



TWU.ORG

AIR TRANSPORT DIVISION

# INSIDER

Vol. 6, No. 4

Official Publication of the Transport Workers Union of America, AFL-CIO

December, 2010



### In This Issue:

- 2 - Director's Update
- 3 - EAPs Fall Meeting
- 4 - WWCs Team TWU
- 4 - Local 514 Officers and Veterans Day Parade
- 5 - PBGC Pension Report
- 6-8 Guide to Health Care Reform
- 8 - Celebration in Cincinnati
- 9 - It's Your Health, Be Smart!
- 9 - Union Stewards Guide
- 9 - Members Save Co-worker
- 10 - Local 556 and Southwest Airlines Flying High
- 11 - Field Training Program Rolls Out in 2011 - Meet The Team

**Team TWU Helped Raise over \$1,000,000 Dollars For Susan G. Komen Foundation in October Fundraiser**  
See page 4



Race participants standing from left: Sharon Riffle Local 565, Alison Christopher L-526, Angi Tucker L-513, Jenni Timms L-514, Gwen Dunivent COPE Political Field Assistant, Diana Thomas L-575, Margaret Sadler L-555. Front row from left: Linda Dill International Organizer, Sharon Polk L-502, Shae Christakis L-513 and her daughter Miranda. Attending, but not pictured: Catherine Jackson L-550 and Nan Warren L-567



Left: Randy Rogers and Terry Rinehart Save Co-worker  
Story page 9

## Director's Update

### The "Fatigue Zone" Can Be Hazardous to All



Robert F. Gless  
Deputy Director  
Air Transport Division

**H**ave you ever pulled an all nighter because you had to commute a long way to get to work, stay up all night with the kids, or go from one job to another? Did you later realize that at some point you were unable to recount the actual highlights of the day? If you answered yes, you may have unknowingly encountered the "fatigue zone." That zone is often dangerous and the level of fatigue different for each one of us; it can be equivalent to a person impaired from drinking alcohol. Fatigue is a major factor in deaths and injuries, both on the job, around the home, and while driving.

*".....after a full 24 hours without sleep, the testing levels showed the same levels of impairment as the testers drinking alcohol with a .10 percent blood alcohol content, a level considered legally impaired in most states."*

As one of several Union Representatives on the Federal Aviation Administrations Fatigue Team, it surprised me to learn that there have been extensive scientific studies on the impact of lack of sleep on workers. These studies examined the effects of prolonged sleeplessness compared to equivalent blood alcohol levels high enough to be considered legally intoxicated.

One of the studies monitored 40 subjects, half were kept awake for a period of 28 hours and the other 20 were given small amounts of alcohol during timed intervals, until their levels reached the .10 percent level. Most states recognize that level as legally impaired, some have even lowered it to .08 percent.

During the study, each person was given a computer administered hand-eye coordination test, which was repeated every thirty minutes. Between the 10th and 26th hour of being awake, their performance decreased steadily. After the 17th hour, their performance was equivalent to those with a .05 percent blood-alcohol level. Then, after a full 24 hours without sleep, the testing levels showed the same levels of impairment as the testers drinking alcohol with .10 percent blood alcohol content, a level considered legally impaired in most states.

Most of us have experienced a state of prolonged wakefulness, but I doubt if we ever understood or realized the impact of our impairment on our performance and judgment, and the danger to which we had subjected others and ourselves. We have laws against driving while intoxicated but how do we police ourselves, friends or coworkers from the hidden dangers of lack of sleep?

I would like to add that these were controlled tests, under a controlled environment without outside distractions. Also, no coffee, caffeine or energy supplements were used. There are similar tests that show how those items increase performance in the short term, only to leave the individual at a higher fatigue level after the product wears off.

I hope this article has raised your awareness on the importance of a good nights rest. There are many of us who have pushed ourselves much too far and neglected the body's signals of fatigue. The danger signs are often too subtle to realize until something goes wrong and we are injured or injure someone else due to our inability to recognize that we had unwittingly entered our "fatigue zone."

From all of us at the ATD, we would like to wish you and your families a safe and happy holiday season.

**Fall TWU EAP Meeting  
Preparing for Happy Holiday's**



Over forty Employee Assistance Program Coordinators, Managers and Treatment Center Representatives met in October to review policy changes and updates that affect the program. TWU members from across the country attended the meeting held in Hurst, Texas

The Air Transport Division of the Transport Workers Union whole heartedly supports the Employee Assistance Program. The EAP assists our union members and their families with a variety of sensitive issues including: drug addictions, depression, alcoholism, interventions, counseling for anger management, family violence and threats of suicide.

