

TWU Express

TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO
UNITED INVINCIBLE

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TWU Fighting For Tax Justice For All Workers

Congress Must Extend the Tax
Deduction on Overtime Earnings
to Millions of Workers Not
Included in The “Big Beautiful Bill.”

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TWU Ready for New Challenges in 2026

THE TWU HAS HAD A HARD-EARNED REPUTATION AS a union that punches above its weight for a while now. We have taken on multi-national corporations, entrenched public transit agencies, state governments, and the federal bureaucracy.

And we get results. As we look toward 2026, I can honestly say The TWU has grown and developed into an even more formidable defender of working men and women.

We are bigger, stronger, and more effective at securing contracts that improve our members' lives. We have developed the in-house capacity to run comprehensive strategic fightback campaigns, which have become the hallmark of The TWU. We aggressively organize all kinds of transport industry workers and successfully bring them into the labor movement. I can't even remember the last time we lost an organizing drive, and we don't shy away from properties with strong anti-union sentiments, like Brightline in Florida.

There's no other union in the country that can do what we do. When I talk about our campaigns with other unions, it's like I'm speaking ancient Greek or Latin to them. They just don't get it.

A successful contract campaign or organizing drive begins with in-depth research. It requires professionally staffed departments—Research, Government Affairs, Communications, Organizing, and Legal—all working together seamlessly. It also requires member involvement on the ground. Most of all, it requires leadership that thinks strategically, builds relationships with pro-worker elected officials, and has the grit to fight. We have all of that in spades.

The capacity we have developed to run successful campaigns undoubtedly will be tested in the new year. TWU Local 234 members voted in November to authorize a strike against SEPTA in Philadelphia. The unresolved issues are rooted in the Pennsylvania legislature's failure to legislate dedicated transit funding and address SEPTA's wasteful management. Those will remain problematic, almost certainly, after the holidays and into 2026.



TWU Local 100's contract with the Metropolitan Transportation Authority expires in the spring. The MTA chairman is an arrogant Manhattan real estate mogul, not a public transit professional. He wants to phase out the subway Conductor title, create part-time Bus Operator positions, and jack up healthcare costs for our members, who operate and maintain the NYC bus and subway systems. There's no doubt there will be a massive fight in NYC in the late spring of 2026.

We will continue to organize school bus and paratransit workers where we see opportunities in states like Texas, Louisiana, and Connecticut. We are seeking to represent more ferry workers who are part of an intermodal transit system, such as in New York City. We will also be engaging with workers at companies that provide intrastate bus service.

Dispatchers at Breeze Airways voted to join The TWU in September, and we are now the largest Dispatcher's union in the United States, with workers at 15 airlines. We will continue organizing Dispatchers at other airlines in 2026, including JetBlue.

There's a purpose to all of this. By winning organizing drives and securing good contracts, more unrepresented workers approach us to join The TWU. As our size grows, so does our clout and ability to secure good contracts. There's a great synergy at play.

Thank you for your support in 2025. I look forward to working with all of you to bring The TWU to even greater heights in 2026.

A handwritten signature in black ink that reads "John Janosky". The signature is fluid and cursive, with a distinct "J" at the beginning.



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Looking Back at a Successful 2025

*By International Secretary-Treasurer
Jerome Lafragola*



This past year was a momentous one for the TWU.

We achieved significant organizing and contract victories across the Air, Rail, and TUUS Divisions, continued to fight for our members across the country, and held a successful 27th TWU Constitutional Convention.

We began the year in January with a big victory for Brightline Onboard and Lead Attendants, successfully organizing the biggest new group of railroad workers in more than 20 years. The company ran an ugly, union-busting campaign that failed miserably – and our Rail Division is in the process of negotiating a first contract that will significantly improve the lives of Brightline workers and their families.

Throughout the year, we also had a string of contract and organizing victories across the Air Division: PSA Flight Instructors in Charlotte, PrimeFlight Fuelers in Orlando, Delta Shuttle Bus Drivers at JFK Airport, Avelo Flight Dispatchers in Houston, Breeze Airways Flight Dispatchers in Utah, and Airport Workers at Westchester County Airport all took overwhelming votes in favor of joining the TWU this year. The Air Division also secured new contracts for Dispatchers at Sun Country Airlines in Minneapolis, pay raises for the PSA Flight Dispatchers, and a first contract for the PrimeFlight Fuelers, just months after they voted to join the TWU.

In the Transit/Universities/Utilities/Services Division, we secured organizing victories for Bus Operators and Paratransit Workers with Fort Bend Transit in Rosenberg, Texas, while securing new contracts for School Bus Drivers with Local 252 on Long Island and Transit Workers with Local 248 in Winston-Salem, North Carolina. Our lobbying efforts in New York State with Local 100 also led to increased staffing levels for TWU members in the state's next capital plan. And we've continued to successfully call out transit agencies,

like the MTA in New York, which have consistently ignored safety protections for workers – getting politicians from both parties to demand additional action from the MTA or face penalties.

We also secured new contracts for Carmen at Conrail while graduating the first apprentice class at Amtrak in 31 years, creating a new pipeline of Journeyman Carmen in Indiana.

The year was capped off in September by the 27th TWU Constitutional Convention where delegates passed critical resolutions pledging to fight for safe workplaces, organize new workers, and protect collective bargaining rights in states like Florida, where they are currently under threat.

We also saw the TWU's membership grow – the TWU is now at its largest size ever. That is a testament to all the work that goes into building and maintaining a strong union that delivers for its members. This growth and success throughout the year is due to the direction from the leadership, hard work from our division directors, and the tireless efforts of TWU staff.

As 2025 winds down, I hope you can take some time to rest and reflect with your families, union brothers and sisters, and friends. I know that 2026 will deliver even more successful fightback campaigns and victories for the TWU, and I am privileged to play a small role in that effort.

A handwritten signature in black ink, appearing to read "Jerome Lafragola". The signature is fluid and cursive, with a large, stylized 'J' at the beginning.

