lobbying to the extent not chargeable as per Note 2g above.
- f. Publications, litigation and for overhead and administration to the extent related to arguably non-chargeable activities.
- g. External recruitment of new members.

Note 5 – Significant Factors and Assumptions Used in the Allocation Between Chargeable and Non Chargeable Expenses

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

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

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

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

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

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

Note 6 - Union Locals — Agency Fee Policy

Effective with an amendment to the “Agency Fee Policy” adopted by the International Executive Committee on September 19, 1996, any Union Local that is required by law to have an agency fee policy, but which has failed to adopt such a policy, shall be deemed to have adopted the Agency Fee Policy of the Transport Workers Union of America and shall be deemed to have spent the

same percentage of its expenses on chargeable activities as the International.

Note 7 - Subsequent Events Review

Subsequent events have been evaluated through December 6, 2021, which is the date the statement was available to be issued. There were no subsequent events requiring adjustment to or disclosure in the accompanying statements.

**TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY
SUPPLEMENTARY STATEMENT OF MAIN OFFICE EXPENSES
(MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2021**

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
Rent and related expenses	\$ 397,649	\$ 352,131	\$ 45,518
Stationary and printing	110,245	99,935	10,310
Outside consultants	22,160	22,160	22,160
Telephone	140,984	121,766	19,218
Postage	30,124	26,158	3,966
Data processing expense	197,368	169,347	28,021
Equipment rental and maintenance	81,019	69,810	11,209
Subscriptions	119,450	102,608	16,842
Accounting	119,600	108,678	10,922
Depreciation	113,219	93,844	19,375
Miscellaneous expenses	31,215	25,894	5,321
Totals	\$ 1,363,033	\$ 1,185,538	\$ 177,495

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

**TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY
SUPPLEMENTARY STATEMENT OF SERVICING, NEGOTIATIONS AND GRIEVANCE EXPENSES
(MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2021**

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
Negotiation expenses	\$ 1,190,365	\$ 1,190,365	\$ -
Legal fees	700,262	700,262	-
Transportation and facility costs	383,148	383,148	-
Reimbursement of Locals negotiating expenses	573,989	573,989	-
Totals	\$ 2,847,764	\$ 2,847,764	\$ -

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

**TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY
SUPPLEMENTARY STATEMENT OF SALARIES AND RELATED EXPENSES
(MODIFIED CASH BASIS) YEAR ENDED AUGUST 31, 2021**

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
Salaries	\$ 6,314,778	\$5,234,163	\$1,080,615
Pension and welfare expenses	3,436,851	2,847,294	589,557
Payroll taxes	503,119	417,023	86,096
Auto expenses	462,843	407,265	407,265
Insurance, workers compensation	20,736	20,736	4,281
Totals	\$ 10,742,608	\$ 8,926,481	\$ 1,816,127

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

TRANSPORT WORKERS UNION OF AMERICA POLICY ON AGENCY FEE OBJECTIONS

TWU's Policy on Agency Fee Objections, as amended, is based upon decisions of the United States Supreme Court.

