

INSIDER



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

Vol. 5, No. 1 - Published Quarterly

March-April, 2009

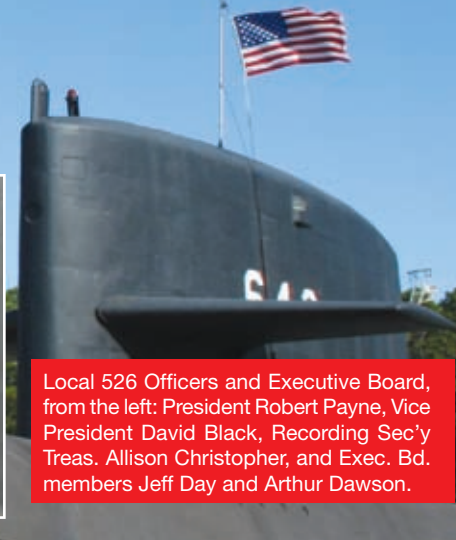
Official Publication of the Transport Workers Union of America - Air Transport Division

Kings Bay Naval Submarine Base

*Meet the Members
Of Local 526*



Local 526 Officers and Executive Board, from the left: President Robert Payne, Vice President David Black, Recording Sec'y Treas. Allison Christopher, and Exec. Bd. members Jeff Day and Arthur Dawson.

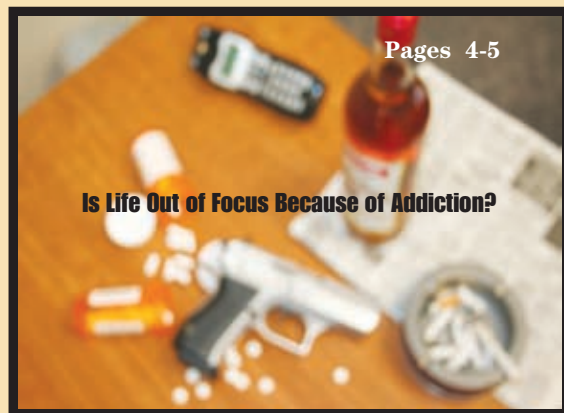


In This Issue:

- 2- Directors Update
- 2- Quill Scholarships
- 3- Political Interns
- 3- Harpers Humor
- 3- Local 562 New Officers
- 3- Open Skies II
- 3- Did You Know?
- 4-5 A Wife's Desperate Plea
- 5- WWC Quarterly Meeting
- 6-7 Local 526 Diverse,
Dedicated & Powerful
- 8- Negotiations, Legislation
& Honorariums
- 9- A Level Playing Field?
- 10-11 Sam Sadler Retires



Unemployment
 Bankruptcy?
 Economic meltdown
 Gasoline supplies
 Foreign Ownership
 Pensions
 Foreclosures
 Stocks & Bonds?
 Home less?
 Oil prices?
 Mergers?
 Mediation



Pages 4-5

Is Life Out of Focus Because of Addiction?



Sam Sadler's Retirement Party
pages 10-11

Local 513 members congratulate Sam Sadler (center) on his retirement and EAP leadership efforts through the years. From left; Ronald Stinson, Reggie Coleman, Ronald Lowe and Renard Austin

ATD

Directors Update



John M. Conley

Unprecedented Gridlock

As you are aware, the general state of contract negotiations within the airline division is truly a phenomenon of unprecedented proportion. With virtual standstills at AMR involving American Airlines, American Eagle and other carriers, the division has fourteen separate cases assigned by the National Mediation Board. Nearly every class and craft including members at Local 540 and 525 with PSA and Airbus Americas respectively, are at loggerheads in the process. One dispute was rejected due to pending litigation; this is unparalleled, and certainly unmatched in the history of the division. There are seven different mediators tasked with working these cases. To say the NMB is deluged with work would be an understatement, not to mention our own organizations resources.

