



TWU.ORG

## AIR TRANSPORT DIVISION

# INSIDER

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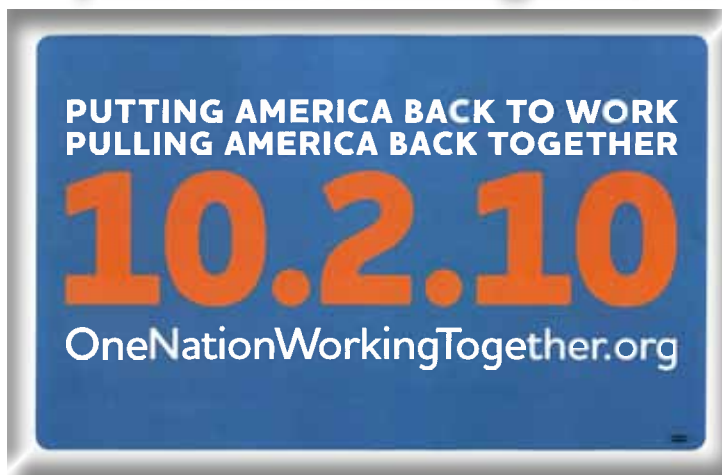
### Maintenance and Related, Stores, Reject AA Contract Offer Technical Specialist Ratifies



The ballot count ran late into the evening of August 24, at 8:40p.m. the results were obvious, two of three tentative agreements would not pass. The Technical Specialist group ratified their contract, but the M&R and Stores groups overwhelmingly rejected theirs. A press release announced the news to Local Presidents and later to the media. ATD Director Garry Drummond said, "Our members have spoken loud and clear." The following day the American Arbitration Association (AAA) discovered an error within their excel spreadsheet program. The AAA officials immediately disclosed their finding and certified the official ballot count as:

<b>Maintenance &amp; Related:</b>	<b>Against - 6,344</b>	<b>In Favor - 3,472</b>
<b>Stores:</b>	<b>616</b>	<b>398</b>
<b>Technical Specialist:</b>	<b>23</b>	<b>60</b>

## Join Us in Washington D.C.



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## Directors Update

I have been a proud member of the Transport Workers Union for over thirty seven years. During that time, I have had both the pleasure and privilege of meeting and working with numerous members from different work groups at many different airlines. Over the last fourteen years I have worked primarily with our locals at Southwest Airlines.

During my visits to the field I am often asked, "What sets the TWU apart from other unions?" My response is always "local autonomy." While the International staff is there primarily to support the locals, "local autonomy" provides the members of each local the right to decide how to best handle the business of that local. That is how it should be. However, for "local autonomy" to be truly effective, there must be "local responsibility." I believe that each local officer and each member, has the responsibility to ensure that their actions serve to enhance the greater good for all TWU members. If this personal responsibility is not met, our organization weakens, which in turn weakens our effectiveness as individual locals.

In my opinion, the TWU is not merely the International officers or the local union officers, our members are the backbone and the strength of this union. You are the TWU.



Garry Drummond  
International Vice President  
Director Air Transport Division

*"Honest disagreements will always exist within an organization, but we need to address those disagreements in such a manner as to strengthen that organization, rather than paralyze it and adversely affect our members. The spreading of rumors and disinformation have always hurt members and strengthened the employers' position, especially during contract negotiations."*

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I would like nothing better than to speak to each of you, one-on-one; unfortunately that is impossible. There will be changes made in how we do business at the ATD, but effective change can only come

with the support of the members. Throughout my career I have looked to the members for guidance and will continue to do so. I am asking each and every member for your support so we can move forward together in strength. United – Invincible.

# Dallas, Texas - October 16th

**Help Us Reach Our Goal**

The Susan G. Komen "Race For the Cure" will be held on Saturday October 16th in Dallas, Texas. ATD Working Women's Committee members are volunteering as support staff, while many others are signed up to run. A 1k and 5k run/walk are scheduled for the day at North Park Center. Deadline for online registration is October 11, 2010.

We are on a mission to support the Dallas County Affiliate of Susan G. Komen for the Cure. Will you join us? To donate, join our team or for more information go to: [www.komen-dallas.org/supportme](http://www.komen-dallas.org/supportme) <<http://www.komen-dallas.org/supportme>> and search our ATD Working Women's Committee Team.