1. **Employees who are members of TWU are eligible to engage in a broad range of activities by virtue of their membership. This includes, for example, the right to run for and vote in Union elections, to vote on ratification of collective bargaining agreements, and to attend and participate in Union meetings and activities that are pertinent to their employment. Employees represented by TWU can elect to be non-members, but if they do, they lose these and other rights and benefits that go along with membership in good standing in TWU.**
2. A TWU-represented nonmember employee who is subject to a union security clause conditioning continued employment on the payment of dues or fees – referred to as “agency fees” for nonmembers – has the right to object to expenditures by TWU or the employee’s Local Union that are not related to collective bargaining, contract administration, grievance adjustment or other expenditures that are considered “chargeable” to nonmember objectors. A nonmember objector’s agency fees shall be calculated in accordance with this Policy.
3. To become an objector, a TWU-represented nonmember employee shall notify the International Secretary Treasurer in writing of her/his objection by mail postmarked during the month of January in the first year for which the employee elects to be an objector. The written notification shall be signed by the employee and include the objector’s current home address and TWU Local Union number, if known. The nonmember objector shall also mail a copy of this notice to her/his Local Union. A nonmember employee who first becomes subject to a TWU union security clause after January in a particular year and who desires to be an objector must submit written signed notification to the International Secretary Treasurer, with copy to the employee’s Local Union, including the objector’s current home address and TWU Local Union number, if known, within thirty (30) days after the employee has become subject to union security obligations and been provided notice of these procedures.
 - a. A current TWU member who chooses to become an objector, must first resign from TWU membership before she/he can file an objection through these procedures. A member who resigns from membership during the course of the year shall have 30 days following resignation in which to elect to become an objector by utilizing the procedures set forth in paragraph 3 above.
 - b. A TWU-represented nonmember employee, who provides notice in accordance with the procedures set forth in paragraph 3 above, will be considered an objector for each subsequent calendar year after the first year for which the employee elected to be an objector, unless and until the employee notifies the International Secretary Treasurer in writing that she/he no longer desires to be an objector.
4. Expenditures in the following categories are among those chargeable to nonmember objectors.
 - a. Negotiation of agreements, practices and working conditions.
 - b. Administration of agreements, practices and working conditions, including grievance handling, all activities related to arbitration, and discussion with employees in the bargaining unit or employer representatives regarding working conditions, benefits and contract rights.
 - c. Conventions, Union business meetings, and other Union internal governance and related expenses.
 - d. Social activities.
 - e. Publications, to the extent related to chargeable activities.
 - f. Litigation before courts and administrative agencies related to contract administration, collective bargaining rights or other chargeable activities.
 - g. Legislative, executive branch and administrative agency activities on legislative or regulatory matters related to the negotiation or administration of contracts and working conditions.
 - h. Education and training of members, officers and staff intended to prepare the participants to better perform chargeable activities or otherwise related to chargeable activities.
 - i. Activities related to group cohesion and economic action of or by TWU represented employees, e.g., demonstrations, general strike activity, informational picketing.
 - j. Overhead and administration related to or reflective of TWU or TWU Local Union chargeable activities.
5. Expenditures in the following categories arguably are non-chargeable to nonmember objectors:
 - a. Community service and charitable contributions.
 - b. Affiliations with non-TWU organizations.
 - c. Support for political candidates.
 - d. Member-only benefits.
 - e. Lobbying to the extent not chargeable as per paragraph 4.g. above.
 - f. Publications, litigation and for overhead and administration to the extent related to arguably non-chargeable activities.
 - g. external recruitment of new members.
6. The TWU Policy on Agency Fee Objections shall be reprinted in each December issue of the EXPRESS . The International shall also send a copy of this Policy to each nonmember who objected during that calendar year to inform such person of the right to elect to again object in a succeeding year. Any Local Union that is required by law to have an agency fee policy, but which has failed to adopt such a policy, shall be deemed to have adopted this “Policy on Agency Fee Objections” as its own, and such Locals shall be identified in the December issue of the EXPRESS.
7. The International shall retain an independent auditor who shall submit an annual report verifying the breakdown of chargeable and arguably non-chargeable expenditures (the “Report”). Similarly, if a Local Union has determined to apply this Policy for its expenditures, the Local Union shall arrange for an independent audit of the breakdown of the Local’s chargeable and arguably non-chargeable expenditures. Any Local Union which fails in a given year to conduct an independent audit of expenditures