The carriers seem tentative and disinterested in reaching amicable agreements. Preferring to focus upon the current economic condition and the pace of recovery has impacted all, especially our members. Mediation can be lengthy and expensive; it is a process which the NMB controls, not the disputing parties. Corporations must continue with their business plans, ordering new fuel efficient aircraft, building new terminals, renovating older ones, adding routes, upgrading technology and retaining “must have” executives. Time is on their side.

Our members must continue planning for their future also, but unlike a corporation, time is not on their side. Today’s economic uncertainty affects us all and the TWU will continue to press for improvements.

A change of leadership in Washington may bring new opportunities. We have expectations that should enhance a union’s right to organize workers and strengthen the collective bargaining process. Enforced legislation, penalties and oversight is needed; this would require employers to truly negotiate in good faith. Perhaps then, corporate negotiators would stop the ridiculous charade of showing up unprepared for talks and claiming they need more time. Enough is enough.

Support the Employee Free Choice Act - contact your legislators today!

Apply Now! Michael J. Quill Scholarships

TWU members and their families are well-aware of the rising costs of college. Each year, in May, TWU offers 15 scholarships to the sons and daughters of TWU members through the Michael J. Quill Scholarship program. Each scholarship is \$1,200 annually and renewable for four consecutive years, totaling \$4,800 towards a college degree. A public drawing will be held in May selecting the eligible winners.

Applications and eligibility details explaining the scholarships are available in the TWU Express magazine and the TWU.ORG homepage. Look for the “Michael J. Quill Scholarship Fund” link, it’s located just below the Stewards Toolbox on the left side of the homepage.

Applications must be received by May 1, 2009.





Harpers Humor

Change is afoot. The Agriculture Team has been disbanded because of a reduction in force. Yes, I got laid off. Who knew this could happen in Iraq.

After our last Agriculture Working Group Meeting, I was thinking what a waste of time it was and wished I had my two hours back. A USDA fellow walked out from the meeting with us, just giddy with delight on how successful the meeting was - a totally different perspective to be sure.

The meeting centered on Iraqi poultry and U.S. money spent to restore the industry. The anti-group presented facts that Iraqi poultry cannot compete with imported cheap Brazilian frozen chicken. I said Wow! Brazillion chickens! How many is that! Not everyone got it nor thought it was funny.

- Lt. Commander James Harper, U.S. Navy (Local 513 member)



Legislative/Political Interns Selected for 2009

The Legislative/Political Interns selected for 2009 are: Frank Brooks, Local 234; Doug Wegryn, Local 2019; Sharon Riffle, Local 565; Angela Cox, Local 555; Timothy Martin Local 512; and Greg Cosey, Local 590.

Two alternates were also selected: Steven Hamm, Local 229; and Cortney Heywood, Local 555.

The internships are an excellent opportunity to gain valuable training as union lobbyists. Previous involvement in politics, locally or nationally, is a plus. The interns will work directly with Political - Legislative Director Portia Reddick White and the legislative staff in Washington D.C.



Assistant ATD Director Bobby Gless administers the oath of office at Local 562. From left: John Young, Angelo Ragucci E-Board, Paul Lancia, Harry Charalambous E-Board, Joe Urso Recording Secretary, Angel Colon Treasurer, and President Bob Owens.

Not pictured- Vice President Chuck Schalk and E-Board officer Steve Gukelberger



Did You Know?

Pension Benefits - A study released in January by the nonpartisan Employee Benefit Research Institute (EBRI) shows that about two thirds of workers have defined contribution plans (401(k)-type) as their primary retirement plan, and only 30 percent have a defined benefit plan. Less than half of American workers have any type of retirement plan.

-from CB Digest

INFO-LINKS:

- WWW.TWU.ORG
- WWW.AFLCIO.ORG
- WWW.TTD.ORG
- WWW.ATDWWC.ORG
- WWW.PBGC.GOV
- WWW.PBS.ORG
- WWW.FAA.GOV
- WWW.UNIONPLUS.ORG
- WWW.DOL.GOV
- WWW.SHOPTWU.COM

Open Skies II hung up on foreign ownership of U.S. airlines

The negotiations regarding Open Skies II are set to resume in May, but the controversy around foreign ownership of American carriers may hinder the talks. Rep. James Oberstar, D-Minn., backs tightening restrictions on foreign ownership and put protectionist language in a bill to reauthorize funding for the Federal Aviation Administration. European officials, meanwhile, are advocating loosening such restrictions.