Team TWU - Union Women for a Cure  
We sincerely thank you.




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AFL-CIO

Air Transport Division  
1791 Hurstview Dr.  
Hurst, Texas 76054  
Phone: (817)-282-2544

Tim McAninley  
Editor - *ATD Insider*  
Communications Coordinator  
Photographs by: Angi Tucker

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[www.twu.org](http://www.twu.org)



## TWU ATD Working Women's Committee Meeting October 14-16, 2010

The ATDWWC meeting will take place October 14-15, 2010 at the Hampton Inn Suites in Hurst, Texas. As our community service commitment ATDWWC members are volunteering to work the Susan G. Komen "Race for the Cure" on Saturday, October 16. Visit our website for more information. We hope to see you there.

[www.atdwwc.org](http://www.atdwwc.org)





**Donald M. Videtich**  
International Representative

### Foreign Aircraft Maintenance Repair Stations

Over the past thirty years the commercial aviation maintenance repair industry has undergone many changes. After airline deregulation in 1978, a consumer driven free market system determined the economics of running an airline. Air safety compliance and operations were the Federal Aviation Administration's primary role, but not long after deregulation, federal budget cuts and air carrier competition caused a shift, allowing the FAA to give airlines increased leeway to police themselves. As a result, non-airline operated maintenance repair overhaul stations (MRO's) began to flourish.

Back in the day, new airlines like: Peoples Express, Air Florida, Southwest and America West entered the scene with a low cost business model that moved away from keeping airline operations under one roof. Low cost carriers (LCC's) brought the industry new work rules that drove greater efficiencies and lowered operating costs. In a very short time air travel in the United States exploded. While the goal of expanding affordable air travel to more passengers was met, it came at a price, as more airlines moved

aircraft maintenance operations to outside vendors and even foreign MRO's.

Presently, Delta/Northwest, United/Continental, US Airways, jetBlue, and Southwest outsource most of their heavy airframe overhaul work to MRO's in: China, Singapore, Mexico, El Salvador, Eastern Europe, and the Middle East. These countries provide low cost exploitable labor, with minimal regulation or oversight. There is real concern over their regulation. The FAA operates within the U.S. freely, but outside our country is beyond their jurisdiction and they often need a foreign governments approval to allow inspectors in.

The Office of Inspector General (OIG) found that the FAA had made limited follow up and initial inspections of FAR-145 Repair Stations. The 2008 OIG Report cited multiple incidents where the FAA failed to inspect repair stations granted operating certificates from within a five month to five year window. This could be catastrophic, considering that in 2003 the number of outsourced heavy checks was 385 aircraft (34 percent of all checks) and rose to 907 checks by 2008, (71 percent of all checks and 27 percent of those accomplished overseas). It's not just that FAA foreign oversight is lacking, a previous OIG report cited security issues with a Singapore MRO where an Al Qaeda member had worked on U.S. owned aircraft. Until the FAA gains equal access and the foreign repair stations are held to U.S. standards, it is impossible to assume all aircraft are maintained to the same standard.

American Airlines is the only U.S. airline that does the majority of its aircraft maintenance in-house; being the only one where does that leave us? American performs close to 90 percent of its maintenance internally when measured as a percentage of total maintenance dollars spent. This includes all RB211 and Trent engine work performed by TWU

AviationMaintenance Technicians working at the Texas Aero Engine Services Limited facility in Fort Worth. Other U.S. carriers outsource anywhere from 30 percent to 70 percent of their maintenance work. That's an even greater issue when you consider that much of the work is heavy airframe and modification work and it is done primarily by unlicensed workers. U.S. based airlines have more than 90 percent of their technicians licensed, while U.S. based MRO's average less than 10 percent licensed AMT's, and foreign repair stations have less than 1 percent licensed. Even more shocking, the FAA reports there are just over 100 inspectors to oversee approximately 690 foreign repair stations. In the U.S. there are over 3,000 FAA inspectors monitoring over 4,200 repair stations. The difference in enforcement standards is obvious.

What can be done to ensure a level playing field? You can help by supporting our grassroots legislative campaigns coordinated by the TWU Department of Legislative and Political Affairs and supported by the Transportation Trades Department of the AFL-CIO. TWU representatives have addressed our members concerns through congressional testimony and lobbying efforts that will improve the FAA Reauthorization Bill.

