

# INSIDER



**TRANSPORT  
WORKERS UNION OF  
AMERICA, AFL-CIO**

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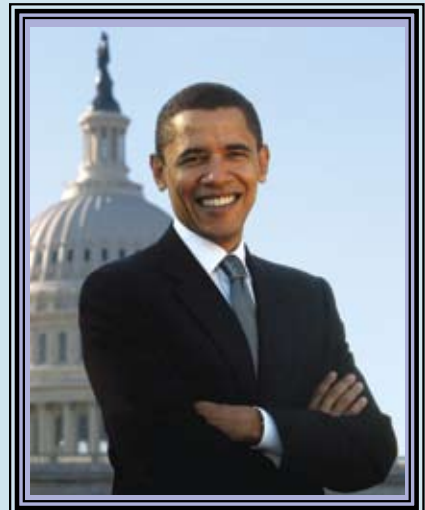
*Si se puede!*



*Yes We Did!*

**T**he election of Illinois Senator Barack Obama to the Presidency was accomplished by countless numbers of volunteers from across the country. Working families, labor activists, first time voters, and Independent and Republican voters that were disgusted with governments mishandling of the economy, the war in Iraq, and a carousel of corporate greed. This election was a watershed moment in our nations history - American voters elected an African American candidate to lead the country in a new direction. On the evening of November 4, 2008 the American people made history by voting with a collective voice, not only here, but around the world, that yes indeed, change had finally come to Washington D.C.

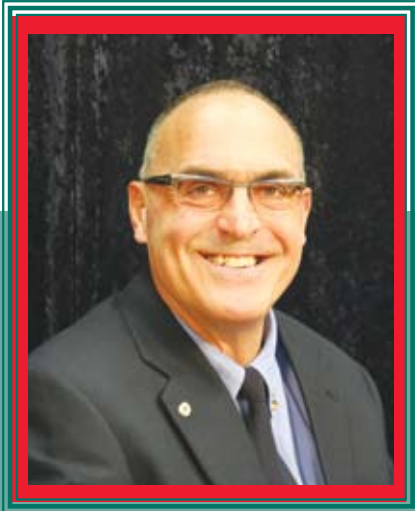
There remains much work to be done, our country faces numerous challenges, particularly a severe recession. President-elect Obama has shown keen leadership skills in assembling his transition team. They will advise him in selecting competent experienced individuals, filling fifteen important cabinet positions. No more Elaine Chao's! Government has to confront the foreclosure and joblessness facing America. The American people know that change will take time and patience. Fairness, integrity and honesty need to return to government, in so doing, that long sought after American Dream will remain the beacon of light that guided so many to our shores, and thus made our nation the greatest on earth. God Bless America.



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# ATD DIRECTORS UPDATE



**John M. Conley**  
**ATD Director**

Dear Brothers and Sisters,

**A**s the year winds down and becomes but a memory, I think it important to reflect upon the past. Certainly this cannot be accomplished by rationalizing the challenges or minimizing the obstacles posed during 2008.

On January 1, 2008 crude oil closed at \$99.62 per barrel and vacillated upward to an all time peak of \$145.18 per barrel on July 14th, record prices for gasoline and jet "A" adjusted correspondingly. Thirteen airlines filed for bankruptcy, four of which resulted in liquidation, further solidifying the inextricable link between the US airline industry and US economy. The subsequent financial "meltdown", Freddie, Fannie, Bear Stearns, etc. resulted in thirteen bank and lending institution failures and a 700 billion dollar bailout. The US auto industry stands on the brink

of collapse, absent 25 billion in emergency aid.

We have weathered uneasiness, faced unpleasant situations and learned that life is not fair. Overall, we have attempted to control events and shift problems and challenges into opportunities.

As this season of "thanksgiving" approaches, let us commit to encouraging appreciation for one another's abilities and ideas, as well as our differences. In spite of the environment, we are on the precipice of history; let us resolve to avoid blame and scorn and the denigration of our colleagues.

God bless you and your families.