- from Travel Weekly

A Wife's Desperate Plea

It was almost 3:00am when Douglas staggered into the living room; he tried to be quiet, not wanting to wake his wife and children, but Nora was wide awake. She heard his car pull up; she hadn't slept all night, lying there nervously wondering if her husband was in jail again or in an auto accident. She wondered, "why couldn't he have just called me?" As she lay in bed listening nervously, she could sense his every move downstairs. The car keys were flung across the coffee table as he stumbled into the kitchen, knocking over the dog food bowl and grabbing onto a kitchen chair. Nora knew he grabbed the chair to keep from falling down. She'd been through this before and cringed at the thought of seeing him in this condition again. She was angry, hurt and frightened and didn't know which feeling would overtake her when he came to bed. They had fought and argued over his behavior before, inadvertently waking the kids; she didn't want that to happen anymore. She prayed that he would pass out before making it to the bedroom. She could wake him early and move him, before the kids came down for breakfast, she thought. Nora began to cry, murmuring to herself "we can't go on like this, what can I do? Someone please help us." Then she heard the gunshot.

Similar scenes take place in households across the country; it's horrifying for those who experience it. Living with an addict or alcoholic is anything but normal. Innocent men, women and children are subjected to the voraciously self destructive cycle of addiction and its abhorrent behavior. That behavior is a stigma projected on the family. Families become dysfunctional, living in shame, disgrace and fear; many don't know where to turn to for help. An out of control spouse or adolescent creates a "hell on earth" for the family. Sadly, many young children are doomed to repeat the self destructive cycle, in some form, if something positive isn't done in their early formative years.

In the early nineteen seventies, many professionals in the medical community were advocating helping those with addictions by sending them to rehabilitation programs. The professionals focused on treating addictions as a disease and wanted family members included in the addict/ alcoholics recovery program. In the seventies employers were slow to warm to rehabilitation medical coverage because of the costs, but since, many have come around and now support and offer drug and alcohol rehabilitation programs through their medical coverage. At first it was a financial decision alone that kept employers from embracing rehab. Then the realization became obvious when they witnessed lives changed and some of their most qualified employees returning to work. Many returned from rehab, happy and healthy and some were willing to share their remarkable recovery experience with others.

The addiction dilemma in America affects any company's bottom line; lost time, training and replacing new employees is expensive and time consuming, while rehabilitating an experienced employee is actually less expensive than termination. The Substance Abuse and Mental Health Services Administration estimates that just over 276 billion dollars was spent, or lost, in 2005 on health care, lost productivity, premature deaths, auto accidents and crime relating to drug and alcohol abuse alone. Almost 18 billion of that was spent for those seeking treatment, even though less than 15 per cent of the estimated 22 million Americans who



Pick up the phone!

engage in substance abuse actually seek help.

Most rehabilitation treatments require four weeks "in house" and are based on the twelve step recovery program pioneered by the two men who founded Alcoholics Anonymous in the 1930's. There are countless numbers of successful recoveries from the grips of addiction, but there are an equal number of tragedies too. You'll hear about them in the daily news, but seldom hear of the successes.