ATD Locals should keep their members informed and write to your legislators – voice your position on the FAA Reauthorization Bill. Another important part of the bill would extend coverage under the Occupational Safety and Health Administration for flight attendants. Flight attendants need the protection afforded by OSHA. Stay tuned for more information regarding this important bill.

## Dispatch - The Coolest Job You've Never Heard Of

By: Catherine Jackson, Local 550

Where to start? Well, for beginners, we don't work in the tower. And we don't use wands, not the lighted kind anyway. However, there are plenty of days when a magic wand could come in handy. If you are flying on a commercial air carrier a dispatcher is watching over you. Counting all the major carriers, there are only about 2,000 dispatchers nationwide, so it's no wonder that most folks have never heard of us.



What does a dispatcher do? The short answer, like in Apollo 13 - we're Mission Control. Basically, we are jointly responsible with the pilot in command for the safety of your flight. Typically, I am responsible for sixty to eighty flights during an 8 hour shift. Dispatchers develop the best plan possible to safely and economically take care of our customers. I submit that plan to the captain, if he agrees, off we go. If he does not, we rework the plan and have to agree on any changes. Once you are airborne I communicate any changes as to weather, airport status, turbulence reports, and the occasional football score; anything your flight crew might need to know from takeoff to landing. Likewise, the captain will keep me posted on flight status on your end, and we consult if any mechanical, medical, Air Traffic Control or weather issues arise during your flight.

So how did I get here? I had no aviation background, yet always wanted to get my private pilot's license - I thought that it was just a fantasy. I never imagined that I would have the time, money or opportunity to pursue it in earnest. One day I realized that was all very true, but I was going to make the time, find the money and make the dream a reality. I discovered this aviation thing was pretty cool and I wanted to make it my career. I knew I didn't want to be an airline pilot. I enjoyed being a "severe clear, fly along the river and buzz my friend's house" kind of pilot. After a bit of research, it seemed that the wonderful world of dispatch was best fit for me.

I quit my job and enrolled in a Dispatch School in Dallas. The course would take 8 weeks and as I sat on a mostly empty airplane heading for Dallas on September 14, 2001, I had to ask myself, "What have I done?" But there was no turning back at that point. So, weeks later, I was the proud owner of one Aircraft Dispatcher Certificate and no job.

No offense to any other carrier, but I knew I wanted to work at Southwest Airlines. At the time, they did not hire dispatchers "off the street" so I went back to Baltimore and started applying for anything they would consider me for. I was fortunate and hired on as an Operations Agent at BWI and while I truly enjoyed that job, I started applying for dispatch positions when they were posted. Making a career change late in life was not without its challenges and risks. I knew that I would have to spool up fast, so I got busy and involved. I joined several professional organizations and actively participated in aviation related seminars, attending safety conferences and taking advantage of every learning opportunity.

It's a long road from being a restaurant manager to Aircraft Dispatcher, but I was determined to persevere. It took a couple of tries, but four years later I finally made it. I'm happy to report that it was worth the journey.

**Flight Attendant ASAP coming to Southwest Airlines - ASAP!**

By: Michael Massoni, TWU Local 556, First Vice President and National Safety/Security Coordinator

**T**he TWU Local 556 Safety Team, Southwest Airlines, and the FAA have been working together to establish an Aviation Safety Action Program (ASAP) for Southwest Airlines Flight Attendants.

ASAP is an FAA-accepted program currently used by pilots, maintenance and dispatch workers at Southwest Airlines. There are several other airlines that are using similar programs; however, there are still few airlines (relatively speaking) with Flight Attendant ASAP programs in place. The TWU 556 Safety Team and Southwest In-flight Services have thoroughly reviewed several existing Flight Attendant programs including those between The Association of Flight Attendants (AFA-CWA), Alaska and United Airlines, The Association of Professional Flight Attendants (APFA) and their agreement with American Airlines, as well as the ASAP program between Southwest Airlines Pilot Association and Southwest Airlines. Reviewing these programs and watching how they actually work has provided us with the foundation to develop, streamline and customize our program.