TWU Employee Assistance Program Coordinators gathered in Hurst, Texas Oct. 26-27 to review policy changes and hear from informative guest speakers about changes in treatments and coverage for members and their families. TWU's EAP Coordinator, Sam Sadler said, "With so many members recently laid off and many having to relocate to another city, this was an opportune time to gather the TWU EAP Peer Coordinators and company EAP Managers for a meeting. Being away from your family and loved ones during the holidays is difficult enough; add in the tremendous anxiety our members experience and we have to prepare our coordinators."

The holidays can be a stressful time of year for many people. In fact, instead of enjoying the season that most look forward to, some folks just dread the onslaught of holiday television commercials bombarding them with perfect family gatherings, seasonal music and stores or shopping malls with extravagantly decorated holiday scenes.

There are those who self diagnose and try to medicate their feelings with alcohol, pills or a combination of both. Unfortunately, many families have a loved one who has chosen this self destructive path. The family naturally worries about them when they themselves isolate from holiday gatherings. Their absence, or behavior, can cast a dark shadow over a normally joyous time of year, affecting the whole family's holiday experience.

Historically, medical studies show an increase in hospitalizations for alcoholism, drug abuse, attempted suicides and domestic violence assaults during the months of December and January.

The EAP Coordinators are trained to recognize the many symptoms of drug and alcohol abuse. Many EAP Peer Coordinators have firsthand knowledge of the issues faced by the patient and the family. All inquiries are held in the strictest confidence for the patient and family. Coordinators can help find a treatment center for you or your loved one, and want you to know that many treatment centers will work with families that may be facing financial hardships. The emphasis is on recovery for the patient and their family.

EAP Coordinator Laura Enosara from Local 502 in El Segundo, California attended the meeting saying, "The Fall gathering of EAP Coordinators connected us all with training that is beneficial to our brothers and sisters, and with Sam's guidance we hope to bring more awareness and provide better resources in 2011."

Check your local's website for EAP contacts or call TWU EAP Coordinator Sam Sadler for more information on the program: 817-822-3329; or email: [ssadler@twu.org](mailto:ssadler@twu.org)

**Official Publication of the  
Transport  
Workers  
Union of America,  
AFL-CIO**

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Photographs by: Angi Tucker

Published Quarterly Online: March,  
June, September, December  
[www.twu.org](http://www.twu.org)





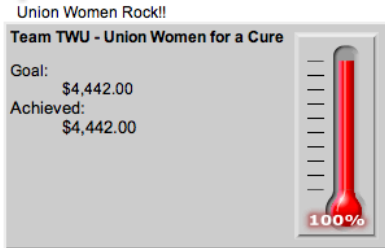
**Working Women's Committee - Team TWU**

The ATD Working Women's Committee raised \$4,442.00 for the Susan G. Komen fundraiser held in Dallas, Texas October 16th. It was the finale for the WWC regularly scheduled meeting which was held on Thursday and Friday. Several members brought their husbands and children along for the fun run, and some chose a slower pace but everyone completed the event.

In a post to members on the WWC website, Chairwoman Angi Tucker said, "Your generosity of spirit and commitment to help the fight against breast cancer has enabled the Susan G. Komen for the Cure to fund vital research, outreach and awareness programs. A diagnosis of breast cancer affects more than just the patient. When someone we love is diagnosed, we are all affected."

Thank you to all that participated and those that supported Team TWU with their financial contributions. You have all joined the effort in helping find a cure for breast cancer.

The next WWC meeting is scheduled for March 7-8, 2011 in Hurst, Texas. Local 512 in Chicago has offered to host a WWC meeting sometime in July 2011. Stay informed on our upcoming meetings and events, please visit the WWC website: [www.atdwwc.com](http://www.atdwwc.com)



**Local 514's New Officers**



Photo by: Mike McNally

Local 514's New Officers, left to right: Louis King Executive Board, Dan Mitchell Stores Chairman, John Carlisle Chairman Title II, Jason Best Chairman Maintenance Control, John Hewitt Chairman Maintenance, Shelby Morgan Financial Secretary, Mike McDonald Vice President, Sam Cirri President, Debbie Tiller Chairman Fleet Service, Greg Sewell Executive Board, D'Ann Johnson Executive Board, Bear Messick Executive Board, Tony Bunch Executive Board, Joe McGill Executive Board, Mary Gorremans Recording Secretary, David Corbitt Executive Board, Chris Gibson Executive Board

**Local 514 Member's Honor Our Military Veterans**

On Nov. 11th, TWU members decorated a float for the annual Tulsa Veterans Day Parade. The float pictured numerous veterans from past military conflicts, as well as the present wars in Iraq and Afghanistan.