**Correction - The September issue of the ATD-Insider misidentified Arthur Clements, our apologies for the error.**

From left: Political Interns; Diana Tiggs, Local 512; Arthur Clements, Local 100; and Assistant Legislative Director, Portia Reddick White

## Mediation Filed for by Southwest Airlines Ground Workers at Local 555

Wages Major Stumbling Block  
-Stock Options No Substitute

**D**ALLAS – Southwest Airlines and the Transport Workers Union (TWU) Local 555, representing 7,200 Southwest Airlines ramp, operations, provisioning and freight agents, filed for federal mediation October 31 with the National Mediation Board under provisions in the Railway Labor Act. Negotiations for ground workers began January 15, 2008, but stalled because the union and the company could not agree on wages.

The union is proposing that wages be increased to keep pace with the rising cost of living. TWU Local 555 President Charles Cerf said, "This development in our contract negotiations is very disappointing because Southwest has a long history of putting employees first and our members are struggling with everyday living expenses. Wages have not kept pace with the rising cost of living and some of our members have not had a raise since 2005 after accepting a two-year contract extension that included unprofitable stock options in lieu of raises. We believe that it is only fair that the most productive airline workers in the industry at least be able to keep pace in this difficult economy."



**Pre-plan to Retire Healthy**

By: Bill Cassidy, R.N.  
 TWU Member Local 529

On a cold January day in 1966, Michael J. Quill, founder of the Transport Workers Union, was rushed to a hospital with symptoms of a heart attack. At the time, the TWU was in the middle of a bitter strike in New York City. Through the years Mike Quill had been denigrated by the press, politicians and businessmen because of his stand for workers rights. Retiring with a pension and health care was a cause he felt working men and women deserved. He never made it to retirement. Quill was a passionate man who fought hard for the rights of union workers most of his adult life, he died a few days later of heart disease. Thousands of union workers and friends gathered at St. Patrick's Cathedral to pay their last respects to the man who had fought for them and their American dream. At the age of 60, he was far too young to pass.

At 18 years of age, I started working as a mechanic with a legacy airline in my home town, I was young and GUNG-HO. As a probationary mechanic I was assigned to work with Ernie, he was a senior mechanic that had a few months to go before his anticipated retirement. For six months I listened to Ernie's dreams of retiring in Arkansas. I saw pictures of his wife and family and the handmade furniture he had constructed for his front porch at the lake house. This was Ernie's long awaited retirement dream home.

1976 was a good year for me - my first motorcycle and my first real job. But, my new friend Ernie would suddenly die that same year clutching his chest while sitting on his front porch smoking a cigarette. He was in his sixth week of retirement and the dream was gone.

Thirty-two years later, I am approaching my own retirement and witnessing some of my fellow union brothers and sisters die premature deaths due to preventable diseases. Over 700,000 workers die of heart disease each year in our country, accounting for 29 percent of all deaths. One out of three Caucasian Americans are in danger of being diagnosed with diabetes, and within certain ethnic groups, the number escalates to one out of two for Hispanic females and two out of five for African American and Hispanic males. It is estimated that in 2007 the total cost of treating diabetes patients alone was 174 billion dollars. But smoking is still the leading cause of heart disease, cancers and premature death in the United States.

**The Health State of Our Members:**

We are not immune to these statistics. Obesity, smoking, stress and fatigue are conditions that affect our members and detract from a healthy quality of life. As adults we should set an example for our children. Children mimic our behavior as they mature to young adulthood. These future generations are actually on track to be the first to have a shorter life span than their parents and even their

great grandparents of over one hundred years ago. We must change our habits or suffer the medical consequences – an early death.

The TWU has always bargained for superior healthcare benefits for its members and over the last several years has backed healthcare awareness programs. The union helps by supporting healthcare and benefits committees that research data and report out their findings. By doing so, the Union hopes to encourage and move its members to action. The committee's provide information that helps members make smart, healthy choices that can lead to an improved quality of life. The goal is the ability to retire healthy one day and enjoy it.