**Q - What are the potential benefits of having a Flight Attendant ASAP?**

**A –** ASAP allows voluntary self-disclosures to avoid FAA penalties for Flight Attendants and Southwest Airlines. Non-punitive actions through ASAP will decrease discipline against Flight Attendants if the event falls within the parameters of the Flight Attendant ASAP. This could potentially reduce the amount of disciplinary case work for the Union and Management. Flight Attendants are currently FAA certified although there are few regulatory requirements to which they must personally adhere. In the future this could change, therefore, having an ASAP program in place would add more protection for Flight Attendants when dealing with the FAA and Southwest Airlines. The program allows for Flight Attendants to be more responsible and proactive in safety issues. It also requires the creation of an ASAP database for use by Event Review Committee (ERC) to track and trend common safety issues in order to provide quicker more effective resolutions to issues without fear of punitive action, thereby promoting a reporting culture.

Here is a brief scenario of how the program might work:

- A Flight Attendant submits a Cabin ASAP report stating that they forgot to conduct an over wing window exit briefing prior to departure.
- The Cabin ASAP Manager sends the de-identified report to the three-member ERC, which consists of one representative each from TWU 556, FAA and Inflight. All three members of the team must first determine whether the report meets acceptance criteria of the program. If the report falls within the parameters, they may elect to contact the Flight Attendant for more information and/or perform further review of the event.
- After any further review and discussion, the ERC must unanimously determine the best course of action to address the situation. This could entail policy/procedural reviews or changes, further guidance to Flight Attendants and retraining of Flight Attendants.

An Advisory Circular (AC) was released by the FAA regarding their acceptance and guidance for ASAP. A Memorandum of Understanding (MOU) has been developed exclusively by the stakeholders (TWU 556, FAA and Southwest Airlines) for the program. This MOU was designed using a template established by the FAA from previously accepted ASAP programs. We anticipate having the final approval for the MOU by FAA shortly and again hope to roll out the program by the end of the year.

**COMPASS AIRLINES  
FLIGHT ATTENDANT FIRED  
FOR REVEALING SHE  
QUALIFIED FOR FOOD  
STAMPS**

~ From CB Digest Aug. 26

The following information was released by the Association of Flight Attendants: A Compass Airlines flight attendant, represented by the Association of Flight Attendants-CWA (AFA-CWA), was terminated yesterday after publicly revealing she qualified for food stamps.

Despite a full-time schedule, flight attendant Kirsten Arianejad was recently featured in a local television interview announcing that she had been approved for food stamps in order to compensate for her low wages.

**Metals giant claims new alloys are better for building aircraft**

~ from ATA Smartbrief

Threatened by wider use of carbon-fiber composites in aircraft manufacturing, Alcan Global Aerospace plans to unveil lightweight aluminum alloys it claims are just as efficient yet easier to manufacture and assemble. The alloy, dubbed AirWare, "could be much more cost-effective than composites, with many fewer surprises," says Alcan Aerospace President Christophe Villemain, adding that aluminum is also completely recyclable. Both Airbus and Bombardier are expected to announce today that they will use the AirWare alloy in new models currently under development.



**FULL TIME AIRLINE POSITIONS ON DECLINE**

**TABLE 9: BY NETWORK AIRLINE: FULL-TIME EQUIVALENT EMPLOYEES\* JUNE, 2006-2010\*\***

(FTEs for June of each year. Ranked by June 2010 FTEs)

Numbers in thousands (000's)

Rank		2006	2007	2008	2009	2010	Percent Change	
							2006-2010	2009-2010
1	Delta***	45.1	48.8	49	45.6	75.6	67.6	65.7
2	American	73.4	72.9	73.1	68.3	65.9	-10.3	-3.5
3	United	53.2	51.8	51.6	45.2	43.6	-18	-3.6
4	Continental	34.4	35.9	36.6	35.4	32.8	-4.5	-7.2
5	US Airways	19.2	20.4	32.9	31.1	29.5	53.3	-5
6	Alaska	9.5	9.6	10.1	9.5	9.2	-2.8	-3.5
7	Northwest***	30.5	29.1	29.3	25.7	N/A	N/A	N/A
	Total	265.3	268.6	282.8	260.8	256.6	-3.3	-1.6

Source: Bureau of Transportation Statistics

Note: Detail may not add to total due to rounding

\* Full-time Equivalent Employee (FTE) calculations count two part-time employees as one full-time employee.

\*\* Beginning October 2007, US Airways' numbers are combined with America West Airlines' numbers in the network category. For America West's previous year numbers in the low-cost category, see Table 12.