Many Local 514 members participated, some were military veterans themselves and others joined the effort to show their gratitude and appreciation to those who have served their country.



Tony Bunch, a U.S. Army veteran and TWU member, hands out candy to children gathered along Tulsa's parade route



**TWU Float Honors Veterans**



The Pension Benefit Guaranty Corporation is a federal corporation created by the Employee Retirement Income Security Act (ERISA) of 1974. It currently protects the pensions of more than 44 million American workers and retirees in more than 29,000 private single-employer and multiemployer defined benefit pension plans. The PBGC receives no funds from general tax revenues. Operations are financed by insurance premiums set by Congress and paid by sponsors of defined benefit plans, investment income, assets from pension plans trusted by PBGC, and recoveries from the companies formerly responsible for the plans.

**Questions? Visit [www.pbgc.gov](http://www.pbgc.gov)**

## PBGC Helped Preserve Pensions For 360,000 In FY 2010

WASHINGTON—In the past year, the Pension Benefit Guaranty Corporation (PBGC) took over failed pension plans covering nearly 109,000 workers and retirees, and helped prevent the termination of plans covering about 250,000 others.

The agency's annual report noted that in FY 2010 the PBGC paid \$5.6 billion in benefits to 801,000 retirees whose plans had failed—and nearly 700,000 other participants in those plans will receive benefits when they reach retirement age. In total, the PBGC is responsible for the retirement benefits of nearly 1.5 million Americans whose pension plans have failed.

"In tough economic times, Americans count on the PBGC to protect the pension benefits they worked so hard to earn," said PBGC Director Josh Gotbaum. "When companies cannot make good on their pension commitments, we're a safety net. We make sure that retirement checks don't stop when pension plans do."

The PBGC annual report provides both performance and financial information for fiscal year 2010, which ended Sept. 30.

### Working to Preserve Pension Plans

The PBGC works with companies, in and out of bankruptcy, to preserve their plans. When bankrupt companies reorganize, the PBGC works to keep their pensions ongoing. In FY 2010, 38 companies had their operations emerge from bankruptcy with ongoing plans, keeping about \$4 billion in obligations off the agency's books, and preserving benefits for more than 250,000 workers and retirees. Among them: LyondellBasell Industries, Lear Corp., and Smurfit-Stone Container Corp.

### Paying Benefits When Plans Fail

If a plan does fail, the PBGC steps in. In FY 2010, the PBGC assumed responsibility for additional plans covering 109,000 people. Those who were already receiving payments were transferred to the PBGC without interruption.

Despite the rising number of participants who receive benefits from the PBGC, the agency has made on time, uninterrupted payments to pensioners for the past 36 years.

The report also includes the agency's financial statements:

In FY 2010, the PBGC took in \$2.3 billion in premiums and had \$7.8 billion in investment income (total return on investments was 12 percent).

However, the agency's total obligations (including benefit payments that will be paid out over decades) increased by \$11.5 billion. The PBGC has \$79.5 billion in combined assets to cover obligations that total \$102.5 billion. The resulting combined deficit, \$23 billion, is an increase from \$22 billion in 2009.

The PBGC operates separate programs for single-employer pension plans and for multiemployer plans. The single-employer program posted a \$21.6 billion deficit for 2010, compared with \$21.1 billion in the year-earlier period. The deficit for the separate multiemployer pension program is \$1.4 billion, from \$869 million in 2009.

*The report can be found at: [www.pbgc.gov/about/annreports.html](http://www.pbgc.gov/about/annreports.html)*

The PBGC is a federal agency that guarantees payment of private pension benefits when companies and pension plans fail. It protects some 44 million Americans in over 27,500 private defined benefit pension plans. The PBGC pays benefits using insurance premiums and assets and other recoveries from failed plans and their sponsors; it receives no taxpayer funds.