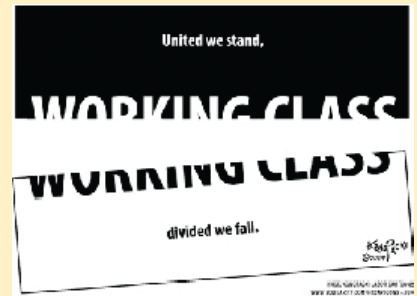
*As adults we should set an example for our children. Children mimic our behavior as they mature to young adulthood. These future generations are actually on track to be the first to have a shorter life span than their parents ....*

Like Mike Quill, our soap box message needs to be heard now in order to educate and inform our members of serious health issues. Our health and wellness depend on it, Quill once said, "I believe I am my brother's keeper."

It's the simple things that can change lives - diet and exercise are keys too longevity but it all starts with awareness.



1935 - Mike Quill delivers a fiery speech in Manhattan, New York



# October Jobs Lost – 240,000

**By: Tula Connell, AFL-CIO  
News Blog**

In more stunningly bad news for America's workers, 240,000 U.S. jobs were lost in October, pushing the nation's unemployment rate to 6.5 percent—the worst in 14 years, according to Bureau of Labor Statistics (BLS) data released today. October's job loss represents the 10th straight month job numbers declined, putting the Bush administration on track to complete an entire year in which the nation saw no job gains.

More than 1 million American workers have lost their jobs already this year, and more than 10 million are out of work and looking for new jobs.

The financial and manufacturing sectors were particularly hard hit. The Institute for Supply Management in recent days reported a steep decline in manufacturing activity, which in October fell to its lowest in 26 years.

The jobs report is another indication that Congress needs to pass a stimulus rescue package even before the new president takes office. Says AFL-CIO President, John Sweeney: "We need urgent action on an economic recovery package in the lame-duck Congress that dedicates enough money to matter to help working people get back on track. The recovery package must include an extension of unemployment benefits and increased funding for food stamps while providing aid to local and state governments to maintain vital services. It should also include an immediate investment in infrastructure spending to rebuild our crumbling roads, bridges and schools and put people to work."

The official government jobless number shows only part of the picture. Analysts estimate that the unemployment rate would be over

11.8 percent if it counted discouraged and underemployed workers, who are not technically considered unemployed under the definition used by BLS.

Yesterday, the BLS reported the number of U.S. residents collecting state unemployment benefits reached the highest level in 25 years, rising by 122,000 to a seasonally adjusted 3.84 million in the week ending Oct. 25. Compared with the same week a year ago, new jobless claims are up about 45 percent, while continuing claims are up 46 percent.

Economist Larry Mishel, president of the Economic Policy Institute (EPI), says we haven't seen the worst of it yet. We are looking at several years of high unemployment (peaking at 8 percent or more) and widespread income losses that will take many more years to overcome.

A spokesman for payroll manager ADP, Joel Prakken, told CNN he didn't anticipate a turnaround for these numbers until the second half of next year, and added that it was "highly likely" that unemployment numbers will be in excess of 200,000 job losses per month for the next several months.

The jobs report followed the Commerce Department's announcement that U.S. gross domestic product (GDP) declined by 0.3 percent in the third quarter, the worst such drop since 2001. The GDP's decline was fueled by falling consumption spending, which had up to now provided the only gasoline in the nation's economic engine. In fact, as Mishel points out:

The last business cycle from 2000 to 2007 failed to generate any growth for middle-class working families—on

average, they lost over \$2,000 a year in inflation-adjusted income. This erosion of earning power happened even as the economy, through its workers, became increasingly more productive.

An erosion of workers' earning power—some 1 million people are expected to file for bankruptcy this year—and the massive home foreclosure rate, in which 2 million people are expected to lose their homes, make the jobs picture even more dire.

President-elect Barack Obama has inherited the biggest set of domestic and foreign policy disasters likely ever to have converged simultaneously in the history of this nation, gratis the Bush administration. On the domestic side, progressive analysts agree the first step must be to staunch the blood letting. The AFL-CIO has called for an economic rescue package that gets people back to work in jobs that support their families, provides a moratorium for home foreclosures and other measures.