\*\*\* Delta Air Lines and Northwest Airlines completed their merger and began reporting combined numbers in January 2010

Note: Percent changes based on numbers prior to rounding.

**Kansas City Base to Close September 24**

After operating almost ten years as an American Airline's maintenance base, the MCI facility will close permanently. Sadly, with it go even more good paying jobs, putting hundreds more TWU members out of work. Some will be able to retire early while others will relocate to other bases or stations.

In his last column to Local 530 members, President Gordon Clark said, "To my many friends and coworkers, and the former leaders who made this facility what it was for fifty-three years, I say, Thank You. I will always be grateful for the life lessons I learned from you, and the pride and workmanship you instilled in all of us." During TWA's prime, the MCI base employed almost 6,000 IAM members before two catastrophic bankruptcies. The TWA maintenance facility was acquired in 2001 and ever since TWU members have bore the brunt of AA cutbacks.

As the economy continues stumbling along, American plans more layoffs. The dismal economy drives mergers, bankruptcies and acquisitions, which cost many their jobs ( See chart.) Today, only a few airlines are growing, they are: Southwest, JetBlue and Virgin Atlantic; with a few regionals occasionally adding flights along the way. Outsourcing maintenance work remains a serious threat to many U.S. workers.

## Labor Activist Partida LCLAA Convention

Like most Americans, Ricardo Partida is proud of his family's heritage. He frequently speaks out against the injustices directed at Hispanic workers and others less fortunate. Partida empathizes with those seeking better living conditions and opportunities to raise their children. "Immigrant workers, be they documented or not, face discrimination, exploitation and oppression by many groups, but primarily from their employers and local law enforcement officials," said Partida. The overplayed stereotype of immigrants seeking government handouts wears thin with Partida.

A member of Local 513, Partida is a born labor activist. On the job he represents TWU members as shop steward, while working facilities maintenance for American Airlines.

For over thirty years Partida has been active in community politics, writing, participating in fundraisers, and volunteering to work phone banks for candidates that support labor, racial equality and immigrant reform.

In August Partida attended the 18<sup>th</sup> annual Labor Council for Latin American Advancement in Las Vegas, Nevada. This year's convention theme was "Honoring the Past, Building for the Future." The LCLAA Convention presentations and workshops included: immigration reform, green jobs for labor, improving broad band availability, building support for the Employee Free Choice Act, and The Dream Act. Passage of the Dream Act would allow students of undocumented



Linda Chavez Thompson, candidate for Texas Lieutenant Governor and Partida during LCLAA dinner reception

immigrants that have graduated from U.S. colleges, a clear path to citizenship. The obstacles overcome by these young minds take on a herculean effort. Presently, most immigrants attend college while hiding in the shadows, they have no monetary grants and fear deportation if they or their parents are discovered by officials. The AFL-CIO has passed resolutions supporting immigration reform and passage of The Dream Act.

Employers that hire illegal immigrants have exploitive powers over these workers and they frequently hold back their pay, indiscriminately change shifts, days off and cut workers wages on a whim. Workers are often blackmailed by their employers if they find

out they are looking for another job. Those workers that talk of joining unions are intimidated, threatened and beaten.

The LCLAA has joined the fight to help organized labor, but without participation from labor activists like Partida, the message of fairness and equality for America's working class is drowned out by the corporate elite. Partida's activism is personal, it's a choice he made years ago, saying, "There is a struggle out there for all workers, young and old alike, I feel that it is my responsibility to participate in any activity that promotes fairness and justice for all workers, so we can all have a future."



Standing from left: Local 100 Members, Dillon Valli, Richard Rivera, Israel Rivera; Local 513's Ricardo Partida and Local 100 Member Nelson Rivera. Seated from left: Local 100 Members Sandra Santiago, Mayra Pabon, and Maria Rivera

*"We cannot seek advancement for ourselves and forget about progress and prosperity of our community...Our ambitions must be broad enough to include the aspirations and needs of others, for their sakes and for our own."*  
~ Cesar Chavez