Employee Assistance Program Representatives (EAP) or Employee Assistance Counselors (EAC) are often co-workers who have been through rehabilitation themselves. These volunteer coordinators and representatives are trained in understanding the behaviors of the addictive cycle, its cause and effect as a progressive disease, and the behavior patterns of denial and blame that accompany addictions. They have a desire to help others in need. By doing so, they are able to

maintain their new quality of living – clean and sober. When ignored, addictions can lead to unemployment, divorce,

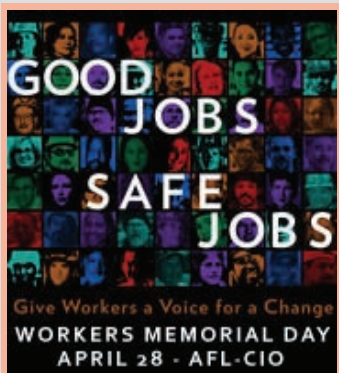
depression, spousal abuse, child abuse, paranoia, murder and suicide. It's a dangerous life and death balancing act for those caught in the grip of self destruction. If the addicted loses his or her job, the family's quality of life suffers immediately. The stakes are high, no pay check, no health insurance, and usually, no accountability from the culprit, just crazy, angry people blaming each other for their circumstances. It can be an extremely dangerous time for the whole family.

"Sadly, many young children are doomed to repeat the self destructive cycle, in some form..."

Desperate Plea (Con.)

The reality is the entire family is affected and needs counseling help if the addicted is to have a successful chance at recovery. When called upon, EAP volunteers will go to a home in the middle of the night, explaining to the family what needs to be done. It helps the family better understand the treatment of addictions and how to help their loved one. They discuss all the options with the afflicted and their spouse. Often, situations can get unruly and ugly for those trying to help; they're caught in the middle of an escalating domestic violence situation, or threats of suicide or even murder are made. It takes a special kind of person to evaluate the situation and know how and when to diffuse the tension and talk down the anger. Affected family members know the cycle; they've been living it, just as Nora had. But sometimes the call for help is never made or made too late and a call to the sheriff and coroner takes its place.

As each dawn yields a new day, please realize that help is available, people can change, marriages are mended, and jobs and careers saved. A desire and willingness to change is the only ingredient needed. The EAP/EAC volunteers, representatives and peer coordinators are the adhesive to a program full of life saving miracles. Just ask one of them, they'll be more than happy to share their experience, strength and hope with you and your loved one. Professional help is always a phone call away.



Malinda Hamm, Local 514

WWC Meeting

The TWU Air Transport Division Working Women's Committee held their quarterly meeting on February 23-24 at the ATD International offices in Hurst, TX. The committee members attending represented different Locals from across the United States. Each one shared their reports in order to better understand women's issues in the workplace and beyond. ATD-WWC Chair, Sharon Riffle, Local 565 at DFW gave a warm welcome to all. One of the most exciting topics on the agenda was on Personal Situational Awareness presented by the Fort Worth Police Department. Officers Rick Benson and Detective Mike Carroll gave an informative presentation to the committee based on their firsthand experiences involving crimes against women and data comprised of crime statistics and trends regarding women's safety. They explained what to look for and be aware of, identifying potential harmful situations before they occur. The officers educated us on how to get out of a threatening situation should one occur. Some of the photos shown were from real cases and very graphic.

The program was well done and informative.

In the afternoon, Flight Attendant, Gwen Dunivent representing Local 556 in Dallas, gave an update report on the Coalition of Labor Union Women (CLUW.) Women are becoming more involved in the labor union movement for a variety of reasons. Another guest speaker was Ms. Mel Ray Leonard who is retired from the Hartford Financial Services. She was glad to share her investing experience with the committee because of the economic situation facing all of us. Her financial preparedness message sent a clear wake up call to everyone. She was very helpful, sharing her insight into investing, saving and preparing for your economic future.