Beyond immediate measures, the new Obama administration must reshape the nation's economy to address decades in which corporate profits soared and workers' wages stagnated, health care access declined and retirement security dwindled. Throughout the past year, EPI has compiled an Agenda for Shared Prosperity as a guide for lawmakers and the new president to help get the nation back on track. The reports were prepared by a network of analysts on issues such as jobs, health care and the freedom to form unions. Another set of policy recommendations to check out is at New Progressive Voices, a project of EPI, the Campaign for America's Future, the Roosevelt Institution and other progressive policy organizations.

**Update: November jobs lost – 533,000**  
– Washington Business Journal



*President-elect Barack Obama has inherited the biggest set of domestic and foreign policy disasters likely ever to have converged simultaneously in the history of this nation, gratis the Bush administration.*



## Local 567 Picnic



Left: Local 567 Treasurer, Bob Kirk and Local President, Larry Pike - Go Texas!



From left: Matt Porter, Victor Segura, Fred Barbitini (retired), Kevin Milone, and Bob Strebek, Stores Section Chairman



Paschal Kirby with new baby daughter Madison, 6 months old, hungry and with an attitude!



Victor Segura and wife, Marta, volunteered to run the snow cone machine during the picnic

## Past Presidents, Garcia and Chiofalo Honored at November's Presidents Council

From left: Assistant ATD Director, Bobby Gless; Alex Garcia Local 568, now Political Representative; Mike Chiofalo, Local 501; and John M. Conley, ATD Director



## New Officers Elected for Local 565



From left: Mike Bush, Stores E-Board; Mike Hatfield, Treasurer; Bob Zimmerman, President; Gary Schiabile, Vice President; Ken MacTiernan, Maintenance E-Board and Jerry Mishak, E-Board at large

## TWU Local 565 AMT's Mentor 9th Grade Students in Aircraft Maintenance Skills



AMT's-Back row from left: Ken MacTiernan, Chad Bettis, Hal McBee, and Don Rodgers

## Local 513 Honors Retirees with Breakfast



hall the night before and started things off by cooking over 20 pounds of bacon, 15 pounds of potatoes and 360 eggs. Hubie appointed himself "Sausage Guru," he likes the stuff a lot, so he singlehandedly cooked 20 pounds of it for the members. There were only a few test samples allowed, Hubie runs a tight kitchen.



When everything was complete, clean up began and preparations were made for the early morning crowd.

At 4:00am Hubie arrived back at the hall and started baking over 130 biscuits and scrambling the eggs. The breakfast was scheduled to start at 8:00am, but there were some early risers who showed up with an appetite. With an awesome cook like Hubie Wheeler, you can bet those early birds got their fill; however there were some biscuits missing, turns out, Hubie likes them too.



Local 513 President, Darrin Pierce pitches in and helps get things started

### Local 513 Retirees' Breakfast

By: Angi Tucker, Local 513;  
TWU Media Representative

Local 513 President Darrin Pierce and local officers are keeping alive the "Retiree Breakfast" tradition, a tradition started by a former local president. The event is held at the union hall every quarter. The local officers and a few kind members volunteer and prepare a massive breakfast to honor their retired senior members. This is the fourth year for the breakfasts and attendance generally averages sixty plus retirees' and their spouses. The camaraderie and continued unity of those who helped build Local 513 is a sight to behold. They enjoy seeing their old friends and reminiscing over coffee and a few funny stories about themselves.

Recording Secretary, Hubie Wheeler, and several other officers began setting up the



Left; Roy Sills, recently retired Recording Secretary, receives a plaque from Sam Sadler expressing the Locals gratitude for his years of service. Sam Sadler, TWU's Employee Assistance Program Coordinator, will be retiring at the end of this year also. Both men have served the members of 513 for many years and will be greatly missed.