Riding for a Cause

A group of motorcycle riders, arranged in two columns, roared through a tough Akron, Ohio, neighborhood one recent Saturday, turning heads and setting off the occasional car alarm as they passed. The riders, wearing black leather jackets with red motorcycle club patches, had stern, serious expressions, as if they were on a mission.

Some observers, no doubt, were thinking "Here comes this big biker gang," South Side resident Kathy Wilkins said. "But they are magnificent. They might look a little rough, but when you get to know them, they are normal people with jobs, families, grandkids, great-grandkids, and their heart is giving back to the community. They do it all the time."

The group of bikers was the Akron Zulus Motorcycle Club, which counts two members of TWU Local 1 in Akron as members. They were heading toward a neighborhood church, the endpoint of a fundraising ride supporting Wilkins' feed-the-hungry program, "Kathy's Kitchen."

"We're all about riding motorcycles, brotherhood, and giving back to the community," said Dan Boykin, an Akron Bus Operator and the club's Business Agent, who is known as Mr. BiggZ.

That's exactly why Local 1 Executive Board Member Mike Nicholas, also a Bus Operator and a motorcycle rider, joined the club.

"There are many people in need in Akron, for food and shelter," Nicholas said. "I joined because the club does a lot of charity work."

In other charitable efforts, Boykin said the club took a young boy, Malyk, under its wing after learning he was battling lung cancer and had a passion for motorcycles. They spread the word that



The Akron Zulus on the road.

Malyk's family was holding a party for him. Doctors didn't expect the 3-year-old to live much longer. About 100 bikers showed up. Akron Zulus brought Malyk a three-wheeled, motorized toy motorcycle.

Malyk still needs a lung transplant, but he has defied the odds and has survived. Over the past seven years, the Akron Zulus have raised thousands of dollars to help his mom with the bills.

On Thanksgiving, the Akron Zulus distribute dozens of laundry baskets filled with turkeys, mashed potatoes, stuffing, and other traditional dinner staples, which has prompted some mothers to cry, Boykin said. During Christmas, some have been seen paying the bills for grandmothers buying practical items and gifts for young children at a local discount store. The bikers stand back and then surprise the grandmothers at the checkout.

"It's what we do," Boykin said.



Malyk, 3, on a toy motorcycle given by the Akron Zulus



Malyk, 10, today



Local 1 Member Dan "Mr. BiggZ" Boykin and Kathy Wilkins, who serves free meals to the poor in Akron, Ohio.

Horse-Carriage War in New York; TWU...

A decades-long effort to ban horse-carriage rides in NYC has reached a critical juncture with the TWU defending Carriage Drivers against an “unholy alliance” of real estate moguls and animal rights extremists.

The NYC Council’s Health Committee in mid-November rejected a motion to send Ryder’s Law, which would ban horse-carriage rides in Central Park, to the full City Council. The possibility remained, however, that the bill’s sponsor would try a rarely used, last-ditch procedural move to force a vote before the legislative session ended on Dec. 31, 2025. The 170 Carriage Drivers are represented by TWU Local 100.

“This is a classic blue-collar fight against super-wealthy elites,” TWU International President John Samuels said. “Real estate moguls want to build luxury hotels and high-rises on Manhattan’s West Side, where the horse-carriage stables are located. The rich want to get richer, and they don’t care if working families are economically devastated in the process.”

New Yorkers for Clean, Livable and Safe Streets, or NYCLASS, is an “animal rights” organization founded in 2007 by real estate developers. Carriage rides in Central Park are a 167-year tradition dating back to when the park first opened. According to TWU research, NYCLASS spends about \$1 million annually to demonize Carriage Drivers by falsely portraying them as animal abusers. The funds are used for sensationalist, often ghoulish advertising that wrongly claims Carriage Drivers overwork, neglect, and mistreat their animals. The money also covers expenses for lobbyists and lawyers with political connections.

“There’s an unholy alliance between the developers and animal rights extremists at play here,” Samuelsen said.

NYCLASS also endorses candidates for elected offices who complete a NYCLASS survey and agree to support a carriage ban.



Carriage Driver Ahmet Bilici with Chocolate.

The TWU fightback campaign aims to counter NYCLASS’s false claims. Carriage Drivers responsibly care for their horses under strict NYC regulations. These regulations mandate, among other requirements, twice-yearly physicals, stalls large



TWU Local 100 held a rally, with a big inflatable rat, outside the Manhattan office of a NYC Council member who is a vocal proponent of banning carriage-horses in the city.

Defends Workers, Horses, and Tradition



TWU Local 100 President John Chiarello speaks at a rally against a proposed law that would ban horse-carriage rides in Central Park and put Local 100 members out of work.

enough for horses to turn around and lie down, new shoes every six weeks, regular dental care, and at least five weeks on farms outside the city. Many horses spend several months each year on these farms. Outside, independent veterinarians who have evaluated the horses over the years have consistently reported that they are well-treated and sheltered, and that they are comfortable with their environment, showing no signs of stress.

The International and Local 100 have also released harsh attack ads against duplicitous, attention-seeking, and, in the case



Local 100 Carriage Driver Nurettin Kirbiyik with his horse, Handsome Jack, and a young passenger in Central Park.

of outgoing Mayor Eric Adams, corrupt politicians supporting the ban.

“Animal rights extremism is a serious threat,” Local 100 Shop Steward Christina Hansen, a veteran Carriage Driver, said. “Thankfully, we have a strong union with strong leadership. Without our union, we wouldn’t have access to the media or elected officials to have our voices heard.”

The press, for example, covered a Local 100 rally that included about 50 Carriage Drivers and over 150 Transit Workers, many of whom were TWU members from the Manhattan and Bronx Surface Transit Authority, a division of the Metropolitan Transportation Authority.

“Why ruin this industry?” Local 100 President John Chiarello said. “Because rich, elite people want real estate, including the stables? Give me a break!”

Chiarello called for the construction of a stable in Central Park, so the horses didn’t have to walk on city streets from their stables. Most only walk about half a mile but even that is controversial.