# Wall Street Bank Fact Sheet

<p><b>Big Banks helped cause the worst financial crisis since the Great Depression.</b></p>	<p><b>2009 Total Assets</b></p> <p>Bank of America: \$2.2 trillion                  JP Morgan Chase: \$2.03 trillion                  Citigroup: \$1.9 trillion                  Wells Fargo: \$1.2 trillion                  Goldman Sachs: \$849 billion                  Morgan Stanley: \$773 billion</p> <p>Source: Company SEC filings.</p>
<p><b>Big Banks took billions in taxpayer bailouts.</b></p>	<p><b>TARP Funds Borrowed</b></p> <p>Bank of America: \$45 billion                  JP Morgan Chase: \$25 billion                  Citigroup: \$50 billion                  Wells Fargo: \$25 billion                  Goldman Sachs: \$10 billion                  Morgan Stanley: \$10 billion</p> <p>Source: <i>The New York Times</i>. Most of these amounts have been repaid.</p>
<p><b>Big Banks went back to business as usual—and gave out \$145 billion in 2009 pay and bonuses.</b></p>	<p><b>2009 Most Highly Paid Executives</b></p> <p>Bank of America: \$29.9 million                  Global Banking and Markets                  President Thomas K. Montag</p> <p>JP Morgan Chase: \$17.6 million                  Chairman and CEO Jamie Dimon</p> <p>Citigroup: \$11.3 million                  Clients Group CEO John Havens</p> <p>Wells Fargo: \$21.3 million                  Chairman and CEO John Stumpf</p> <p>Goldman Sachs: \$9.6 million                  Chairman and CEO Lloyd Blankfein</p> <p>Morgan Stanley: \$11.1 million est.                  President and CEO James Gorman</p> <p>Source: <i>The New York Times</i> and company SEC filings.</p>
<p><b>Big Banks are spending millions on lobbying to kill financial reform.</b></p>	<p><b>2009 Lobbying Expenses</b></p> <p>Bank of America: \$3.7 million                  JP Morgan Chase: \$6.2 million                  Citigroup: \$5.6 million                  Wells Fargo: \$2.9 million                  Goldman Sachs: \$2.8 million                  Morgan Stanley: \$2.9 million</p> <p>Source: Center for Responsive Politics.</p>
<p><b>Make the Big Banks pay for creating new jobs.</b></p>	<p>A modest financial speculation tax will help curb harmful Wall Street practices—and raise \$100 billion to \$300 billion annually to pay for job creation.</p>

**ATD Director Drummond Swears In Local 567 Officers September 7, 2010**



From left: Rick Grant, Executive Board; Eddie Maldonado, Recording Secretary; Matthew Lorenzi, Vice President; Larry Pike, President; Garry Drummond, International Vice President and ATD Director; Tony Cava, Executive Board; David Rivera, Executive Board; Robert Kirk, Treasurer; and Doug Housley, Executive Board.

**Local 567 Hosts Regional Human Rights Meeting**



The TWU Human Rights Department met in Fort Worth, Texas July 27-28. TWU Human Rights Director Sandra Burleson prepared a complete two day seminar with educational work shops and diverse guest speakers.



Sandra Burleson, Director TWU Human Rights

Local 567 hosted an evening barbeque for the committee guests. Local President Larry Pike gave a special thanks to the Local's Human Rights Committee for their assistance during their 1st Regional Human Rights Meeting; they are: Chairman and Executive Board member Danny Gonzalez, HR Co-chair John Johnson, HR Recording Secretary Nan Warren and Teresa Tolbert.

**What Are TFR's?**

A Temporary Flight Restriction (TFR) is a type of Notices to Airmen (NOTAM).

A TFR defines an area restricted to air travel due to a hazardous condition, a special event, or a general warning for the entire FAA airspace. The text of the actual TFR contains the fine points of the restriction.

**FAQs**  
 ~ from the DOL website: [www.dol.gov](http://www.dol.gov)

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**Question: What is a cash balance plan?**

**Answer:** There are two general types of pension plans—Defined Benefit Plans and Defined Contribution Plans. In general, defined benefit plans provide a specific benefit at retirement for each eligible employee, while defined contribution plans specify the amount of contributions to be made by the employer toward an employee's retirement account.

In a defined contribution plan, the actual amount of retirement benefits provided to an employee depends on the amount of the contributions as well as the gains or losses of the account.

A cash balance plan is a defined benefit plan that defines the benefit in terms that are more characteristic of a defined contribution plan. In other words, a cash balance plan defines the promised benefit in terms of a stated account balance.