**Guide to Health Care Reform:**

**FAQ's on Major Health Care Reforms**  
 Under the New Patient Protection and Affordable Care Act of 2010  
 Rules for Grandfathered Health Plans Under the ACA  
*Issued by Transport Workers Union of America, AFL-CIO, Strategic Research Group*

**1. What are the Major Changes Brought About by the Patient Protection and Affordable Care Act and when do they take effect?**

The Patient Protection and Affordable Care Act (ACA) was enacted on March 23, 2010. The health care reforms will be phased in two stages.

**Phase I: The major reforms that apply to all health plans the first plan year beginning on or after September 23, 2010 include:**

- No pre-existing condition exclusions for children under 19
- No lifetime dollar limits on essential benefits
- Restrictions on annual dollar limits on essential benefits (determined by the Department of Health and Human Services)
- No “rescissions” of coverage when people get sick and have previously made an unintentional mistake on their application
- Extension of parents’ coverage to young adults under 26 years old if they have no employer offer of coverage
- Insured plans must pay rebates for premiums spent on costs other than clinical services and activities that improve health care quality
- Requirement to provide participants and beneficiaries with a standardized, easy to understand summary of coverage
- Coverage of recommended preventive care services with no cost sharing
- Patient protections such as choice of primary care provider, coverage of emergency services without prior authorization, guaranteed access to OB-GYNs and pediatricians
- Implementation of effective appeals process after claim denial
- Ban on discrimination in favor of highly compensated employees extended from self-insured to insured plans

**Phase II: The major reforms that apply the first plan year or after January 1, 2014 include:**

- Establishment of health insurance Exchanges—competitive marketplaces that will offer individuals and workers in small companies greater choices of plans at more affordable rates, application of some exchange plan rules to non-exchange plans, and prohibitions against discrimination
- No preexisting condition exclusions for anyone
- No annual dollar limits on essential benefits
- Plans may not impose waiting periods of more than 90 days
- Extension of parents’ coverage to young adults under 26 years old, even with an employer offer of coverage

**2. What is “Grandfathering” under the Affordable Care Act?**

Group health plans and health insurance coverage “plans” that were in existence as of the March 23, 2010 enactment date of the ACA are generally “grandfathered”; that is, they are not subject to all of the provisions of the ACA. However, to assure access to coverage with certain basic protections, Congress did require grandfathered plans to comply with some of the ACA’s provisions. Grandfathered plans must continue to comply with their obligations under other laws.

**3. Which ACA Reforms Must "Grandfathered" Plans Comply With?**

ACA Reform	Must plan comply?
Prohibition on exclusion for pre-existing condition	Group plans must, individual health insurance coverage need not
Prohibition on excessive waiting periods	Yes
Prohibition on lifetime limits	Yes
Prohibition on annual limits	Group plans must, individual health insurance coverage need not
Prohibition on rescissions of coverage	Yes
Extension of dependent coverage to age 26	Yes
Uniform explanation of coverage documents and standardized definitions	Yes
Bringing down costs of health care coverage	Insured plans must comply

← These reforms applicable to grandfathered plans also apply to collectively bargained plans in existence on March 23, 2010.

However, there are differences in how the grandfathering rule is applied to collectively bargained plans, described under “Is There a Different Grandfathering Rule for Collectively Bargained Plans?” (see page 7.)

#### 4. What Kinds of Changes Can Grandfathered Plans Make?

Insurers and employers can make routine changes (not otherwise prohibited by law or agreement) to plans that existed on March 23, 2010 without losing grandfathered status, as long as they do not exceed the limits described under “How Does a Plan Lose Grandfather Status” below. These permitted changes include changes in premiums, routine cost adjustments to keep up with medical inflation, adding new benefits, making modest adjustments to existing benefits, voluntary compliance with ACA provisions, changes in Third Party Administrator, or making changes to comply with other federal or state laws

#### 5. How Does a Plan Lose Grandfathered Status?

Compared to policies in effect on March 23, 2010, a plan loses grandfathered status if it:

