



## *Picnic - Florida Style!* *Local 568 MIA-TPA-FLL*



*Carlos Escuti's family enjoys the picnic festivities. Brother Christian Escuti is out front with his lovely niece and nephew*

In spite of a dismal economy, soured contract negotiations, scheduled mediation talks and a possible flu pandemic, Local 568 held their annual picnic April 18 at Tropical Park in Miami, Florida. Union members, retirees and their families attended the local's 12<sup>th</sup> consecutive picnic - the park was packed.

The feeling was more of a mini state fair than a picnic. Children of all ages covered the grounds and were excited to see the different activities available. From 11:00am until 5:00pm, union brothers and sisters enjoyed themselves, indulging in delicious food, games, rides and slides. The more adventurous youngsters tried their skills on the rock climbing display. I didn't see anyone over age thirty try

it - from the base looking up, it was intimidating. Paddle boats dotted the lake for those into a more leisurely activity. A gargantuan circus tent covered the dining room and stage. Members reunited with old friends, enjoying a cold beer or soda while grabbing a respite from the Florida sun. Those hatless individuals with thinning hairlines didn't venture far from the tent - for most of the day. A mix of Latin, reggae, and calypso music played from the sound system, as a rhythmic ocean breeze comforted members throughout the day.

That afternoon, 1st Vice President Joe Rosende, was honored for his many years of service by President Tom Lee and 2nd Vice President Mike Garcia. Joe has served in several elected positions throughout the years and recently transferred to another title group at Local 561. Bobby Gless, Assistant ATD

(Continued on pages 6-7)

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"Exec Check Protest" at AMR covered in the *TWU Express*



Jim Gannon, TWU Communications Director and *TWU Express* Editor retires after 27 years

# ATD

## Directors Update



**Bobby Gless - Assistant Director ATD**

are categorized and prioritized to discern if they are symptomatic or systemic in nature. The goal is to reduce accidents, injuries and fatalities before an incident occurs.

Doctors, scientists and researchers - qualified experts in their respective fields, presented during the mini conferences on differing sectors of transportation. They came from around the world, from Australia to the United Kingdom. The panels were well represented by knowledgeable experts on fatigue in the workplace. The lectures discussed fatigue statistics on truck drivers, motorists, railway workers, police officers, flight crews and Aviation Maintenance Technicians. Aviation topics included:

- ◆ Mapping Solutions to the Evidence of Fatigue Challenges in Aviation Maintenance
- ◆ Shift work Adaptation Testing Systems (SATS)
- ◆ Safety Management Systems (SMS) and Fatigue Risk Management Systems (FRMS) – Lessons Learned and Actions to Pursue
- ◆ Time of day and skill-based errors in airline maintenance

Each session proved to be a valuable learning experience and it was obvious that a huge amount of time and research had been invested. Clinical trials, sleep labs, and worker surveys provided data and complex algorithms that could yield possible answers to the problem. The overall findings support the fact that fatigue plays a larger role in aviation maintenance errors than the industry realizes.

The Human Factors Symposium convincingly proved that fatigue is a “silent” threat that is extremely

difficult to accurately test and identify. It is critical that we explore suggested solutions provided by the researchers, especially in areas of shift work management and safety critical work items on aircraft.

I have been asked to participate on a subcommittee looking directly at aircraft maintenance workers fatigue. It is my understanding that additional subcommittees may be called for other work groups in the future.

We are hopeful that union, company, and governmental parties take advantage of these studies and future training/testing solutions, in order to ensure that all stay true to one objective – the safety of the flying public.

**W**orker fatigue is a serious concern in the transportation industries. In a perfect world, accidents are followed by in depth investigations and each incident provides critical information to learn from. By acknowledging when and where mistakes were made, operational changes and even legislation can be implemented. Most workers recognize that fatigue is real and its consequences range from dangerous to deadly.