A legislative update was given by recently retired COPE Director, Peggy Olstein-Wiedman. She continues to be active in legislative issues and the Working Women's Committee. TWU Communications Coordinator Tim McAninley gave a quarterly communications update. The final report came from Ms. Lauri Curtis, AA Vice President of Onboard Services; and she spoke about the beginning of her career at AA and how the airline business has changed and how competitive it remains. Pending approval, the next planned WWC meeting will be held in St. Mary's, Georgia, hosted by Local 526, on May 4-6, 2009. If you would like to attend please contact Sharon Riffle at: aaviatrix@yahoo.com



WWC Attendee's February, 2009

Diverse, Dedicated and Powerful

Local 526 - St. Marys, Georgia

With over 400 members, Local 526 represents a variety of workers at the Kings Bay Naval Submarine Base. A diverse group, they support the military servicemen and women entrusted with our nation's well being. The U.S. government has several independent contractors working on the 16,000 acre military base; four of them are represented by the Transport Workers Union of America. A majority of the military's support work is accomplished by TWU members under contract with VT Griffin Inc., Eastern Maintenance, Mark Dunning Industries and Wolf Management Services. Cumulatively, there are 81 different job classifications under the four contracts; how's that for diverse? Those contracts represent workers from custodial services to firemen, water treatment and power plant operations to grounds keepers, painters, and crane operators and maintenance. There are many others, just too many to list in this article. Last fall, VT Griffin's base support operations received the Georgia Department of Labor Award of Excellence for exceptional workplace safety and the National Safety Council's Occupational Excellence Achievement Award for 2008.

Local 526 was chartered with the help of then International Representative, George Roberts. Originally, TWU members at the Kings Bay Base were part of Local 525 in Cocoa Beach, Florida. With the growth at the base and help from George, they received their own charter as a separate Local in 1989. When International Vice President George Roberts retired, Local 526 members unanimously voted to name the union hall in his honor. George's son, Steve Roberts, is an International Organizer for the TWU.



Local President Robert Payne is a U.S. Navy veteran and an honorary member of the Carpenters Union. He is a charter member and trustee of Southeast Georgia's AFL-CIO, Central Labor Council, something he is quite proud of in the "right to work state" of Georgia. "This Local wields a lot of political influence disproportionate to our size" Payne remarked. "Our members are involved and we have had exceptional training and support from International President James C. Little, Political Director Roger Tauss, Education and Research Director Bob Wechsler and good friend Tom Carlin."

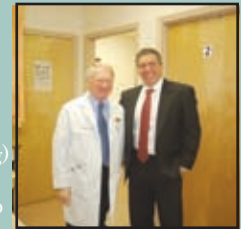
In January the Local opened its Wellness Center and members now have access to several different preventative health care check-ups at their union hall. It's barely a mile from the base, and a very convenient stop on the way home. As health care costs continue escalating, the focus on preventative healthcare has really come

to light and everyone is stretching a dollar these days. Robert Payne is proud of his membership and the variety of jobs they perform safely at the military base. The diversity and dedication of union members is one reason they carry serious political clout in a traditionally red state. Currently they are rallying their members to help make the Employee Free Choice Act (EFCA) a reality for those seeking to join a union.



Right; Thomas Bailey M.D. and Chartered Life Underwriter, H.W. Montoya

Below; Alison Christopher (standing) and RN Pam Evans welcome members to the Wellness Center



Plumbers from left; David Dixon, Daniel Brausch, Grady Brown, Bobby Johnston Sr., Alan Hugueley, Randy James (HVAC) and Jimmy Clark



Local 526 - St. Marys, Georgia



Connie Arline works the "trouble desk," dispatching mechanics and crews to problem equipment or dangerous situations on base



Left photo ; weight and material handling equipment mechanics repair and overhaul forklifts, cranes, hydraulic cylinders and heavy jacks needed on the huge naval base. From left; Charon Jacobs, Alison Christopher, the Local's Secretary Treasurer, Phil Albritton, Rufus Davis Jr. displays his 7 point bucks rack that he nailed in November, Kris Raade, Ted Brown, and Marti Bjornsen.