### Care Package for Local 513 Member in Iraq

Meet Lieutenant Commander, James (Jim) Harper, U.S. Navy, presently serving in Iraq. He recently received a care package from Local 513's Working Womens Committee. Jim corresponds regularly with brothers and sisters back home. Despite the dangerous surroundings, Jim sends back humorous stories about his assignments while in Iraq. We hope to share some of them in the March issue of the ATD-Insider.

# SWA Dispatchers Join TWU as Local 550

The Southwest Airlines Employee Association (SAEA) recently joined the Transport Workers Union as newly chartered Local 550. Mike Connor, the SAEA President at the time of chartering, will continue as Local 550 President representing 178 Flight Dispatchers. The SAEA was originally formed in 1982 and had worked well for most employees through the years. Lately though, many dispatchers have become alarmed after the epidemic of airline bankruptcies, high fuel costs, layoffs and outsourcing of airline jobs, post 9/11. To its credit, Southwest Airlines has made money every year since its inception - 1972. They had a calculated growth plan and knew how to treat passengers and employees. Southwest had a single fleet of aircraft, flying point to point within five states at first, and low fares that guaranteed their success. Staying at Love Field was one key to profitability – no competition! The airline has done well and expanded over the years but now the competitive industry environment has changed for them too.

In 1980, Mike Connor began working for Southwest Airlines in Amarillo, Texas as a part time ramp agent. He advanced to full time as the company continued to grow, always promoting from within. Mike worked several different job classifications and locations through the years; he started training as a Flight Dispatcher in 1986 at the company's expense. Southwest Airlines had always treated him right and he respected them for that kind of personal approach with their employees.

Mike was first elected to president in 1999 serving a shortened term because of an early resignation. Mike has been re-elected President for the Flight Dispatchers group ever since and recently stated, "I enjoy dealing with the duties and challenges I am confronted with every day. It's not easy, it is challenging; when Herb Kelleher ran the place it was different, in a good way, he had employees' respect, putting them first and it showed. Since

Herbs left, the new guy, Gary Kelly, is a numbers guy and sad to say – it shows all too well." In a recent press release announcing the change to the TWU, Mike said, "We joined because the Transport Workers Union represents the majority of Dispatchers in the industry and majority of employees at Southwest Airlines, both who have offered solid support in our quest to give our members the best contract and representation they deserve as leaders in the industry." We had to cut the interview short, Mike and several officers were joining their sister Locals 555 and 556, for some informational picketing at the main passenger entrance to Love Field that day. Solidarity is a beautiful thing.



From left: Greg Moore, Treasurer; Mike Connor, President; Terry Pendergrass, Recording Secretary



Joe Hughes, SWA Flight Dispatcher -15 years



From left: TWU Local 555 President, Charles Cerf; SWAPA President, Captain Carl Kuwitzky; Local 550 President, Mike Connor and Local 556 President, Thom McDaniel



Mike Connor, President, Flight Dispatchers Local 550



Melinda Gomez, SWA Flight Dispatcher -16 years



**By: Alex Garcia,  
Assistant Legislative  
Representative**

### Improved Unity Can Bring About Change

As the end of the year approaches and we begin to put 2008 behind us, there are many challenges on the horizon for the nation and our union members. America has made history like never before and a new president will be moving into the White House on January 20th, 2009. President-elect, Barack Obama will take the oath of office with a mandate of CHANGE from the American people. President Obama will also have Congress on his side with Democrats gaining several seats in both the House and Senate. So, where does that leave the TWU and its members? After all, the TWU was one of the first unions to endorse our new president from early on!

As labor, I believe we need to unite even more in order to solidify the "CHANGE" that is truly needed for working class families. I believe that the new year will bring a fresh new perspective and positive outlook for the TWU, and its diverse workgroups across all divisions. This is a historic time, not just for the country, but for all of organized labor, as we attempt to bring about the much needed changes in legislation and

negotiated contracts that will help protect our represented industries.

As I continue my travels to many locals throughout the country, one thing becomes very evident – we are all fighting the same struggles, no matter our race, religion, gender or job classification. Can we direct our energy towards supporting worker friendly legislation and fighting the companies and CEOs that ship our jobs overseas or don't bargain in good faith come contract time? I sure hope so. The time is now to lend support to each other and begin to unite like never before.