The Transport Workers Union attended the International Conference on Fatigue Management in Transportation Operations in Boston, Massachusetts on March 24-26, 2009. This was the first time the TWU participated in a Human Factors Symposium of this size. I was surprised to learn the magnitude of research, the scientific trials and studies that were conducted. Their studies focused on basic worker fatigue, analyzing and identifying other forms of fatigue that can affect transportation workers. Problems



From left: Tom Lynch Local 542 Dispatcher, Brad Brugger TWU ASAP Coordinator; Dr. Bill Johnson FAA Chief Scientific and Technical Advisor for Human Factors and Robert Gless Assistant Director Air Transport Division

## Devoted TWU Express Editor Retires

By: Tim McAninley

After 37 years as a labor journalist and the last 24 years as Director of Communications for the Transport Workers Union, Jim Gannon recently decided to retire. He told me, "My time has come; I want to enjoy time with the family." Jim and his wife Carmen have two lovely daughters - one is in college on a soccer scholarship. Jim enjoys reading historical novels and spending time doing handyman chores around the house and both he and Carmen enjoy visiting with close friends.

Jim's father was a long time member of Local 100 and Jim is proud of the fact that "union earned wages" allowed him to earn his college degree. He began writing as a labor journalist for the Seafarers International Union after graduating from Manhattan College in 1972. He joined the TWU in 1982 as Managing Editor of the TWU Express and worked his way up to Director of Communications in 1985. Jim was a cornerstone communicator during his career, well liked and respected by his



Communications Director  
Jim Gannon

co-workers in the New York offices, and a plethora of union members throughout TWU's four divisions. International President James C. Little added, "We wish Jim well in retirement, but we're sorry to see him go. He represented the best of our staff in that he always kept the members' interests front and center. Even as our International officers changed, they knew they could count on Jim to produce top-quality publications."

Gannon is an avid Yankee's fan and has been known to follow the New York Jets on occasion - but that's usually determined by who they draft in the off season. On Monday mornings he gave me tons of grief, especially after the Cowpokes, my team, were beaten. We agreed that both teams were a big disappointment last year. When I struggled with articles for the Insider, Jim helped tremendously, sharing his knowledge and experience while encouraging me to experiment with different methods for publishing. His personality was low key and unpretentious with an Irish poet's sense of humor. Jim's writing, editing and direction captured the mood and purpose of working class men and women in a variety of occupations. A unionist at heart, he knew the issues, he empathized with and stood up for the underdog. Jim, we'll miss you and wish you only the best in the years ahead.



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Tim McAninley  
Editor - *ATD Insider*



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## Qualified Professionals

The Maintenance Repair and Overhaul (MRO) of Americas Convention was held at the Gaylord Texan Resort and Convention Center in Grapevine, Texas April 21 – 23, 2009.

Texas Aero Engine Services LLC (TAESL) provided one of the most impressive static displays for the convention, an actual refurbished Rolls Royce



From left; Doug Housley Local 567 Executive Board; Donald M. Videtich International Representative; Kenny Powell Local 567 V.P. Aircraft Maintenance

aircraft engine, an RB211-535E4. For a majority of conventioners this was their first close up look at a genuine hi-bypass turbo fan jet engine.

Supply vendors, and third party domestic and foreign MRO providers were touting their repair times and maintenance capabilities, while looking for new business customers. Global competition has several international MRO's aggressively marketing here in the U.S..

The outsourcing of any U.S. aircraft maintenance work is strongly opposed by

the Transport Workers Union. Aircraft maintenance work needs to remain in this country - no more outsourcing! Local 567 Executive Board member Doug Housley and Vice President of Aircraft Maintenance Kenny Powell attended with that thought in mind. They were able to answer technical questions from customers. Kenny is a licensed AMT and has worked in the TAESL engine shop for over ten years. Doug is a licensed AMT Inspector with over twenty years experience and both gentlemen were qualified to speak with customers on TAESL's engine overhaul capabilities.