Carriage Drivers observed that horses without jobs face uncertain futures, including the risk of death, because there aren’t enough people willing or financially able to care for them. About 20,000 horses in the U.S. are shipped each year to slaughterhouses in Canada and Mexico, where they are killed for human consumption in Asia and Europe. Drivers also said accusations that they abuse or neglect their horses couldn’t be further from the truth. They spend more time with these majestic animals than they do with their families, several said.

“We love our horses,” Carriage Driver Ahmet Bilici, who grew up on a farm in Turkey and is a licensed veterinarian in that country, said. “And people love them. For many, their first time connecting with a horse is in Central Park. The kids love feeding them apples and carrots.”

Drivers also said they were very worried about their future and their ability to support their families if a carriage-horse ban is adopted.

“I have three kids, two girls and a boy, and I just bought a house on Staten Island,” Carriage Driver Nurettin Kirbiyik said. “I have a lot of expenses. If I lost my job, I’m going to lose everything.”

Carriage Drivers have been providing tours of Central Park since the day it first opened in December 1858. Renowned landscape artists Frederick Law Olmsted and Calvert Vaux designed the park drives specifically for leisurely carriage rides to escape the increasingly hectic urban environment beyond its borders.

TWU Seeks Tax Justice for

The Transport Workers Union is leading the charge to extend a new overtime tax deduction to millions of additional blue-collar workers – including approximately 80,000 TWU members who currently are deemed ineligible by federal law.

By a narrow margin, Congress earlier this year approved President Trump's One Big Beautiful Bill, which includes a provision exempting \$25,000 in overtime earnings from federal income taxes: \$12,500 for most filers and up to \$25,000 for married couples filing jointly. President Trump signed the legislation on July 4.

But the poorly drafted bill relies on an outdated definition of overtime from the 1938 Fair Labor Standards Act, which was never intended for tax purposes. The result: millions of hourly workers are excluded from eligibility, including many in transportation industries. Airline Maintenance Technicians, Commuter Train Coach Cleaners, School Bus Drivers, Truck Drivers, Deckhands, and others are all left behind.

TWU International leaders are supporting and advocating for a bipartisan bill that would correct the situation by extending the tax exemption benefit to another 3 million or so workers, including tens of thousands represented by TWU in the Air, Rail, and Transit/Universities/Utilities/Services divisions. The push for tax justice was a focus of discussion at the TWU's 27th Constitutional Convention in Las Vegas, Nevada, in September.

"We will not rest until TWU members in all divisions get the tax break that they deserve for going above and beyond to keep the traveling public moving," TWU International President John Samuelsen said.

Most hourly workers at public transit agencies— including Bus Operators, Train Operators, Conductors, and Track Workers — are eligible for the deduction. Some current scenarios, however, are baffling and clearly unfair. An Airline Maintenance Technician, or mechanic, who works for an airline like American or Southwest,



for example, doesn't qualify for the tax benefit, which translates to as much as \$6,000 in savings for working families. An AMT who does the exact same work but is employed by a subcontractor is eligible.

"Providing tax relief to blue-collar workers is a great idea," TWU International Executive Vice President Alex Garcia said. "It's not easy making ends meet, paying the mortgage, college tuition, and all the other life expenses that keep going up. But it doesn't make sense to give this benefit to some workers and exclude others who are doing the same or similar jobs. Getting this fixed definitely is a top priority for us."

The bipartisan bill was introduced in the fall by Congress Members Nicole Malliotakis (R-NY), Emilia Sykes (D-OH), Nick LaLota (R-NY), Steven Horsford (D-NV), Brian Fitzpatrick (R-PA), and Tom Suozzi (D-NY).

In July, the TWU drafted a letter to U.S. House and Senate leaders, urging them to fix the tax-related defect in the Big Beautiful Bill. Twenty other unions and affiliates also signed the letter.



TWU International President John Samuelsen vowed, "We will not rest until TWU members in all divisions get the tax break that they deserve for going above and beyond to keep the traveling public moving."



International Executive Vice President Alex Garcia said: "Providing tax relief to blue-collar workers is a great idea. But it doesn't make sense to give this benefit to some workers and exclude others who are doing the same or similar jobs. Getting this fixed definitely is a top priority for us."

All Members

Tax Benefit Blues

Aircraft Maintenance Technician Jeff Holden was excited when he heard about the overtime tax exemption in the One Big Beautiful Bill. He envisioned using the money to help his daughter and son-in-law with expenses, such as daycare for his grandchildren.

"At first, I was like, 'Wow, this is great,'" Holden, a Shop Steward in Texas for Local 591, said. "For people who have worked hard, through the pandemic and all that, finally, some type of small reward, you know. It's not like a windfall, where you go out and buy a boat, but it's something."

Then came news that the legislation granting the new tax benefit excluded millions of hourly workers like him and family members in law enforcement and other first-responder roles.



Jeff Holden with his sister, Anne, and his granddaughters: twins Blakely and Delaney, 6, and Wren, 3, in Dallas, Texas.

"I'm sure they want to help the middle class. That's the largest voting population, I'm guessing. This would be a really good start."

– Chris Comeau

"They just ignored us," Holden said. "It's mind-boggling, unbelievable."

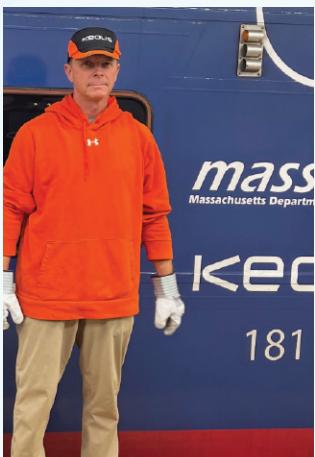
Chris Comeau, a Coach Cleaner in Boston with Keolis, an international conglomerate that operates commuter rail in Massachusetts, said he had hoped to use money from the tax benefit to help pay off his children's student loans. He couldn't believe that not a single member of Congress had noticed the bill's flaw beforehand.