We must believe in ourselves, our improved unity will serve us well, and especially now that we have a president and congress that have vowed to help the working middle class. Thanks to so many of you who helped during the elections, I will finish with the campaign slogan of 2008. Yes We Can!

#### INFO-LINKS:

- [WWW.TWU.ORG](http://WWW.TWU.ORG)
- <http://asap.twu.org/>
- [WWW.AFLCIO.ORG](http://WWW.AFLCIO.ORG)
- [WWW.TTD.ORG](http://WWW.TTD.ORG)
- [WWW.ATDWWC.ORG](http://WWW.ATDWWC.ORG)
- [WWW.PBGC.GOV](http://WWW.PBGC.GOV)
- [WWW.PBS.ORG](http://WWW.PBS.ORG)
- [WWW.FAA.GOV](http://WWW.FAA.GOV)
- [WWW.UNIONPLUS.ORG](http://WWW.UNIONPLUS.ORG)
- [WWW.DOL.GOV](http://WWW.DOL.GOV)
- [WWW.SHOPTWU.COM](http://WWW.SHOPTWU.COM)



Dr. Martin Luther King and TWU International Secretary Treasurer, Matthew Guinan, marched together on Selma, Alabama in 1965. ATD Director, Jim Horst, is in the background on the far right.

### MLK Holiday Celebration in New Orleans

The AFL-CIO Martin Luther King, Jr. Holiday Observance is being held in New Orleans, LA, January 15-19, 2009. With two full days of community service planned, as well as keynote speakers and a re-visiting of working people's priorities for the rebuilding of the Crescent City, this year's MLK Observance offers a chance to reconnect with old friends and make some new ones as well.

If only Dr. King could be with us now, celebrating this years historic achievement that started with his inspirational leadership some sixty years ago. He knew this day would come eventually, his faith in God and committment to the civil rights movement gave him strength and showed us all what a remarkable American he had become.

Hurry and register before the Dec. 29 deadline. To get the AFL-CIO's low group rate on the hotel, contact the Astor Crowne Plaza directly at 866-750-4202.

### Living Beyond Your Means?

- Free Counseling
- Free Budget Plan
- Written Action Plan

For information call  
**1-877-833-1745**



Or visit our website  
[UnionPlus.org/CreditCounseling](http://UnionPlus.org/CreditCounseling)



## News

CONTACT: Jennifer Wright Dorr

202-293-5330

### Union Plus Scholarship Applications Now Available

Application deadline Jan. 31, 2009, for \$150,000 in awards

**W**ashington, DC— Applications for the 2009 Union Plus Scholarship Program, which offers \$150,000 in scholarships annually to union members, their spouses and dependants, are now available.

To download the application, visit **www.UnionPlus.org/Scholarships**. Or, send a postcard with your name, return address, telephone number and international union name to: Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, DC 20043-4800. The application deadline is January 31, 2009.

Since 1992, the Union Plus Scholarship program has provided more than \$2.5 million to help fulfill the educational dreams of students who represent millions of working families across the nation. Union Plus Scholarship

awards are presented annually.

In 2008, 108 students were awarded a total of \$150,000 in scholarships from the Union Plus Scholarship program. More than 5,200 applications were received last year in the annual scholarship program, which is offered through the Union Plus Education Foundation with funding from HSBC, the issuer of the Union Plus Credit Card.

All members of unions participating in the Union Plus programs (as well as their spouses and dependent children) are eligible to apply for scholarships.

#### **How the Scholarship Program Works**

In addition to demonstrating academic ability, applicants are required to submit essays of no more than 500 words describing their career goals, detailing their relationship with the union movement and explaining why they are deserving of a union scholarship.

Individuals must be accepted into an accredited college or university, community college or recognized technical or trade school at the time the award is issued. Graduate school students are also eligible for Union Plus Scholarships. There is no requirement to have participated in any Union Plus program in order to apply.