The TWU members' commitment to quality and professionalism has positioned TAESL as an industry standard by which other engine overhaul facilities will be measured.

Kenny and Doug wanted

to thank the Title II Facilities Maintenance group for a great job prepping and painting the engine stand for the convention display.

TAESL is a joint venture with Rolls Royce LLC and American Airlines. The engine shop is located on the sprawling AFW Maintenance Base in Ft. Worth, Texas. TAESL's engine overhauls provide almost 600 jobs for AMT's and various support shop personnel. They are a dedicated, experienced, union work force and proud of the quality maintenance program that they perform right here in the U.S.A.

## Local 529 Swears in New Officers



From left: Tim Gillespie, International Representative; Charlie Meyer Jr. 1st V.P.; Steve Prehn President; Keith Kempe Executive Board, Bill Renner Executive Board; Gerry Sundling Recording Secretary; not present Charles Blanton 2nd V.P.

## Local 527 Officers Sworn In



From left: Darrell Withrow Executive Board; Eddie Williams Section Chair in Fort Lee, Virginia; Benyoel Morgan President; Veronika Washington Secretary Treasurer; Rick Thompson Vice President and Bruce Hasson Executive Board. The oath of office was administered by International Representative Jose Galarza

## Well Done and Well Said

"One way of looking at this might be that, for 42 years, I've been making small regular deposits in this bank of experience: education and training," said US Airways Captain Chesley "Sully" Sullenberger. "And on January 15, the balance was sufficient so that I could make a very large withdrawal."

- CBS News Interview with Katie Couric

**Eye Injury Awareness**

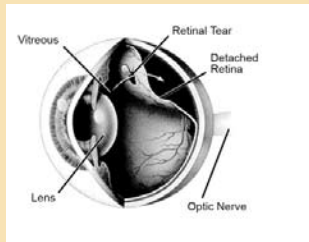
*Provided by: Jerry Yates, TWU/AA System Safety Committee Chairman*

**Workplace Scenario:**

**Y**ou're working on the ramp during engine run up, the turbulence of the air sends a piece of FOD into your eye; you're grinding on a part and metal debris flies into your eye, or you're working around your partner inside the cargo hold while he is driving rivets and something hits you in the eye.

**Base M&E Prevention Program:**

- Approved safety eyewear shall be worn at all times when in production areas while work is being performed. This requirement represents a minimal level of protection.
- Prescription safety glasses may be obtained through the company-sponsored vendor (for company contribution) or off-site at personal eye care provider (at employee's expense.)
- Additional protective equipment, such as chemical-resistant goggles or a face shield may be required for certain operations
- If your eyes get injured, get immediate medical attention



- the globe of the eyeball
- Hyphema: Small blood vessels around the iris can burst, bleeding into the fluid in the front of the eye
  - Corneal Abrasion: A large abrasion may take a long time to heal, and can cause an inflammatory reaction within the eyeball
- Don't rub the eye. (Rubbing the eye can grind loose sharp particles into the cornea!) It's best to rest a minute, letting the eye water, with the eyelids as relaxed as possible

See the doctor immediately if you have:

- ◆ Double vision
- ◆ Bleeding from the eye
- ◆ The colored part of the eye
- ◆ Change in shape of pupil
- ◆ Different size pupil compared to the other eye
- ◆ Pink color in the fluid
- ◆ A dark object floating in the front of the eye
- ◆ The scratchy sensation doesn't go away promptly
- ◆ Vision is blurry
- ◆ The eye is sensitive to light
- ◆ There is deep pain

**Immediate Care:**

- Concerns:**
- A significant blow to the eye causing internal injury
  - Foreign Body: Foreign matter that can damage the cornea
  - Blow Out: Sudden pressure on the front of the eyeball pushing it backwards, "blowing out" the thin bone between the bottom of the eye socket and the cheekbone
  - Retinal Detachment: The retina can be knocked away from
- ◆ It's best to rest a minute, letting the eye water, with the eyelids as relaxed as possible
  - ◆ Don't rub the eye
  - ◆ Stay away from smoke, fumes, wind, or dust
  - ◆ If the foreign body sensation persists, leave the eye alone
  - ◆ Go have the eye checked.
  - ◆ If the scratchy sensation hasn't gone away after a short time, head for the ER

- ◆ Don't take chances. When you lose the vision in one eye, you're down to 50 percent.