If he could speak directly to Congress now, he said he would say: "We are as blue-collar as you're going to get. We are middle-class, trying to stay in the middle class, and this would help us a lot."

Comeau added, "I'm sure they want to help the middle class. That's the largest voting population, I'm guessing. This would be a really good start."

Comeau hopes an amendment correcting the bill can get through Congress.

"Maybe it's not too hard to do if we make enough noise about it," he said.



Coach Cleaner Chris Comeau in Boston, Massachusetts.



A N N O U N C I N G

THE TRANSPORT WORKERS UNION 2026 LEGISLATIVE & COPE CONFERENCE

The TWU International invites all local representatives to promote, advance, and defend our union's goals before decision makers in Washington, DC, at the Legislative and COPE Conference May 3 – May 6, 2026. TWU leaders from around the country will come together to share best practices, empower one another, and make policy change in our nation's capital. The conference will be based at The Hyatt Regency

(400 New Jersey Ave NW, Washington, DC, 20001) in Washington, DC and include several trips to the House of Representatives and the Senate. Details to follow, including a link to book your hotel and register for the conference. (The Government Affairs office will be able to schedule Hill appointments for those attending).

For now, please mark your calendars and make plans to come to DC in May.

SAVE THE DATE
MAY 3-6, 2026

**THE TWU LEGISLATIVE
& COPE CONFERENCE**

WASHINGTON HILTON, WASHINGTON, D.C.



Women in Nontraditional Workplace Roles

Charlotte Canada

From Ticket Agents who worked in the New York City Subway system during the 1930s to Aircraft Maintenance Technicians, Journeyman Carmen, Power Cable Maintainers, and more, the TWU has a long history of representing women in nontraditional workplace roles. In this issue of *The Express*, we feature Charlotte Canada, a Local 525 member and Mission Control Coordinator for space launches based in Florida for ARSC, a federal contractor.

What is your job and what are your responsibilities?

In my role, I serve as the primary liaison for mission communication support and integration, managing all communications for missions and ensuring seamless coordination between all stakeholders. I work closely with customers to assess their communication needs and align those requirements with documented mission objectives. A key part of my responsibilities involves managing scheduling efforts between Space Force, internal teams, and external partners in preparation for mission rehearsals and launches.

I also maintain and update all mission communication documentation to ensure accuracy and consistency. On the technical side, I oversee voice network configurations, perform thorough validation of communication systems, and provide real-time on-console support during rehearsals and live launches. Additionally, I regularly participate in key integration meetings to ensure communication plans are fully aligned with mission goals.

How long have you been a TWU member?

Almost 2 years.

What did you do previously?

I previously worked as a project coordinator, where I was hands-on in the field, working directly with stainless steel piping systems. It was a unique blend of project management and logistics.

What positions do you hold in the union?

As Vice Section Chair, I support the Section Chair and help keep our union running smoothly at the local level. I step in when needed to help resolve any issues that come up. I stay in close communication with our team and members, making sure everyone's informed and involved. I also help plan events, attend leadership meetings, and support new members through training and mentorship. It's a hands-on role that keeps me connected to both the people and the purpose behind our union.

What does being in the TWU mean to you?

When I was growing up, my dad was in a union, and I'll never forget the time I went with him when he was on strike. Even as a kid, I could feel the strength and unity of people standing together for what was right. It left a lasting impression on me. So, when I had the chance to join a union myself, I didn't hesitate. Being part of the TWU has been an incredibly meaningful experience. It's more than just a union; it's a close-knit, family-oriented group that truly looks out for members. I'm genuinely grateful to be part of something that stands for solidarity, respect, and real support.



*Mission Control Coordinator
Charlotte Canada*

Charlotte Canada, a Mission Control Coordinator, facilitates communications between key work groups during space launches.

What are some of your favorite things to do outside of work?

I love spending quality time with my daughter and husband — it's truly the highlight of my day! We're always finding fun things to do together and making the most of every moment as a family.

What challenges have you faced as a working woman?

In my experience, I haven't faced significant challenges specifically due to being a woman. In fact, I've often felt supported and respected in my role. Among the Mission Control Coordinators and Technicians I work with, there are about 20 men and four women. Even in a male-dominated environment, I've consistently experienced professionalism and courtesy. At previous companies, I encountered assumptions like "you can't read a blueprint because you're a woman," but that hasn't been the case here. I'm treated as a valued member of the team.

What do you think the future for women in your industry looks like with private space launches rapidly increasing?

Women are steadily making their mark here, and I'm proud to be part of that progress. When my position first opened up 10 years ago, there was only one woman in the role. Today, we have four, and that number is only going to grow. I truly believe we're moving toward a more balanced and inclusive team, and it's exciting to help pave the way toward a future where it's 50-50.

What advice would you give to other women?

Keep going, no matter what obstacles come your way. Stay focused, stay determined, and trust that you have what it takes to make it. You've got this.

Local 282 President Michael Ferguson Sr.

Tell us about your local?

We are a hodgepodge of everything, including School Bus Drivers, Van Drivers, Monitors, Maintenance Workers, Custodians, Public Works, Crossing Guards, and Municipal Workers. We represent workers in Bristol Township/Levittown, Pennsylvania and Easton, Pennsylvania. Our local has about 225 members.

What makes your local unique?

All the different jobs we cover. Going from what a Custodian does, to a Maintenance Worker, to a Bus Driver, there are different aspects to all of them, and that's what makes the job fun and interesting.

The job of president is very interesting because we need to know each individual contract when we go to fight and argue for what workers should get. We represent different municipalities, the school district has its own contract, and at the township, we have one contract with three sectors. Easton is a totally different contract altogether.

Also, the distance is a challenge. We are located out of Bristol, PA, but we represent Easton, which is two and a half hours away. That becomes an issue because when we need to solve a problem, we have a long trip ahead of us.

What are the issues your local faces?