Meet a few of the painters on base, from left; Tim Pattison, Greg Bordenkircher, Anthony "J5" Lambert, Charles O'Neal, and Victor Carter



Fireman - Robert Jordan



Purchasing agent, Glenn Drawdy - "Mr. Claus"



Left; Roads and Grounds Crew; from left; Vernon Hand, Twyla Calhoun, Jan Oxendine, Garrett Grant, Marlo President, Larry Conn



Carpenters from left; Pablo Quiroz, Van Cross, Wendell Holmes, John Ray, Mike Morgan, and Robert "Biggin" Strickland



-Photo courtesy of TWU Draftsman -Paul Embry

Above; Local 526 crane operators installed a submarine periscope as an exhibit for the St. Mary's Submarine Museum. From left; Mitch Wilson (former supervisor), Steve Daniels(retired), Randy Sutherland, David Glisson, and Tony Christopher



By: Kyle Whiteley, Local 556 Executive Board (MDW)

Negotiations, Legislation & Honorarium's

Transport Workers Union Local 556 represents Flight Attendants working for Southwest Airlines and is the largest TWU Local in the Air Transport Division with over 9,000 members. Our contract became amendable last May and the Negotiating Team continues its efforts to secure a new contract.

The 556 Negotiating Team, led by President Thom McDaniel, brought many new ideas to the table, several of which were win-win for both union members and management. The parties tentatively agreed to 19 non-economic articles during the first 90 days of bargaining. Not long after that, we opened discussions on economic issues and suddenly Southwest's management hit the brakes.

TWU Negotiators, along with our financial advisor Dan Akins, proposed a comprehensive economic package that we believe was not only fair but also protected Southwest's ability to remain one of the strongest and most profitable airlines flying. Southwest management has made some movement to help reach an agreement, but as of this writing,

the parties are at odds over several economic components vital to our membership.

On another note, we celebrate some great news out of Washington D.C.! Legislation clarifying qualified hours for flight attendants, known as the Airline Flight Crew, Family and Medical Leave Act (FMLA) passed the U.S. House of Representatives by a unanimous voice vote. The Airline Flight Crew Bill was prepared and supported by the Flight Attendants Coalition, which is represented by union leaders from the TWU, AFA-CWA, APFA and the IAM. Originally, FMLA required most employers to provide job-protected unpaid leave to employees who have worked 60 percent of a full-time schedule over the course of a year. However, the courts and federal agencies disregarded that original intent and narrowly defined the "full time schedule" as that of a traditional 40 hour work week, thereby excluding flight attendant's since their schedule does not fall with the traditional 9-5 work day. The Airline Flight Crew FMLA will correct this misinterpretation of the original legislation. The legislation now advances to the Senate for approval, and then hopefully signed by President Obama. * Several Local 556 Executive Board Members worked intently for this legislation, and they are: First Vice President Michael Massoni, Board Member at Large Brett Nevarez, and Dallas and Orlando Crew Base Representatives Gwen Dunivent and Susan Kern respectively. Local 556 President Thom McDaniel assisted the team

with its legislative efforts and said, "we all wish to thank our members for reaching out to their Congressmen, urging their support of this important bill."

Local 556 would like to acknowledge two of the newest honorary members to the Transport Workers Union. Back in December, during a local sponsored "Toys for Tots" drive, TWU International President James C. Little presented now retired Southwest Airlines CEO Herb Kelleher and retiring SWA Corporate Secretary Colleen Barrett honorary, lifetime membership in the Transport Workers Union. International President Little stated that over the years, Herb and Colleen had fostered great labor relations between Southwest Airlines and TWU union members at Locals 556, 555, and now the latest addition to the team, Local 550 - SWA Flight Dispatchers. In a brief acceptance speech, Herb said, "I have received many awards over the years, but this one is very special to me." Herb remarked, jokingly, that we must have lowered our standards to allow him to join the union.

All of us at Local 556 want to say thanks to International President James C. Little for acknowledging the significant contributions that Herb and Colleen provided for our union members. Together we built a magnificent airline!