**Airlines, Cities Watching First Private U.S. Airport**

**W**hen AirTran Airways and Sun Country Airlines begin serving the new airport in Branson, Mo., in May they will be taking part in an experiment that could revolutionize U.S. air travel. The \$155 million facility was built entirely without taxpayer funds and will operate as a for-profit business. Private airports — common in Europe but unheard of in the U.S. — could be the wave of the future, as more than a dozen cities explore the possibility of privatization. Without federal funding, Branson Airport is remarkably free of regulation, allowing it to pick airlines and operate facilities in ways that traditional airports cannot.

- from ATA Smartbrief

**Lilly Ledbetter Fair Pay Act**

**T**he United States House of Representatives passed the Lilly Ledbetter Fair Pay Act, effectively overturning the 2007 U.S. Supreme Court ruling that made it harder to sue for pay discrimination.

Lawmakers also passed the Paycheck Fairness Act, which requires employers to provide a legitimate reason for paying different salaries to men and women performing the same job. House Speaker Nancy Pelosi (D-Calif.) says the two bills are "not only important to the women of this country. They are very important to the economic security of this the country. That's why we are taking them up in the first week of Congress."



# Picnic - Florida Style!

## Local 568 MIA-TPA-FLL

*(Continued from front page)*

Director, was there and offered Joe his congratulations and best wishes in his new job with Facilities Maintenance.

Hubert Snead, Administrative Vice President and COPE Director, attended, hosting raffle tickets and COPE sign up forms. COPE stands for *Committee on Political Education*. Dues money cannot be used for political purposes of any kind, but COPE funds are voluntary donations, usually made through payroll deduction, providing financial resources so the Union can lobby on behalf of its members. Legislation is drafted and decided on by elected members of Congress and COPE needs financial donations just like corporate lobbyists receive. The middle class won't exist without unions' and our COPE donations; we have a fighting chance with your thoughtful contributions.

Maritza Blanco works for the Local as their Long Term Disability Representative and has since 1998. She is their Events Coordinator and she estimated that over 1,700 people attended the picnic this year. Maritza



Above; Congressman Mario Diaz-Balart (R-25th,) stopped by for a visit and chats with 568 President Tom Lee



From left; Assistant ATD Director Bobby Gless; Local 568 President Tom Lee; International Administrative Vice President and COPE Director Hubert Snead and Local 568 Vice President Mike Garcia



Joe Rosende thanks members for honoring his service to Local 568



exclaimed, "This was an important day for our Local and their families; it wouldn't have been a success without the many volunteers, including the Local's officers, that contributed, setting up and staying late to help us clean up." It was a great picnic.

All eyes are on the annual Christmas Party, scheduled for the first Friday in December. Maritza assured the *Insider*, "This Local knows how to throw a good party too."

# Picnic - Florida Style! Local 568 MIA-TPA-FLL



From left; Maritza Blanco Staff Secretary and LTD Representative; Manny Lorenzana 568 Executive Board and Joyce Frissora 568 Chairperson for Cargo



Above on right; Retired Fleet Service Clerk Daniel Acevedo and his favorite volunteer Maria; they greeted members and issued wrist bands to those attending