Mostly up in Easton, we have issues where they keep changing their jobs around. If they're Bus Drivers, they're on the job for one route and then they try to change their job. Down here in Bristol, it's arguing about stuff like vacation time and the pay rate. The good thing is we don't have a lot of big issues that often, but we have a lot of little ones.



Local 282 President Michael Ferguson has been president for seven years.

What is your job and work history?

I've been with Bristol Township School District for 26 years and been in TWU the whole time. Twelve years ago, I became a member-at-large for five years, and I have been president for about seven years. I started out as a Custodian, then I went to Warehouse, I got laid off and went back to Custodian, then back to Maintenance where I work now. I work full-time doing maintenance in the school buildings.

Why did you get involved with the union?

I got laid off and there were a lot of job cuts in our school district about 12 or 13 years ago. I got laid off to a part-time position. Next time there were a nomination for something, I ran for member-at-large. I became president because didn't want to see anyone else get laid off or lose their job like I did. I wanted to stop it if it was at all possible.

What advice would you give to members interested in getting involved with the union?

If you love your job, don't want to see anybody else have issues, and want to fight for what is right, being an active union member is the best way to go.

What challenges do you have running a smaller local?

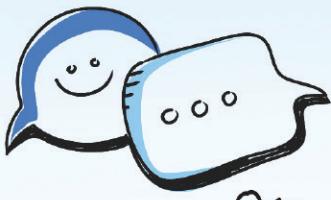
One of the biggest challenges I have working full-time and running the local is finding the time to do it. I try to have the time to go through everything. I have a good support staff with my vice president, secretary-treasurer, and more. The hardest thing about being a working president is the time it takes to take care of problems in a timely manner.



Local 282 workers maintaining the grounds.



A Local 282 member applying a fresh coat of paint.



Chat



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Simply send us your name, local, and mailing address, and we will send you the Express.

You can also read issues of The Express at:

<https://www.twu.org/express/>



New York State Conference

The TWU New York State Conference continues its strong work through ongoing meetings and collaboration. Our focus remains on strengthening member engagement, building political partnerships, and advancing members' interests across New York State.

Hispanic Heritage Month

In celebration of Hispanic Heritage Month, we proudly honored the invaluable contributions of Hispanic and Latino members in our union and communities. Their leadership, culture, and dedication continue to strengthen our movement and inspire unity across the TWU.

The TWU New York State Conference participated in the 9/11 Museum Ceremony hosted by TWU Local 100 and the Hispanic Heritage Month Celebration hosted by New York State Comptroller Thomas DiNapoli, recognizing the rich heritage and lasting impact of Hispanic and Latino workers throughout our union and nation.

This year's celebration also included a special



recognition honoring TWU New York State Conference Chair Jose DeJesus (in photo above, center right, with the NY State Comptroller) for his outstanding service and unwavering commitment to advancing the mission of TWU members across New York State.



With U.S Congressman Pat Ryan (third from right), from NY's Hudson Valley, showing TWU's Strength and Unity.



New York Governor Kathy Hochul (center) at our recent meeting, celebrating labor.



New York State Senator Jeremy Cooney, the Senate Transportation Committee Chairman, and TWU International President John Samuelsen, center, meeting with our New York State Conference to discuss workforce development and transportation initiatives.



From left: Linda Powell, Rebecca Damon, TWU International President John Samuelsen, International Administrative Vice President Curtis Tate, and moderator Ed Wytkind discuss how the TWU and SAG-AFTRA are fighting Big Tech in the transportation and entertainment sectors. The panel discussion was held at the International Convention in September. Scan the QR code at right to watch the entire discussion.



TWU and SAG-AFTRA Join Forces on Tech Issues

The TWU's 27th Constitutional Convention in September featured an important session on technology and the labor movement, with leaders from the TWU and the Screen Actors Guild-American Federation of Television and Radio Artists discussing their ongoing efforts to fight big tech in the transportation and entertainment sectors.

TWU International President John Samuelsen and Administrative Vice President Curtis Tate sat down with SAG-AFTRA Executive Vice President Linda Powell and Chief Labor Policy Officer Rebecca Damon for a discussion moderated by Ed Wytkind, the International's tech advisor. Samuelsen said that successful fights on tech issues, like the expansion of autonomous transportation systems and AI replacing actors, begin with winning good contracts.

"We're fighting back," Samuelsen said. "We're developing contract language because we're about to go through this in many cities in the next four years. It has started to happen in transit and rail. It's coming to the airlines quickly. We need to organize, develop contract language, and develop the internal power to win that contract language."

In entertainment, Powell noted that major streaming services like Netflix and Amazon were trying to create digital likenesses of creative professionals to cut labor costs. SAG-AFTRA, with support from the TWU, successfully fought against these efforts during a 2023 strike.

"Automation for us is digitization," Powell said. "We discovered they were in a position where they could come up with technologies where they digitize our voices, create digital replicas of us, so our work was at risk of being taken over by images of ourselves. They had the ability to replace us with ourselves."

Tate added the human factor of transportation workers being physically present on a bus or train is a significant benefit for the traveling public, both for safety purposes and for having a pair of essential eyes and ears in the community. He also said that the heroic actions of TWU members in New York in the hours and days after 9/11 would not have been possible with an automated transportation



International Administrative Vice President Tate, President Samuelsen, and Secretary-Treasurer Lafragola check out an autonomous shuttle at a trade show.

system. In one instance, TWU Train Operators stopped to pick up passengers stranded in Lower Manhattan right after the attack, ignoring orders from bosses not to stop for any reason.

"The computer would have left them there," Tate said. "Every time you look at the news, read the papers, there's always an instance where some Bus Operators, some worker, or some human being did something heroic."

The discussion at the TWU Convention with SAG-AFTRA is another instance of the TWU working across the labor movement to raise awareness about the dangers of unfettered technology on workers everywhere – whether they are working on the rails or on a movie set. The TWU will continue to fight for all our members as we witness the expansion of autonomous transportation while supporting our brothers and sisters across the labor movement against monied interests seeking to gut good jobs.