**Watch-www.youtube.com search: School House Rock – How a Bill Becomes Law*



Donald Videtich

International Representative

**Foreign Aircraft Maintenance
- A level playing field?**

No matter your political affiliation, there is no doubt that labor finally has a voice in Washington D.C. I would like to first thank all the members that helped during the election. Without labor's efforts there may have been a different outcome. Although the election is behind us there is no time to rest on our laurels. We have to be even more vigilant and engaged in the legislative process to help pass needed legislation that protects all work groups within the TWU

In addition to much needed legislation for our Rail and Transit Divisions, within the Airline Division there are some critical issues that must be addressed by Congress i.e. Flight Attendant OSHA coverage, FMLA and duty time fatigue concerns etc. I would like to focus on aircraft maintenance, specifically foreign maintenance. There are a few things currently going on in Washington which directly impact us. Washington politics can be frustrating and drawn out; we have to take a systematic approach to address these critical issues and achieve goals important to our members. Let's start with a look at the FAA Reauthorization Bill.

In recent testimony regarding the FAA Reauthorization Bill before the U.S. House of Representatives Aviation Sub Committee, the TWU's position, in concert with other labor groups, recommended four critical areas. These four bullet points affect aircraft maintenance operations that are necessary to ensure safe, secure air travel for the American public.

- ◆ Require that all maintenance on aircraft used in domestic U.S. service be done in FAA-certified repair facilities.

- ◆ Require, as a condition of Federal Aviation Administration (FAA) certification, that all repair stations meet the same standards. This would include, but not be limited to, drug and alcohol testing and F.A.R. Part 65 aircraft mechanic certification. Any requirement that is not imposed on foreign stations should be repealed as a requirement of U.S. stations.

- ◆ Reconfigure FAA inspection and oversight to place the greatest scrutiny on audited repair stations deemed to pose the greatest risk to safety and security.

- ◆ Require, as a condition of FAA-certification, that all repair stations be subject to unannounced FAA inspections. The FAA shall be prohibited from certifying any repair station in a country that prohibits unannounced inspections and shall immediately revoke any existing certifications in such a country.

Bobby Gless Assistant ATD Director, testified before Congress where he said, "we look forward in this 111th Congress to the successful passage in the House and Senate of a FAA Reauthorization Bill that discontinues the double standard that is applied to aircraft maintenance at outsourced stations, as opposed to that performed at the carriers themselves."

In the past we would not be as optimistic in getting these requirements in place, but now with President Barak Obama, and a majority of Congress behind us, we can and will make much needed progress.

While campaigning for President of the United States, then Senator Barack Obama outlined his views regarding the governing and oversight of foreign aircraft repair stations in a candidate questionnaire from the Transportation Trades Department, AFL-CIO.

- ◆ He stated he would enforce the requirement that TSA issue and enforce regulations governing aircraft repair stations access and security

- ◆ He stated he would support an increase in the number of FAA inspectors to adequately staff overseas contract repair facilities

- ◆ He stated he would support legislation that ensures the safety and security of foreign aircraft repair stations and ensures that foreign repair facilities and their employees are held to the same standards as U.S. repair stations and their workers. He specifically said in regards to aircraft repair stations, "I believe that foreign repair stations must meet strong standards."

Having these provisions adopted in the Reauthorization Bill is a crucial first step. President Obama made some other commitments we will follow closely. One specifically was passing into legislation a penalty (tax) on companies that send work overseas and or, a tax credit for companies keeping work within the United States. When in place this will have a direct impact on all U.S. based airlines that have exploited our labor by sending their aircraft maintenance overseas.

If we are successful in these endeavors we may just level the playing field - stay tuned, and stay involved. We can't be successful without you.



President-elect Barack Obama addresses supporters at Grant Park in Chicago, Illinois November 4, 2008.

Sam Sadler Retires



TWU's - EAP System Coordinator

A long life's journey we meet many memorable people; some become our closest friends and even family. A sincere friend can mentor us, a calming voice of sense and clarity in times of duress. When others are falling apart, these men and women have their emotions under control. They think and act rationally, they're good listeners and humble in their ways. They are often the rock you lean on. Someone like that makes a distinct impression on you, inspiring you to do better, to keep trying - encouraging you to make positive changes in your life. Drawing on their own life experiences they have a unique way of analyzing seemingly desperate situations. They find positive alternatives and solutions when there appears none. I would like to introduce you to one such man, a friend of mine and a co-worker - in many different ways, Mr. Sam Sadler. If you know Sam personally, you are truly fortunate; I hope that he inspires you like he has me and many others.