- shall be deemed to have spent the same percentage of its expenditures on chargeable activities as the International expended as reflected in the auditor's
8. Report. The Report(s) of the independent auditor(s) for the International and, where applicable, the Locals shall be completed promptly after the end of the fiscal year. The most recent Report of the International's expenditures shall be reprinted in the December issue of the EXPRESS. The Local Union shall provide to the nonmembers it represents a copy of the Report of the breakdown of the Local Union's expenditures.
 - a. The fees paid by nonmember objectors shall be handled as follows:
 - b. Nonmember objectors who pay fees directly and not by checkoff shall pay an amount equal to the full amount of agency fees reduced by the percentage of agency fees ascribed by the audit Report(s) (described in paragraph 7 above) to arguably non-chargeable activities (the latter amount referred to hereafter as the "non-chargeable amount"). An amount equal to 50% of the non-chargeable amount shall be placed in an interest bearing escrow account.
 - c. With regard to nonmember objectors who pay agency fees by check-off, promptly following receipt of the checked-off fees, the non-chargeable amount, both for the International and the Local that is utilizing this Agency Fee Objection Policy, plus an additional 50% of that amount, shall be placed in an interest bearing escrow account. Promptly following each calendar quarter, the non-chargeable amount for the preceding calendar quarter, plus the interest accrued thereon, shall be paid to each such nonmember Objector.
 - d. The International shall bill each Local for the monies return to objectors from escrow in connection with the Local's arguably non-chargeable expenditures.
 9. A nonmember objector may challenge the last audited breakdown of chargeable and arguably non-chargeable expenditures contained in the independent accountants' Report(s) by filing a challenge with the International Secretary-Treasurer, together with notice to the employee's Local Union, postmarked no later than thirty (30) days after mailing of the December issue of the EXPRESS that includes the Report(s).
 - a. All such timely challenges shall be referred to an impartial arbitrator appointed by the American Arbitration Association ("AAA") under its rules for impartial determination of Union fees. TWU will request that the AAA appoint an arbitrator to promptly consider and make a determination regarding the challenges in a single consolidated hearing to take place in Washington, D.C.. TWU will provide the AAA with the names and addresses of the nonmember objectors who have filed timely challenges.
 - b. Challengers, the International and, if a participant, the Local Union(s) shall each bear its/their own costs related to the arbitration. The challengers shall have the option of paying a pro rata portion of the arbitrator's fees and expenses; if they decline that option, the Union parties to the proceeding will pay the full fees and expenses of the arbitrator and not just their pro rata portion of such fees and expenses.
 - c. Challengers may, at their expense, be represented by counsel or other representative of choice. Challengers need not appear at the hearing for their challenges to be considered. Challengers who elect not to appear at the hearing may file written statements with the arbitrator, provided they do so by no later than the beginning of the hearing before the arbitrator. Challengers who appear but elect not to present evidence or otherwise participate in the hearing may also submit written statements at or before the beginning of the hearing.
 - d. Fourteen (14) days prior to the start of the arbitration, challengers shall be provided with copies of all exhibits or a list of all such exhibits that a Union party then intends to introduce at the arbitration and a list of all witnesses the Union party then intends to call, except for exhibits and witnesses the Union party may introduce for rebuttal. If copies of exhibits have not otherwise been provided, a challenger may request that the Union forward a copy to the requesting challenger(s) during this 14-day pre-hearing period. Copies of all exhibits shall also be available for review by challengers at the hearing.
 - e. A court reporter shall make a transcript of all proceedings before the arbitrator. This transcript shall be the only official record of the proceedings and may be purchased by the challengers. The parties shall be informed when the transcript is available for purchase and/or review. If challengers do not purchase a copy of the transcript, a copy shall be available for purposes of inspection by them at the Union party's/parties' headquarters during normal business hours.
 - f. The arbitrator may determine all procedural matters affecting the arbitration consistent with the dual objectives of providing for an informed and an expeditious arbitration.
 - g. Each party to the arbitration shall have the right to file a post-hearing statement by no later than fifteen (15) days after the parties have been provided notice that the transcript has been completed and is available for purchase or review. Neither challengers nor Union parties may include or refer in the post-hearing statements to any evidence that was not previously introduced and accepted by the arbitrator during the arbitration proceeding.
 - h. The arbitrator, taking account of the record presented, shall issue a decision on the challenges to the validity of the auditor's Report of the "chargeable" percentage of Union expenditures. The arbitrator's decision shall be issued within forty-five (45) days after the final date for submission of post-hearing statements or within such other reasonable period as is consistent with the AAA rules and the requirements of law. The decision of the arbitrator shall be final and binding.
 - i. Upon receipt of the arbitrator's award, the escrowed funds, as referenced above, shall be distributed in accordance with the arbitrator's decision, with the remaining balance, if any, after any required payments to challengers, returned to the International's or Local Union's general funds.
 10. The provisions of this Policy on Agency Fee Objections shall be considered legally separable. Should any provision or portion thereof be held contrary to law by a court or tribunal of competent jurisdiction, the remaining provisions or portions thereof shall continue to be legally effective and binding.

**THE TRANSPORT WORKERS
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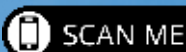
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***– Mary Simon, Local 260
Executive Board***