The challenging job of selecting the winners from

a large and diverse field of highly qualified applicants was handled by a panel of education experts affiliated with the American Association of Community Colleges, the American Association of State Colleges and Universities, the National Association of Independent Colleges and Universities and the United Negro College Fund.

###

Union Privilege  
Suite 300, 1125 15th Street, NW,  
Washington, DC 20005  
Phone (202) 293-5330 Fax (202)  
293-5311

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

## **ATTENTION!**

### **ITF Global Transport Workers and HIV/AIDS Project International**

**A**t a time when HIV is still spreading steadily across the globe, we are also witnessing progress in controlling this deadly disease. Responses to the AIDS epidemic have grown and improved considerably over the last few years. The objective of this E-bulletin is to circulate AIDS-related news, publications, literature and research to affiliated unions and others working in this field. It is a part of our Global HIV/AIDS project, which is targeting ITF affiliates all over the globe. Get involved! For further information and queries please contact Dr. Syed Asif Altaf, Global HIV/AIDS Project Coordinator, [Altaf\\_Asif@itf.org.uk](mailto:Altaf_Asif@itf.org.uk) or the Regional Education Coordinator in your ITF region, ITF Education Department: [education@itf.org.uk](mailto:education@itf.org.uk).

#### **Transport Workers Federation (ITF)**

**49-60 Borough Road,  
London, SE1 1DR  
Tel: +44 (0) 20 7403 2733  
Fax: +44 (0) 20 7357 7871  
Email: [Altaf\\_Asif@itf.org.uk](mailto:Altaf_Asif@itf.org.uk)**

## Diverse Local 526 Constructs Wellness Center

### Kings Bay Naval Submarine Base

St. Mary's Georgia is a beautiful tiny, obscure, coastal town, the kind of place where most people want to get away to for vacation. But, located just a mile down the road is the Kings Bay Naval Submarine Base. By government standards it's considered a very "high security" piece of real estate. Kings Bay is the home port to the United States Navy's nuclear submarine fleet - the Trident.

Local 526 is located in St. Mary's and is considered a small local with just over 400 members strong. They are a very diverse work group when it comes to the different jobs and contracts they are employed by. All Local 526 members work on the naval base somewhere, the base covers 16,000 acres and much of it is off limits to anyone except highly classified military personnel. TWU members undergo in depth background and security checks by local, state and national law enforcement agencies, and the Department of Defense (DoD) has the final say so on who has access. They have their own inter-base transportation system operated and maintained by TWU members, they shuttle military personnel across the behemoth base, to wherever they need to go. The TWU members cover other numerous job functions too, from grounds keepers to firemen, electricians, painters and crane operators, just to name a few. We will meet more of our TWU brothers and sisters in the March edition of the ATD-Insider. These union members have an important role in our national security and seldom get the recognition they deserve.

Local President, Robert Payne, is presently serving his third term as Local President. The idea of building a wellness center within the union hall was born from discussions earlier in the year during an Executive Board meeting. With continued rising health care costs the officers decided to make

wellness checkups easier for their members, after all – an ounce of prevention is worth a pound of cure. After some preliminary investigation, the Local realized that they could cover the doctor or nurses charges and some other expenses with the existing health insurance benefits their members already had.

When the center is completed, sometime in January 2009, it will offer over 700 square feet of office space for the members. Some of the services offered will be, pre-screening for diabetes, high blood pressure check-ups, flu shots and other preventative care measures and the best part – it's all free!



Local 526 believes in keeping union men and women working. They hired a local union contractor they were familiar with to construct the unions Wellness Center



More sheetrock - we'll be done before you know it!



The plumbing and electrical work was almost finished



Kings Bay Naval Submarine Base Purchasing Department

From left above; Kelli Roser, Tracy Culla, Cheryl LeBlanc (manager), Susan Lane, Glenn Drawdy (aka; Mr. Claus) and Alison Christopher, Local 526 Secretary/Treasurer. Yes, its true, TWU members work in the purchasing department and order all materials that keep the base operating smoothly.