Fleet Service Clerk Chuck Clarke



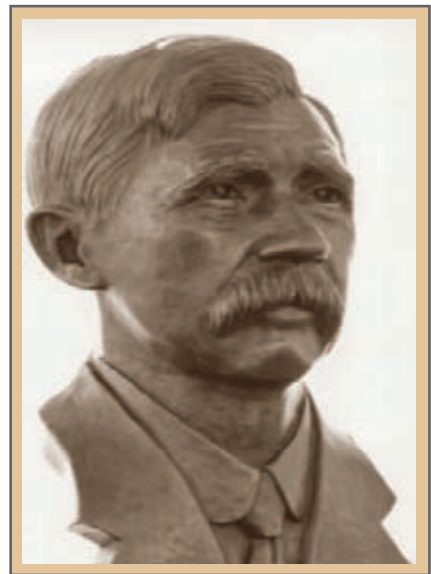
Above from left; Manny Lorenzana, Bobby Gless, Congresswoman Ileana Ros-Lehtinen, (R-18th); Mike Garcia and recently retired Fleet Service Clerk Wayne Boyd



The picnic resembled a state fair with throngs of kids and parents enjoying themselves



*Local 530 President Gordon Clark, on the left, stands proudly with Charles Taylor Award recipients, John Carroll and Robert Kreider*



Charles E. Taylor

The individuals featured on this page are recipients of the F.A.A.'s Charles E. Taylor Master Mechanic Award. To receive this prestigious award an individual must have worked in aviation for at least fifty years and been a licensed A & P mechanic for thirty of those years. Each recipient must be nominated by three separate individuals. The nomination letters are then sent to the F.A.A. where the nominee's records are checked. To receive this award is no easy task. The award is named after the "Father of Aircraft Maintenance," and as the name implies, the nominees must exhibit the same founding principles that Charles E. Taylor coveted when he started the proud profession of the Aircraft Mechanic... Knowledge, Skill and Integrity!

The men and women who have received this honorable award are one reason the Aviation Maintenance Technician profession survives today. The responsibilities AMT's have whenever they touch an aircraft is not taken lightly. Providing a safe and airworthy aircraft is something a person learns and passes on for the next generation of skilled AMT's. Safety is always paramount.

John Carroll started his aviation career with the United States Air

Force in February 1959. He attended A&P school and was stationed at Whiteman AFB, Missouri, in the 340th B-47 Bomber Wing. In April, 1963, he was employed by TWA as a mechanic, then in 1968 as an A&P Inspector. He served two terms at Saudi Arabian Airlines for TWA. In 1976 John went into Aircraft Supervision/NDT for TWA. He was Technical Representative for Overhaul Maintenance at foreign repair stations. John retired from TWA in September 1993 and returned to Saudi Arabia for Alsalam Aircraft Ltd. (Boeing Offset Program) as Manager, then Director of QA/QC for the start up of a FAA 145 Foreign Repair Station. Returning to the US in May 1999, he continued as an Aircraft Consultant and Inspector for several organizations. He spent 6 months during the change-over from TWA to AA as Maintenance Supervisor. During this time, John volunteered to help restore an AA DC3-17334 for the Flagship Detroit Foundation, which is certified and flying in air shows today. He accepted a position with FAA as an Aircraft Safety Inspector and retired in April 2009.

Robert Kreider was employed by TWA November 5, 1958, at Dayton, Ohio, to help maintain and service

Lockheed Constellations, Martin 404s, and an occasional Delta DC3. He transferred to LAX with TWA in the spring of 1962 and attended Northrup Institute of Technology and received his A&P certificate in July 1963. In his 50 years of maintaining aircraft, all with TWA/AA, he has held many different positions and maintained many different aircraft. Those aircraft include all models of the Lockheed constellations, the Lockheed L1011; all models of the Boeing 707, 717, 727, 767, 757, 747 and all McDonnell Douglas DC-9s and the Saab 340. Mr. Kreider is also taxi qualified and a taxi check designee on all those aircraft. He performed some part time work for a Cessna dealer, on customers light aircraft. Mr. Kreider held several positions during his career, including - ground service, aircraft mechanic, lead mechanic, supervisor, lead systems technician and Technical Crew Chief.