- Significantly cuts benefits to diagnose or treat a particular condition, for example, if the plan decides to no longer cover care for people with diabetes, cystic fibrosis or HIV/AIDS
- Raises co-insurance charges at all by increasing the percentage of a fixed charge, such as a hospital bill that a patient is required to pay
- Significantly raises co-payment charges (grandfathered plans may only increase co-pays by no more than the greater of (a) \$5, adjusted annually for medical inflation, or (b) a percentage equal to medical inflation plus 15 percent
- Significantly raises deductibles or out-of-pocket limits. Grandfathered plans may only increase deductibles by a percentage equal to medical inflation plus 15 percent
- Significantly lowers employer contributions grandfathered plans cannot decrease the percent of premiums the employer pays towards any tier of coverage by more than 5 percent
- Adds or tightens an annual limit (“cap”) on what the insurer pays (plans that did not have an annual limit can replace a lifetime limit with an annual limit that is at least as high as the lifetime limit); or
- Changes insurance companies or otherwise enters into a new policy, contract or certificate of insurance, as opposed to renewing an existing arrangement (but this provision does not apply to plans maintained pursuant to collective bargaining agreements - see below: Is There a Different Grandfathering Rule for Collectively Bargained Plans?)

#### 6. Is There a Different Grandfathering Rule for Collectively Bargained Plans?

Yes. Significant differences in the grandfathering rules as applied to plans maintained pursuant to collective bargaining agreements include:

- Fully insured plans subject to collective bargaining agreements will be able to make changes in health insurance coverage that would normally cause the loss of grandfather status (described above) and still maintain their grandfathered status until their agreement that was in effect on March 23, 2010 terminates. Only when the collective bargaining agreement terminates will those plans lose their grandfather status if they make any of the above-described changes
- Collectively bargained plans have additional flexibility to change insurers during the term of the collective bargaining agreement in effect on March 23, 2010. After that CBA terminates, the plan subject to the CBA is subject to the same rules as other health plans

*Note: The Interim Final Rule on grandfathering does not address when collective bargaining agreements covered by the Railway Labor Act are considered “terminated,” a concept that does not exist under that law. Hopefully that shortcoming will be addressed in future rulemaking decisions, watch for updates as warranted.*

#### 7. What happens if a Plan Loses its Grandfathered Status?

If a plan loses its grandfather status, participants and beneficiaries gain new benefits, including:

- Coverage of recommended prevention services with no cost sharing; and
- Patient protections such as guaranteed access to OB-GYNs and pediatricians on Grandfathered Health Plans, which is available on the U.S. Department of Labor website at <http://www.dol.gov/federalregister/HtmlDisplay.aspx?DocId=23967&AgencyId=8>.

**Continued on page 8**

Continued from page 7

## Guide to Health Care Reform:

### 8. How is Grandfathered Status Determined? How is it Maintained?

Generally, if an employer or employee organization enters into a new insurance policy after March 23, 2010, the new policy is not a grandfathered plan. The determination of whether a plan is grandfathered is made separately with respect to each "benefit package" available under the plan. To maintain status as a grandfathered plan, a plan must (1) include a statement that the plan believes it is grandfathered within the meaning of Section 1251 of the ACA in any plan materials provided to participants or beneficiaries describing the benefits provided under the plan; and (2) provide contact information for questions and complaints. Model language for this statement is available in the Interim Final Rule on Grandfathered Health Plans available on the U.S. Department of Labor website: [www.dol.gov/federalregister/HtmlDisplay.aspx](http://www.dol.gov/federalregister/HtmlDisplay.aspx)

In addition, to maintain its grandfather status, a plan must also maintain records documenting the terms of the plan or health insurance coverage that were in effect on March 23, 2010, and any other documents necessary to verify its status as a grandfathered plan. The plan must make such records available for examination by participants, beneficiaries and state or federal officials.

Multi-employer plans that add new participating employers in the ordinary course of business after March 23, 2010 do not lose grandfather status. A plan is also grandfathered with respect to family members of an individual enrolled in a plan as of March 23, 2010 who enroll after March 23, 2010. A plan that provided coverage on March 23, 2010 is still grandfathered with respect to new employees and their family members who enroll in the plan after March 23, 2010. **Nothing in the ACA requires an individual to terminate the coverage in which he/she was enrolled on March 23, 2010.**

### 9. Are there any Plans that are not Covered by the ACA?

Yes. Retiree only plans and benefits such as stand-alone dental and vision plans are not covered by the ACA health insurance and group health plan reforms

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For more information on the details of the Patient Protection and Affordable Care Act, the ACA interim final regulations, or definitions of any of the terms in the ACA or the regs., please contact your local counsel.