Left: Local 526 President, Robert Payne and Secretary/Treasurer, Alison Christopher

## Aviation Safety Action Partnership



**Brad Brugger, TWU  
ASAP Coordinator**

### Working Under F.A.R.'s? Know Your Rights

**B**rad Brugger has over eighteen years as an Aviation Maintenance Technician and Crew Chief, working at American Airlines Maintenance and Engineering base in Tulsa, Oklahoma. Much of his time there was spent working on F-100's, B-727's and MD-80's aircraft. He has been an active TWU member and an experienced Shop Steward. As a labor activist he has volunteered and campaigned for the Democratic Party in Oklahoma. Brad accepted the Aviation Safety Action Partnership (ASAP) Coordinator position for Americans three heavy overhaul Maintenance Bases in 2004.

Currently, Brad is acting as the Aviation Industry ASAP Sub-Committee Co-chair and the Air Transport Association (ATA) ASAP Leadership Alliance Principal for M&E. Brad developed, built and maintains the new ASAP web site, check it out. He is the TWU National Transportation Safety Board Party Coordinator for investigations and TWU's - FAA Liaison. He has been the driving force behind the TWU Professional Standards initiative.

The ASAP website has valuable information that can help various employee groups that work under the Federal Aviation Regulations or (F.A.R.'s).

<http://asap.twu.org/>

The web site provides answers to important questions like:

#### What if an ASAP event involves a Rule 32 violation?

ASAP being a confidential program does not have jurisdiction over claims of harassment/discrimination, or American Airlines' Rule 32 violations. In the event an ASAP submission contains a claim of harassment/discrimination, or AA Rule 32 violation, the following procedures will be applied:

(1) A certified letter will be sent to the submitter regarding the proper method to file a claim of harassment/discrimination or AA's Rule 32 violations.

(2) The safety/FAR violation event will be presented to the ERC; the investigation will not address the element of harassment/discrimination, or AA's Rule 32 violation, but will focus specifically on the safety/FAR violation event.

The administrative procedure does not change or modify the MOU acceptance criteria, but provides ASAP the vehicle to address safety issues with harassment allegations without violating AMR's Harassment Policy.

#### How should I respond if an FAA Inspector asks to speak to me?

If an FAA inspector wants to talk to you informally, contact your union representative. Sometimes an informal discussion can clear things up. But if there is an investigation, you have a right to respond in writing with the help of the union and our attorney. If an inspector wants to speak with you, politely say that you will get back to him or her and then contact your union representative for advice.



ATD Veterans Committee

## ATD VETERANS COMMITTEE

**O**n November 5, 2008, military veterans from fourteen different locals, met in Hurst, Texas to establish the TWU-ATD Veterans Committee.

Jose Galarza, American Eagle System Coordinator, facilitated the meeting. The member's elected Thom Lee, from Local 514, as Veterans Committee Chair and Paul Mazzara, from Local 530, as Co-chair. Jennifer Proctor-Timms, representing Local 514 also, was elected Recording Secretary for the Veterans Committee.

The committee's mission: To establish improved communication throughout TWU locals providing direction on veterans' benefits, government regulations, and to recognize all who have served their country in uniform.

The committee's goals: To encompass all TWU locals and encourage affiliations with other unions; to provide an effective voice regarding veteran's affairs, legislation and attend events providing support to our veterans during their time of need, here at home and abroad.

The next scheduled meeting is February 25-26, 2009, at the ATD office in Hurst, Texas. If you were unaware of the ATD Veterans Committee and would like to see your local represented please contact, Jose Galarza, at (817) 282-2544.

From left: Bruce Medeiros (541) Thom Lee (514) Greg Baker (542) Phil Humphrey (541) Gil Kendall (502) Bobby Velasquez (513) Brian Murray (507) Craig Gillett (564) Jennifer Proctor-Timms (514) Paul Mazzara (530) Hank Trujillo (568) Bob Strebeck (567) Arizo Gajewski (512) Wesley Alamo (570) Jose Galarza (American Eagle System Coordinator)

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