**FAA Testing Radar to Draw a Bead on Birds**

The FAA is testing a radar system that would detect birds, with the intent of preventing incidents like the recent one involving a US Airways jet. Although the Navy and Air Force already use a similar technology, FAA officials say they want to ensure that the new technology is thoroughly tested and reliable before rolling it out to commercial airports nationwide.

- *from ATA Smartbrief*

## TWU Veterans Welcome Home Troops

By: Jose Galarza

U.S. servicemen and women return home from the Iraq and Afghanistan war zones daily via Dallas - Fort Worth International Airport. DFW is one of two inbound hubs for active military returning from the war. DFW offers more connectivity to smaller towns and cities because of the sheer number of flights available. Another major hub for the troops is Atlanta International Airport in Georgia. For a few soldiers it's their last trip, their tour of duty is up and they will soon be honorably discharged. For others, it is a well deserved rest and relaxation (R&R) visit home, usually a few weeks before returning to their duty unit.

Thom Lee and I went to DFW International Airport on April 17 to welcome home the troops. Our sense of conviction and kinship to our fellow veterans drew us to attend. Men and women of all ages started arriving in terminal D thirty minutes before the flight from Kuwait City arrived. Young wives with newborn babies and mothers and fathers of servicemen lined the corridor. Several veterans from Vietnam, Korea and the Iraq war were on hand. Boy Scouts, Girls Scouts and American Airlines and American Eagle employees came too. Curious passengers joined the welcoming gauntlet when they realized its purpose. The patriotic fervor was definitely contagious. Welcome home signs and American flags adorned each side of the gauntlet, and many attending were moved to tears. An extremely nervous young wife sat trembling with anxious anticipation; her hands fidgeted about as she continually bounced her head up and down. She hadn't seen her husband in over a year.



*Left: Thom Lee ATD Veterans Committee Chair; Jose Galarza International Representative and American Eagle System Coordinator await veterans at DFW International Airport*

The TWU Air Transport Division Veterans Committee was established in 2008. We made a commitment to help support our TWU - ATD veterans and other servicemen both active, retired and their families. Thom Lee is Air Transport Division Veterans Committee Chairman and is a U.S. Navy veteran himself. I am in the active reserves with the United States Army and served one tour near Mosul Iraq. I understand the challenges

our veterans face when they come home, it's not an easy assimilation. It was gratifying to see and know that people in America do appreciate our troop's mission, whether or not they agree with the government's

decision. Both Thom and I are proud of our troops and will continue to show that through our efforts within the ATD Veterans Committee.

There are subcommittees that help our members with military leaves of absence and veterans benefits. We are launching an ATD - VC webpage; it will be updated with useful information regarding veteran's issues. We established a legislative sub-committee that will keep us informed on bills affecting veterans from Capitol Hill.



Thom and I ask that ATD-VC members to encourage their local Veteran's Committees' to get involved and assist the USO in their respective locations. They operate on a tight budget and do not have enough funds to purchase supplies for our returning service members.

### ***These are the most popular items we can help with:***

- ◆ New books for the reading room. Any children's books will be welcomed
- ◆ Travel sized shaving cream, shampoos, conditioners, or any type toiletries
- ◆ Beef Jerky is a big request by the troops and chocolates are second on their list
- ◆ Gift cards from various fast food eateries
- ◆ Travel size pillows, neck rests and magazines
- ◆ DVD movies and language DVD', as well as music CD's



If you are a veteran or active member in the military, you are welcome to join the TWU- ATD Veterans Committee. Volunteering is rewarding and the key to our success in helping other military families - come join us, help make a difference! For information on the ATDVC contact: Thom Lee at: veterans@twu.org cell: 682-559-6940. Visit the website:

<http://veterans.twu.org>

## Local 556 Ratifies Contract Southwest Poised for Takeoff



Thom McDaniel President Local 556 -  
Southwest Flight Attendants



On May 18, TWU Local 556 celebrated ratification of their new Contract. With 61 percent of the membership voting, the contract was ratified by an overwhelming margin of 89 percent in favor. The industry-leading contract is four years in duration and provides pay raises for all workers, increases in the company's 401 k match, increased training pay and seniority pay for Flight Attendants with over 25 years of services. The contract includes improved work rules and flexibility in scheduling, reserve, leaves, and trip/trade giveaways. The contract is retro to June 8, 2008.