## Why Rehabilitation?

**W**hy do we go through the trouble and expense of sending the alcoholic or addict to treatment for a month? Wouldn't it be easier and cheaper to tell them to put down the drugs or alcohol and go to some twelve step meetings?



David Harlan, Local 513's EAP Coordinator

In my case, it took time and a repetitive message to make me see that maybe that was what I needed to do. Alcoholics and drug addicts lie. They lie to loved ones, employers and creditors, but more importantly to themselves. My thinking told me that I should be able to fix this problem with more will power and knowledge. The treatment facility convinced me that if that was all it took, than I would have recovered a long time ago. Lord knows we try any and everything we can think of, except going to and becoming an active part of a twelve step meeting.

Once the addict/alcoholic does the simple things that are commonly suggested, like attending meetings and getting a sponsor, changes occur in our thinking and reactions to the world we encounter. This change comes about because the recovery program gives us a new set of tools to use when encountering our alcoholism and addictions in everyday life. A good treatment center uses all of its resources to get the patient to become open minded about becoming a member of the recovery community. The treatment facilities that Americans Airlines and the Transport Workers Union EAP's use, do just that. When we encounter someone with a drug or alcohol problem we should give that person the best chance of recovery possible. Encouraging them to go to a treatment center helps start or restart their journey in recovery. Remember, we have a choice.

In Solidarity, David Harlan

Questions regarding treatment centers or help in general, please call:

David Harlan Local 513 EAP Coordinator: 817-267-5533  
Sam Sadler TWU EAP System Coordinator: 817-822-3329



## INFO - LINKS:

[www.twu.org](http://www.twu.org)  
[www.aflcio.org](http://www.aflcio.org)  
[www.unionplus.org](http://www.unionplus.org)  
[www.ttd.org](http://www.ttd.org)  
[www.dol.gov](http://www.dol.gov)  
[www.faa.gov](http://www.faa.gov)  
[www.eeoc.gov](http://www.eeoc.gov)  
[www.pbgc.gov](http://www.pbgc.gov)  
[www.pbs.org](http://www.pbs.org)

## Employment Laws in the Union Workplace

The Labor Education Program (LEP) at the University of Arkansas is teaching a special topic seminar on employment laws October 7-8, 2010.

LEP works with with the Arkansas AFL-CIO to provide education and training for labor organizations, central labor councils and international unions at varying levels. The seminar topics include:

- Understanding the New FMLA Regulations
- ADA Amendments Act
- Bargaining to Make Employment Law More Effective

Contact:  
UALR, LEP  
2801 South University Ave.  
Little Rock, AR 72204-1099

(Additionally, Local 555 member Patti Adams is on the LEP Advisory Committee)



## Did You Know?

### Union-Made for Union Members



### Did You Know...

...talk is cheaper for union-member customers of AT&T?

The largest provider of wireless service in the USA is also proud to be a CWA union shop. And they're proud to give back to other union members as well. New and existing\* union customers of AT&T save 10% on their monthly service plans. Plus get additional savings on phones and accessories. Get the discount at AT&T stores or call **1-800-897-7046**. Remember to reference the Union Plus Discount FAN number: **00113662**.

\*Existing customers, switch to the Union Plus AT&T discount program before June 30, 2010 and the \$36 transfer fee will be waived

For more information about your union's Union Plus benefits visit **UnionPlus.org**

**Did you know Union Plus offers discounted subscriptions to ConsumerReports.org magazine?**

Consumer Reports is published by Consumers Union, with product testers and writers represented by the Communications Workers of America (CWA). Now the union organization offers a 27% union-member-only discount on its online publication ConsumerReports.org. Expert advice on the products and services we depend on every day is just a click away at **UnionPlus.org/ConsumerReports**.

**Did you know that your union membership gives you savings on union-made clothing?**

Get 5 - 10% in discounts on a wide selection of sweatshop-free apparel from jeans, T-shirts and sweats to socks, dresses and pants from any of our union-made merchants. Visit **UnionPlus.org/Clothing** to start shopping.

**Did you know that you can show off your union membership by using personalized, Union Plus Union-Made Checks and return address labels?**

Union-Made Checks and address labels are a great reminder of union-member purchasing power to everyone who sees them. The checks and labels are competitively priced, union-printed and feature a pro-union message. Plus, you can include your union's logo to really show off your union pride! Call **1-888-864-6625** or visit **UnionPlus.org/Checks** to order!

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