The TWU Moves Westchester

Airport Workers Join the TWU

Fed up with intentionally low staffing levels and forced overtime shifts, workers at Westchester County Airport in White Plains, New York, voted in September to join the Transport Workers Union of America.

Ramp and Senior Ramp Agents at the county-owned airport have been forced to work one or two days of overtime each week in addition to their typical shift schedule. AvPorts, a contractor that operates the airport on the county's behalf, has refused to hire more workers to address chronic staffing shortages.

"The resounding vote sends a clear message to AvPorts that its workers are fed up with bosses sticking it to them," TWU International President John Samuelsen said. "The TWU will fight to fix staffing shortages and end the abuse of dangerous forced overtime."

In addition to the Westchester Airport workers, the TWU represents School Bus Drivers, Mechanics, and Monitors at several bus companies in the county, along with Bus Operators and Mechanics at the Bee-Line bus system, and Mechanics, Inspectors, Cleaners, and Cabinet Makers at the Metro-North Railroad.

"The TWU moves Westchester," Samuelsen said.

The Ramp and Senior Ramp Agents at Westchester County Airport work for five major carriers: United Airlines, JetBlue Airways, Delta Air Lines, American Airlines, and Breeze Airways. The workers are trained on practices and procedures for all five airlines and perform additional overnight maintenance work beyond their ramp duties.

Workers told the TWU that the airport operated like a sweatshop because of forced overtime and the inability to take time off. Even senior workers with decades of experience are prevented from taking vacation during the holidays. Management refuses to hire more staff, workers said.

"We welcome these new members at Westchester Airport with open arms and will do everything in our power to help them



International Executive Vice President Alex Garcia said the TWU welcomes the new work group with open arms.

secure a contract with better pay, better work rules, and better working conditions," TWU International Executive Director Alex Garcia said. "They came to the right union get the treatment they deserve."

TWU Organizing Director Angelo Cucuzza said getting management to bring on more workers was a top priority.

"Management asks for 'volunteers' to work extra shifts every week, and if you don't volunteer, you're forced to work anyway," he said. "This is unacceptable, and we will work to rectify this and other quality-of-life issues."

The Ramp and Senior Ramp Agents will join TWU Local 504, which represents contract airport workers across the country. The TWU is the nation's largest airport workers' union, representing Ramp Agents, Flight Attendants, Maintenance Technicians, Dispatchers, and more.



Westchester Airport County Ramp Workers, after their successful vote to join the TWU, with TWU Special Projects Coordinator Alejandro Arroyo (left), Assistant Director of Organizing Sean Doyle (second from left), and Organizing Director Angelo Cucuzza (far right).



TWU Firefighters at Cape Canaveral Space Force Station in Florida

Big Win in the Air Division; Space Force Firefighter Jobs Restored

After a successful years-long lobbying effort by the TWU, Firefighter staffing levels at Cape Canaveral Space Force Station in Florida are being restored.

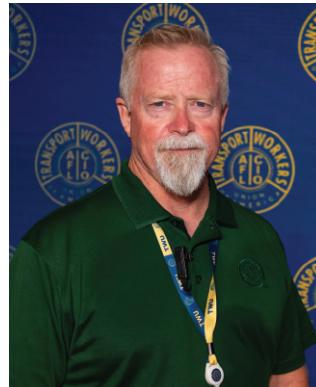
Local 525 and the International led a campaign to restore jobs for laid-off Firefighters, arguing before Congress and the media that staffing levels reduced by management were dangerously low and insufficient to maintain safety standards.

"This is a great example of the International and locals locking arms and fighting to protect our members," TWU International President John Samuelsen said. "Government bureaucrats saw our Firefighters in Florida as expendable – and the TWU successfully worked with lawmakers on both sides of the aisle to reverse cuts that made space launches less safe and hurt our membership."

In September, Rep. Mike Haridopolos (R-Fla.) informed Local 525 President Kevin Smith that legislative language requiring the Space Force to use Firefighter staffing levels set by Congress will lead to at least 10 additional Firefighters working at Cape Canaveral, possibly more. The language took effect on October 1 and gives the Space Force one year to find the funding for additional Firefighters. The effort started with former Rep. Bill Posey (R-Fla.) and the legislative language was included in the National Defense Authorization Act of 2025.

"I want to thank our Local 525 members for being so involved in this and the TWU's Government Affairs Team for their work to get this over the line," Smith said. "It isn't easy getting Congress to do anything, but we successfully argued to the House and Senate that reduced Firefighter staffing, as Space Force launches ramp up, posed a major danger for public safety and hurt our highly-trained members at Local 525."

The new language prevents Space Force officials from using flawed



International President John Samuelsen (left) and Local 525 President Kevin Smith

risk assessments to determine Firefighter staffing levels, after an assessment was used in Florida to cut staffing. Instead, the Space Force must follow staffing levels set by Congress. Smith said the language, while immediately helping TWU members in Florida, could lead to higher staffing levels at other Space Force bases across the country.

While the Space Force fight was successful, Smith said conversations are ongoing to restore Firefighter staffing levels at nearby Kennedy Space Center in Florida, which is run by NASA. Those staffing levels will need to be addressed through future legislation that funds NASA.

"We have workers on recall that are ready to come back, and this is a big win for us," Smith said. "We will keep working on the NASA funding to get more firefighters back on the job."

First Self-Driving, 40-Foot Electric Bus in North America

Big Tech and bus manufacturers, which ultimately aim to deploy self-driving buses on the road, are looking at bus depots as an interim step.

An engineering company demonstrated the first automated and electric 40-foot bus in North America at a bus depot and maintenance facility in Austin, Texas, earlier

this year, showing how the technology could enable the city's transit agency to cut staffing and save money. The bus reportedly navigated around other buses and equipment successfully. It even parked itself at a power station and started a charging session, "all without anyone behind the steering wheel," a vice president of WSP, a global engineering firm that performed the demonstration for Austin's Capital Metropolitan Transportation Authority, said.