This summary was compiled from the following sources:

"The Patient Protection and Affordable Care Act." Public Law 111-148, March 23, 2010. Available online at <http://www.gpo.gov/fdsys/pkg/PLAW-111publ148/content-detail.html>.

"Group Health Plans and Health Insurance Coverage Relating to Status as a Grandfathered Health Plan Under the Patient Protection and Affordable Care Act; Interim Final Rule and Proposed Rule." Federal Register, June 17, 2010. Available online at <http://www.dol.gov/federalregister/HtmlDisplay.aspx?DocId=23967&AgencyId=8>.

"Grandfathered Health Plans and Collectively Bargained Plans: Highlights of the Interim Rule." AFL-CIO Lawyers Coordinating Committee, July 7, 2010. "Grandfathering Rule / Affordable Care Act Implementation." The White House, June 14, 2010.



### MLK Celebration in Cincinnati Ohio January 13-17, 2011

The annual AFL-CIO Dr. Martin Luther King Jr. Observance will be held, January 13-17, 2011 in Cincinnati, Ohio. Cincinnati was chosen for its rich civil rights history. Cincinnati served as one of the last stops on the Underground Railroad. The TWU encourages you to join us in Cincinnati.

The Millennium Hotel Cincinnati will be the primary hotel for labor union participants. An outstanding hotel rate of \$89.00 + 17% tax has been achieved. There is a new system for making hotel reservations. Participants should make reservations directly online at [www.millenniumhotel.com/cincinnati](http://www.millenniumhotel.com/cincinnati) and use access code 1101 AFLCIO where prompted. However, if you prefer to call for reservations, you should call 800-876-2100.

Conference registration fee is \$150.00, which includes conference attendance, the awards dinner, labor breakfast and all conference materials. Please register early, conference registration forms available at: [www.aflcio.org](http://www.aflcio.org)

**It's Your Health, Be Smart!**

By: Tim Gillespie International Representative



**I**t amazes me that a lot of people today only use their healthcare benefits when they are sick with the flu or other minor illnesses and choose not to use it for more important reasons such as wellness check-ups.

Healthcare as a whole has evolved and members should realize that by paying for routine checkups now, it can actually save them a lot of money, but more importantly, this practice can help save lives. I'm a firm believer that for those who have health care, they should take full advantage of it.

Routine check up's such as: mammograms, prostate screening, blood work etc. can help protect you and your family. These medical tests reveal important data that can help stop diseases and diagnose cancers in the early stages. Fighting cancer successfully usually requires early detection and prompt action by the patient and his or her medical specialists. Early detection often proffers you even more options for successful treatment.

Diabetes has become an epidemic in our society, but for the vast majority, they do not know they have it, or how easily it can be controlled by changes in diet, exercise and medication. As responsible informed patients, - we need to know. Oftentimes, so many neglect their own well being until it is too late.

We are all squeezed by higher medical costs through increased deductibles and rising co-pays, I encourage men and women to invest in their own health and go at least once a year for well care checkups. Medical technology is cutting edge these days, offering full body scans, CTA heart scans and numerous other advances that are going to save insurance carriers money.

Eventually, that technology in turn helps lower our own personal medical costs. Remember, it's your health and you owe it to yourself and your family to stay healthy. Once a year checkups can save your life, Be Smart!

**Union Steward's Guide Is Survival Manual for Labor's Front Line**

By: James Parks, Nov 20, 2010  
*(AFL-CIO Now Blog News)*

**B**eing a union steward is one of the toughest jobs there is. The Union Steward's Complete Guide 2nd Edition book has become invaluable for tens of thousands of union stewards and members across North America. First published in 1997 and updated and expanded in 2006, the 404-page, fully indexed guide is a survival manual for the labor movement's front-line troops.

Edited by David Prosten, editor and publisher of "Steward Update newsletter," the guide offers procedures for handling a grievance on potential drug abuse to help in dealing with an out-of-control supervisor.

The Union Steward's Complete Guide is published by Union Communication Services (UCS), based in Annapolis, Md. UCS has just released a catalog of its wide array of union-building tools and publications.

Noting that effective stewards are key to the growth and success of unions, David Bonior, chairman of the advocacy group American Rights at Work, says, "there is no more valuable a tool than:

The Union Steward's Complete Guide to help these front-line activists in labor's struggle for workplace justice and dignity.

UCS's newest publication for union members and leaders is the pamphlet, "Welcome to the Union," a long-needed resource to help union officers and stewards explain to new members what being in a union really means. It helps answer some of the most frequently asked questions of new members, including how your union works, your rights and responsibilities and what to do if you have a problem on the job.