"The terms of this new four-year contract reflects a partnership between our union and Southwest. Our professional Flight Attendants enjoy industry-leading compensation that enables them to provide economic security and stability for their families, while the shareholders and flying public benefit from efficient work rules that makes Southwest service the envy of our competitors," President McDaniel said, adding, "This agreement was negotiated in the spirit of our founder and business genius Herb

Kelleher. The bargaining process did not sway from the business model created by him. This partnership bodes well for our members, our customers and Wall Street investors. The ratification of this contract reinforces the core Southwest value of taking care of employees as a key to success."

Just one week before ratification, May 12, newly elected Officers and Executive Board Members were officially sworn in by ATD Director John M. Conley and International Vice President Garry Drummond. Local 556 Executive Board Member's immediately went to work. Some members were serving in new roles during a weeklong Executive Board Meeting. Important issues were discussed at length. Local policies and procedures were reviewed, committee chairs appointed and the Local's Strategic Plan was examined for maximum efficiency with assignments for new board members. Thom McDaniel is now serving his third consecutive term as Local President.

TWU Local 556 represents over 9,700 Flight Attendants working for Southwest Airlines at eight crew bases across the United States.



From left: John M. Conley ATD Director; John DiPippa Domicile Executive Board Member (DEBM)-PHX; Bryan Orozco DEBM -LAS; Jimmy West DEBM-MCO; Crystal Rains DEBM-HOU; Cuyler Thompson Recording Secretary; Thom McDaniel President; Todd Gage DEBM-OAK; Donna Keith DEBM-MDW; Mark Torrez EBM At Large; Michael Massoni Vice President; Karen Amos DEBM-DAL; Audrey Stone DEBM-BWI; John Parrott Secretary Treasurer; Stacy Martin 2nd Vice President; Garry Drummond International Vice President

New Local Chartered  
TWU 557



From left; Joe Gordon International Secretary Treasurer; Gary Shults International Representative; James C. Little International President; Local 557 President - Don Dozier; Mike Lucy Vice President; John M. Conley ATD Director; Ron "Sparky" Sparks Secretary Treasurer; Garry Drummond International Vice President

**I**nternational Officers welcomed sixty new members to the Union, Tuesday evening May 26, 2009. The new Local represents the Pilot Instructors at Southwest Airlines. They were formerly the Southwest Airlines Pilot Instructors Association, (SWAPIA). International President James C. Little presented Local 557 President Don Dozier with the Locals official Charter. Welcome aboard!



From left; Local 557 President Don Dozier; Mike Lucy Vice President; Ron Sparks Secretary Treasurer

Turn Around America 2009

Employee Free Choice Act - Key Facts

AFL-CIO

**1** Giving working people the freedom to form unions and bargain collectively is key to turning around the economy and rebuilding America's middle class. Union members are 52 percent more likely to have job-provided health care, nearly three times more likely to have guaranteed pensions and earn 28 percent more than nonunion workers. No matter what else we do to turn around America's economy and rebuild the middle class, we will not have broadly shared prosperity until we restore workers' free choice to bargain with their companies for a better life—without corporate intimidation. The Employee Free Choice Act will do that.

**2** America's workers want to form unions. Research shows nearly 60 million would form a union tomorrow if given the chance.

**3** Too few workers are able to form unions and bargain because companies routinely block their efforts—and our current legal system is too broken and dominated by corporations to help them. A worker in an organizing campaign has a one in five chance of being fired for union activity.