Volvo, meanwhile, is calling bus depots the "gateway to automation." An article on a company website states, "For bus operators, depots will likely be the first arena where buses can operate without drivers. And this is just the beginning."

Bus depots lack the hazards and unpredictability of city streets, such as passenger cars, pedestrians, and bicyclists. These areas can be mapped, and routes can be programmed so buses can be remotely directed from one location to another within a facility. Proponents of the technology say that, in addition to potential savings from replacing Bus Operators, it can park buses more precisely and closer together, maximizing limited space.

The continued development of self-driving technology highlights the importance of the TWU's efforts to

protect Bus Operators and others in at-risk jobs through collective bargaining, International Administrative Vice President Curtis Tate said. The TWU last year secured groundbreaking contract language that gives Local 208 in Columbus, Ohio, veto power over the deployment of autonomous vehicles by the city's transit authority. The contract also says Bus Operators and Mechanics cannot be laid off, or have their wages cut, because of new or modified technology.

"This was a tremendous achievement, but this is a fight we will have to fight city by city, property by property," Tate said. "Local leadership must be fully aware of the threat posed by automation and be on the alert for any moves in that direction that their agencies are making."

International President John Samuelsen stated that the International will not hesitate to get involved in contract negotiations with locals, as it did in Ohio.

"The International is ready, willing, and able to help them every step of the way," Samuelsen said.



A self-driving bus maneuvered through a bus depot and maintenance facility in Austin, Texas, in a demonstration of emerging technology.

Fort Bend Transit Operators Join the TWU

Bus and Van Operators working for Fort Bend Transit in Rosenberg, Texas, overwhelmingly voted to join the Transport Workers Union of America in September. The workers reached out to the TWU because of a complete lack of respect from management and terrible working conditions. Management doesn't give workers bathroom breaks, fires drivers under a harsh attendance policy, and penalizes workers who complain to management. "That is unacceptable, and it ends today," TWU International President John Samuelsen said after the vote. "We will fight and win a first contract that improves the working conditions and lives of Fort Bend Transit workers and their families."

Local 1 Gears Up for a Contract Fight

TWU International is teaming up with Local 1 in Akron, Ohio, to fight the Metro Transit Authority as it continues to drag its feet on a contract that expired in June 2024, depriving TWU members of two pay raises and two year-end bonuses.

Local 1, which represents Bus Operators, Vehicle Service Workers, and Clerical Workers at Akron's Metro Transit Authority, is conducting internal organizing and gearing up for action while also strategizing with the International. Local 1 and Metro met for negotiations just 13 times in a year and a half, as management and its union-busting lawyers, who fly in from St. Louis, Missouri, frequently postponed bargaining.

"We are standing with Local 1 and are ready to fight as necessary to deliver a long overdue contract that fixes seniority issues, raises pay, improves benefits, and offers better working conditions," TWU Administrative Vice President Curtis Tate said. "We will fight back against employers who think they can delay a new contract indefinitely."

Local 1 President Wayne Cole said the local is primarily looking to improve three areas in their next contract. First, addressing seniority issues that he says management is currently using to "divide us." Second, improving wages and benefits. And finally, improving Metro's scheduling practices so Bus Operators can take proper breaks during their shifts – changes that would also make riders safer and improve the reliability of schedules that are often unrealistic.

"Throughout the history of Local 1, we've never had so much trouble resolving a contract," Cole said. "What we're dealing with is the current administration and the current CEO dragging and lingering to stretch these contracts out. They have also spent hundreds of thousands of dollars on a union-busting attorney they fly in from St. Louis."

TUUS Director Willie Brown said the International will bring its full might to Akron – and will be ready to act as needed. The International helped Local 1 put together a flyer for members to educate them on the issues in the current contract fight, and has shared strategies and experiences used in other TWU campaign fights across the country.

"TWU has seen these delay tactics over and over again from the



Local 1 President Wayne Cole

TWU International President Curtis Tate, TUUS Division Director Willie Brown, and International staff in Akron on one of the division's regional bus tours.

"We are standing with Local 1 and are ready to fight as necessary to deliver a long overdue contract that fixes seniority issues, raises pay and improves benefits, and offers better working conditions."

–TWU Administrative Vice President Curtis Tate

bosses," Brown said. "We have a clear message for them: It won't work. Local 1 and the International are ready to stand together to fight for a contract that should have been ratified well over a year ago."

Management has also asked for give-backs pertaining to time off and health insurance premiums that are non-starters for Local 1.

Cole said Metro has tightened bus schedules in recent years to create an illusion of better service for riders. But these schedule changes don't leave Bus Operators with enough time to eat or even use the restroom during their shifts, some of which can last more than eight and a half hours. Cole also said the schedules are unrealistic, meaning riders are often left frustrated at late-arriving buses while Bus Operators are forced to choose between safety and trying to complete extremely demanding routes on time.

"No one is getting good service," Cole said. "Not the Operator, the general public, or passengers."

Members of Local 2001 participated in the New York City Labor Council's Labor Day Parade.



New TWU Contract for Union Tank Car Workers Provides Gains on Wages, Health Insurance, and Time Off

Local 2017 members working for Union Tank Car in Altoona, Pennsylvania, overwhelmingly ratified a new three-year contract in November that includes retroactive pay raises and a 9% increase through August 2027.

TWU Rail Division and Local 2017 officers negotiated the contract with the company. In addition to 3% raises each August, the contract increases shift differential pay for second and third shifts from \$.56 per hour to \$2 per hour for second shift, and \$.56 per hour to \$1.50 per hour for third shift. The local's members include various classifications of Carmen Mechanics, Maintenance Workers, and Laborers at Union Tank Car.

"The new contract for Union Tank Car workers provides real wage gains and significant increases in benefits without any givebacks," TWU International President John Samuelsen said. "The TWU will keep fighting for contracts that improve the lives of blue-collar workers and their families."

The contract also reduces healthcare costs for TWU members and includes a \$750 per year company contribution for annual individual healthcare costs and a \$1500 per year company contribution for family healthcare costs. Unused balances roll over into the following year.