To order The Union Steward's Guide, "Welcome to the Union" or any other UCS publications, go to this link: <https://ssl30.pair.com/unionist/ccp7/>

**Member's Quick Action Saves Co-worker**  
*Submitted by Bob Magrady*

**D**uring a scheduled break, several employees of the CFM-56 Engine Shop congregated in the break area, snacking and talking as usual. The normalcy of brevertime evaporated quickly when Aviation Maintenance Technician Randy Rogers noticed another employee turning red and looking panicked and out of sorts.

Rogers asked the employee if he was OK. Getting no response and seeing that the employee was in great distress, Rogers and friend AMT Terry Rinehart, quickly approached the employee and applied the Heimlich maneuver. Rinehart's decisive action cleared a piece of food lodged in the employees throat, obstructing his airway and making breathing impossible. Once the food was dislodged, the employee resumed normal breathing.

Rogers and Rinehart have been nominated for employee recognition in the Safety category. Their observance of an employee's distress, prompt evaluation of the circumstances, and quick action quite possibly saved their co-workers life.

## Local 556 and Southwest Airlines Flying High

In mid Sept. TWU Local 556s' Negotiating Committee reached a tentative agreement with Southwest Airlines on pay, work rules, and conditions needed for flight attendants to work the new Boeing 737-800 series aircraft. Southwest wanted to firm up its orders with Boeing quickly and needed to reach an agreement with its 9,700 flight attendants.



The larger B737-800 aircraft seats up to 189 passengers with a one cabin configuration, like Southwest flies now, or it can be modified into a two class cabin that would seat 169 passengers. After Southwest's announcement, TWU International Vice President and Local 556 President Thom McDaniel said, "When Southwest notified us last month of their intention to consider purchase of these larger aircraft, we immediately agreed to put negotiations on a faster track than required under our existing agreement."

Just weeks after reaching a temporary agreement with flight attendants, Southwest Airlines stunned the industry with its announcement to purchase AirTran Airways on Sept. 27. Breaking from their traditional growth model, Southwest saw a great opportunity to expand service, keep low fares and grow their airline. Southwest Airlines will acquire all AirTran Holdings outstanding common stock for a combination of cash and SWA common stock.

"Today is an exciting day for our employees, our customers, the communities we serve, and our shareholders," said Gary C. Kelly, Chairman, President, and CEO of Southwest Airlines. "As we approach our 40th Anniversary of providing exceptional Customer Service at everyday low fares, the acquisition of AirTran represents a unique opportunity to grow Southwest Airlines' presence in key markets we don't yet serve and takes a significant step towards positioning us for future growth."

The combined operations would encompass almost 43,000 employees and serve more than 100 airports in the U.S. and near international destinations. The combined carriers' all Boeing fleet has an average age of approximately 10 years and is one of the youngest fleets in the industry. Southwest had previously announced its desire to purchase the Boeing 737-800 into its domestic network to complement its current fleet, providing opportunities to fly to further destinations, adding service to high-demand, slot-controlled, or gate-restricted airports. Is there a first class cabin in Southwest's future with the new Boeing aircraft? Only time will tell.

As with any acquisition, buyout or merger, the integration of skilled workers from one airline into another will have to be discussed and agreed to by all represented work groups within Southwest Airlines. They are one of the most unionized employee work forces in the industry and have proven time and again that they can get things done. For the interim, Southwest and AirTran will operate as independent companies, subject to the necessary regulatory approvals. Eventually the integration plan will transition the two carriers to a Single Operating Certificate.

In Nov., Local 556 members ratified their new agreement overwhelmingly by 84 percent. The contract includes variable pay increase tied to the company's financial performance, company-paid training, forming a labor-management committee to address ongoing work rule issues, and a one year contract extension. TWU Local 556 Members and Southwest Airlines are flying high and it shows.