**4** CEO's wouldn't work a day without contracts to protect their outrageous pay and perks. But they routinely deny workers the same opportunity. Although U.S. and international laws are supposed to protect workers' freedom to belong to unions and bargain, employees are on an uneven playing field from the first moment they begin exploring whether they want to form a union, and the will of the majority often is crushed by brutal management tactics.

**5** The Employee Free Choice Act would allow workers - not corporations - to choose whether and how they want to form a union.

*It would give workers a fair chance to form unions to improve their lives by:*

- ◆ Guaranteeing that if a majority of workers wants a union, they can have one, allowing them to form unions by signing cards authorizing union representation;
- ◆ Providing mediation and arbitration for first contract disputes; and
- ◆ Establishing stronger penalties for violation of employee rights when workers seek to form a union and during first contract negotiations

**6** The Employee Free Choice Act has widespread support, including bipartisan backing in Congress and President Obama's pledge to sign it into law. Nearly three-quarters of the public—73 percent—support the Employee Free Choice Act. Hundreds of respected religious, academic and business people and organizations have signed on in support.

**7** Corporate front groups have mounted a massive campaign to block the Employee Free Choice Act. As former Wal-Mart CEO Lee Scott has said, "We like driving the car and we're not going to give the steering wheel to anybody but us." The core of their campaign is lies and distortions about the Employee Free Choice Act—especially the lie that it takes away "secret ballot" elections. In fact, the act would let workers choose whether to decide on a union through majority sign-up or an election.

**8** Majority sign-up is a long established way to form a union, dating back to the passage of the National Labor Relations Act. It is used today by major employers, such as AT&T and Harley-Davidson, as an important part of their successful high-road business plans.



## New Grants Help Union Members Save for College

**W**ith the economy in a seemingly endless free fall, the rising cost of a college education is putting working families in a bind. However, if you open a new college savings account, your union may be able to help.

*The new Union Plus College Savings Grant offers \$500 to qualified union members who open a new tax-free "529" college savings or prepaid tuition plan by July 31, 2009. You are eligible for the \$500 grant if you have had a Union Plus Credit Card, Mortgage or UnionSecure Insurance policy for one year and contribute at least \$1,000 dollars in the account by Nov. 30, 2009.*

Members with a previously opened education savings accounts are not eligible to apply for a grant.

The 529 savings plan is one of several savings programs that can help you afford a college education, which is becoming more and more important in our information-fueled economy (see accompanying box).

The 529 plans, operated by each individual state, encourage people to save for future college costs. The Union Plus College Savings Grant underscores the importance that unions place in higher education.

The college grant is part of a \$3 million initiative introduced this year by Union Plus to assist union members facing financial hardship during the current recession. The program – called Union SAFE, for Security, Assistance and Financial Education – provides a wide array of benefits for qualifying members – from financial counseling to help with hospital payments to job loss protection to help avoiding foreclosure.

For more information or an application, please visit  
[UnionPlus.org/CollegeSavings](http://UnionPlus.org/CollegeSavings)



### College Saving Tips

Education is an investment in a career and helps to increase future earning potential. With the cost of education increasing by nearly 6 percent each year, financing that investment can be overwhelming. But with careful planning you'll be well on your way to affording that education. Start your plan now by looking into these resources:

- Qualifying union members may be able to get a \$500 grant by opening a 529 college savings account created this year. (see article)
- Consider a state prepaid tuition account to lock in current tuition prices and avoid future inflation.
- Put away \$2,000 each year and use the money, tax-free, to pay for college expenses with a Coverdell Education Savings Accounts (ESAs).
- Learn what the benefits of Roth IRA plans are. As long as you only withdraw contributions and not earnings, you can pay for college expenses without having to pay income tax or an early withdrawal fee.
- Research all available grants and scholarships, including federal Pell Grants aimed at assisting low-income families.
- As a union member, you also may be eligible for special union scholarships, including the Union Plus Scholarship Program.

Visit [UnionPlus.org/Education](http://UnionPlus.org/Education) for more information on ways to save money for higher education.

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