"The TWU is proud to secure a contract that includes significant gains on wages, healthcare, and time off," TWU Rail Division Director John Feltz said. "This contract benefits seasoned veterans and new hires alike at Union Tank Car and is another example of the TWU fighting back for its members."

The contract also improves the payments for short- and long-term disability while providing a life insurance and accidental death and dismemberment benefit at no cost to workers. And new hires will be immediately eligible to take time off in the year they were hired, with the amount of time awarded depending on the month the worker starts on the job.

AROUND THE UNION



International Secretary-Treasurer Jerome Lafragola (sixth from right) and TWU International staff conducted training for new Secretary-Treasurers across all divisions in Linthicum Heights, Maryland.



TWU Local 252 participated in the Making Strides Against Breast Cancer Walk at Jones Beach in Long Island, NY, raising awareness and showing support for those battling cancer.



TWU Local 579 held an opening ceremony for their new office in Orlando, Florida in October.



TWU members attended the fall 2025 Labor Council for Latin American Advancement Gala, held by LCLAA's Central Florida chapter.

TWU Local 502 Holds Regional Picnic



Local 502 invited members and their families from several locals in the Los Angeles area to a picnic near LAX. TWU Air Division Director Andre Sutton was in attendance (middle photo, below)



Local 591 Training

TWU International recently conducted grievance and steward trainings for Local 591 in Dallas, Miami, and Los Angeles (pictured above).

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

Opinion

We 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, 2025, and the related notes to the financial statement.

In our opinion, the financial statement 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, 2025 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 for Opinion We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statement section of our report. We are required to be independent of Transport Workers Union of America and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis of Accounting We 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. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statement

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; and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Transport Workers Union of America's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statement

Our objectives are to obtain reasonable assurance about whether the financial statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we: Exercise professional judgment and maintain professional skepticism throughout the audit. Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining on a test basis, evidence regarding the amounts and disclosures in the financial statements. Obtain an understanding of internal control relevant to the audit 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 Transport Workers Union of America's internal control. Accordingly, no such opinion is expressed. Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements. Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Transport Workers Union's ability to continue as an ongoing concern for a reasonable period of time. We are required

to communicate with those charged with governance regarding, among other matter, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Supplementary Information Our 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 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 our 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.

Restriction on Use This report is intended solely for the information and use of the Transport Workers Union of America, its members, 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, 2025

	TOTAL	CHARGEABLE	NON-CHARGEABLE
Main office expenses	\$ 2,628,516	\$ 2,326,361	\$ 302,155
Servicing, negotiations and grievance expenses	5,092,675	5,092,675	-
Political expenses	898,564	-	898,564
Organizing expenses	539,999	-	539,999
Affiliation fees	1,311,804	-	1,311,804
TWU Express: Non-political information	330,299	330,299	-
Political information	68,806	-	68,806
Donations, tickets and advertisement	906,031	-	906,031
Salaries and related expenses	13,473,758	10,988,701	2,485,057
Convention expenses	1,276,769	1,276,769	-
Quill scholarship	102,100	-	102,100
Insurance	29,694	29,694	-
Investment expenses	469,598	469,598	-
Totals \$ 27,128,613	\$ 20,514,097	\$ 6,614,516	
Percentage to total	100.00	75.62	24.38

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

NOTES TO STATEMENT OF CALCULATION OF CHARGEABLE AND NON-CHARGEABLE EXPENSES August 31, 2025

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 regulatory 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 3g 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 November 12, 2025, 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, 2025**

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
Rent and related expenses	\$ 771,156	\$ 656,217	\$ 114,939
Stationary and printing	164,940	140,279	24,661
Outside consultants	569,622	549,748	19,874
Telephone	174,079	146,559	27,520
Postage	36,247	30,675	5,572
Data processing expense	186,301	156,590	29,711
Equipment rental and maintenance	53,014	44,466	8,548
Subscriptions	198,987	170,224	28,763
Accounting	289,966	280,716	9,250
Depreciation	145,348	118,397	26,951
Miscellaneous expenses	38,856	32,490	6,366
Totals	\$ 2,628,516	\$ 2,326,361	\$ 302,155

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, 2025**

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
Negotiation expenses	\$ 972,150	\$ 972,150	\$ -
Legal fees	814,806	814,806	-
Transportation and facility costs	2,372,826	2,372,826	-
Reimbursement of Locals negotiating expenses	932,893	932,893	-
Totals	\$ 5,092,675	\$ 5,092,675	\$ -

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

**TRANSPORT WORKERS UNION OF AMERICA AGENCY FEE POLICY
SUPPLEMENTARY STATEMENT OF SALARIES AND RELATED EXPENSES
(MODIFIED CASH BASIS) YEAR ENDED August 31, 2025**

EXPENSES	TOTAL	CHARGEABLE	NON-CHARGEABLE
Salaries	\$ 8,097,325	\$ 6,595,904	\$ 1,501,421
Pension and welfare expenses	3,787,144	3,082,453	704,691
Payroll taxes and fees	628,715	522,029	106,686
Auto expenses	945,209	775,799	169,410
Insurance, workers compensation	15,365	12,516	2,849
Totals	\$ 13,473,758	\$ 10,988,701	\$ 2,485,057

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

TRANSPORT WORKERS UNION OF AMERICA

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, administration and all other overhead 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 Report.

ERICA POLICY ON AGENCY FEE OBJECTIONS

8. 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.
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
UNION OF AMERICA, AFL-CIO
1220 19th Street NW, 6th Floor
Washington, D.C. 20036

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our right to collectively bargain. Anti-labor
forces strive to make incremental gains
in ending collective bargaining. Their
gains are our loss. In Ohio, Senate Bill 1
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collective bargaining rights. The right
to collectively bargain is not a partisan
issue. I donate to COPE to fight
against the erosion of our right to
bargain collectively. Fight Back
with a COPE contribution!"*

— **Bobby Berryhill, TWU Local 208**
Financial Secretary-Treasurer



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