Boeing 737-800 Technical Characteristics	
Cabin Configuration	Passengers
Typical 2-class configuration	162
Typical 1-class configuration	189
Cargo	1,555 cu ft (44 cu m)
Engines	
2 - CFMI, CFM56-7 (centrifugal fan motor)	
Maximum thrust - 27,300 lbs. each	
Maximum Fuel Capacity - 6,875 U.S. gal (26,020 L)	
Maximum Takeoff Weight - 174,200 lb (79,010 kg)	
Maximum Range - 3,115 nautical miles with winglets (5,765 km)	
Typical Cruise Speed @ 35,000 feet 0.785 mach ( 533 mph)	
Basic Dimensions	
Wing Span - 112 ft 7 in (34.3 m)	
With Winglets - 117 ft 5 in (35.8 m)	
Overall Length - 129 ft 6 in (39.5 m)	
Tail Height - 41 ft 2 in (12.5 m)	
Interior Cabin Width - 11 ft 7 in (3.53 m)	

## Field Training Program Rolls Out In 2011

For almost three years the Transport Workers Union has held a series of Strategic Planning Sessions that focused on evaluating and developing improved training processes for TWU members and local officers. One of the primary goals was to improve our educational and support services for elected leaders in all divisions at the local level.

As a result of these sessions, the Field Training Program was developed. The FTP will become available to locals in early 2011. Experienced former local officers with a wide variety of skill and expertise will travel to our locals that request educational training. The idea behind the FTP was to provide flexible training opportunities for all our locals. Additional Field Training Program benefits:

- Expand training to all local officers
- Increase training frequencies, with flexible schedules
- Bring training directly to the local
- Personalize curriculum for a locals specific need
- Local's benefit financially from less travel expenses and lost time

Newly elected local officers would often have to wait almost an entire year for the next round of training. Not anymore. Three experienced officers have been asked to start the FTP; they are: Barry Roberts, Tony Noviello and Joe Coccio.



Barry Roberts began his career as a bus operator in 1989 with the Manhattan and Bronx Surface Transit Operating Authority (MaBSTOA.) A proud member of Local 100, Roberts has worked in the Bronx and Manhattan Divisions Department of Buses for over 20 years.

As Roberts' interest in union leadership grew, he began serving as shop steward in 1996. From there he was inspired to run for higher office. In 1999 Roberts became Vice Chairman of the Manhattanville Depot and then hired by Local 100 as a staff representative for Division 1 in MaBSTOA.

In 2000, Roberts was elected to the International Executive Committee and International Executive Board as a Board Member and then elected Vice President of MaBSTOA in Jan. of 2003. Additionally, Roberts has served as Local 100 Administrative Vice President and was elected to the IEC and IEB as Vice President in 2005 and most recently re-elected to the International Executive Board and Council in 2009.

"The best way to predict the future of our union is for you to create it," Roberts remarked. His union service experience will undoubtedly prove invaluable.



Native New Yorker, Tony Noviello began his career working for American Airlines in 1977 at John F. Kennedy International Airport as a Fleet Service Clerk. Noviello was a member of Local 501 working at both J.F.K International and La Guardia Airports, before relocating to Texas in 1981.

Noviello followed his job to the new Dallas-Fort Worth International Airport. He became a shop steward for Local 513, working several jobs on the DFW ramp. It was the beginning of a dedicated union career at one of the ATD's largest locals.

Noviello served as Chairman on various committees and oversaw grievances and arbitrations. Noviello served as shop steward for 17 years, working with talented presidents: Dennis Stark, Jerry Hicks, Tim Gillespie and Joe Gordon. Noviello credits the many officers that mentored him over the years.

In 1999 Noviello was elected First Vice President, serving that position for over 10 years and was acting local president on two occasions. "I am looking forward to continuing my career in union representation and helping educate TWU Local's, future officers and stewards," Noviello said.



Joe Coccio began his career with the Southeastern Pennsylvania Transportation Authority as a mechanic building rail cars in 1983. Coccio is a member of Local 234 in Philadelphia and professes proudly, "I've been a TWU member for 27 years; I am the son, grandson, brother and father of union members as well."

Coccio served as a member on the locals Safety Committee, then as shop steward and eventually elected Recording Secretary in 1991. Coccio was elected Chairman and then Executive Board member and later Local 234's Treasurer, serving for three consecutive terms.

Coccio's attention to fiscal detail helped erase the local's debt and return it to the black, allowing the local to improve its facilities, acquiring needed computers and training for officers and staff. The local now owns two buildings, one is subleased and the other is their new union hall.

In 2004, under Local President Jeffrey Brooks, the local added training facilities. Coccio recalled, "We realized then that there was a definite connection between an educated work force and a strong union. Now, with the vision of International President Little and Treasurer Gordon, I hope to carry that trend into the future."



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