Sam recently retired from American Airlines after 41 years as a Fleet Service Clerk. He is well known and highly respected by his TWU brothers and sisters and has continued as the TWU/AA-Employee Assistance Program System Coordinator. The EAP works with

employees seeking help for problems with substance abuse, domestic violence, depression, and other human afflictions. Similarly, TWU represented Flight Attendants at Southwest Airlines have an employee assistance program too, the Flight Attendant Assistance Program (FAAP.) Sam had been an EAP coordinator since 1989, helping members across the system and was then appointed as TWU's EAP System Coordinator on December 2, 1999 by Air Transport Director, James Little. Sam is grateful to Jim and the International for their continued support of the EAP's efforts. With support from American Airlines and the TWU, Sam's leadership skills helped the EAP gain notoriety as one of the best recovery models available. Many TWU members' lives have been saved as well as other union members represented by the Association of Professional Flight Attendants (APFA) and the Allied Pilots Association (APA.) Through

He explained addiction in a metaphoric way, "addiction or recovery are like two hungry lions inside you, battling for control of your being - recovery depends on which lion you choose to feed."

fellow employees and their families suffering with addictions is unequalled.

Local 513 hosted the retirement party and retired American executive Ralph Richardi flew in from California to

honor Sam. Retirees and members whose lives had changed because of the EAP and Sam, were there en masse. Tim Ahern Vice President of Airport Services presented Sam

with a beautiful statue of an eagle and thanked him for helping so many employees' during his career. ATD International Representative Tim Gillespie and retired ATD Director Ed Koziatek attended, and Tim spoke of



Left: Local 513 EAP Coordinator Mark Scroggins and TWU - EAP System Coordinator Sam Sadler

Sam's legendary commitment to the recovery program and how Sam personally helped his family through some tough times. Over thirty people took turns at the podium, speaking of Sam's personal influence on their recovery, and recognizing him with retirement gifts, books, plaques and a few good jokes. Mark Scroggins, himself an EAP coordinator, presented Sam with an "Honorary Texan" plaque, and retiree Randy Hardeman thanked him for his successful recovery from drug addiction. Randy said, "this man and this program saved my life, I will always be grateful to both."

Life wasn't always rosy for Sam; he had struggled with his own addiction to alcohol, which would lead to a painful divorce from his wife Joanne in later years. He was born



Sam and AA Vice President Tim Ahern

firemen organizations, teachers unions, churches and local treatment centers. Sam has shared his knowledge and training with thousands suffering from addictions or relapse. His devotion to helping

Sam Sadler (Cont.)

and raised in Swans Quarter, North Carolina in 1942, one of nine children raised in rural, racially charged North Carolina. He knew how dangerous life was because of his skin color. He grew up before Rosa Parks, the Freedom Riders, and Reverend Martin Luther King Jr. and their civil rights movement - which would change a nation. For many of today's younger generation it seems obscure and long ago but it really wasn't, as evidenced by the tears of joy during this year's Presidential Inauguration. People, places and things can change, given time.

Sam followed his older brother to Buffalo, New York in 1962, and they would send money back home to help their parents. Sam was a hard worker and a hustler for business deals, he liked selling whiskey like his father had done. As a young man, Sam was into the night life and ran a "juke-joint" club for awhile. He was booking entertainers at the club, and wheeling and dealing in his own "Mini- Motown" right there in Buffalo, New York. He was making good money and bought and managed a liquor store too. He liked Buffalo and soon became accustomed to the cold weather; of course, a good stiff drink always helped one deal with the cold weather and Sam was no exception. He also worked at a catering facility cooking, cleaning and delivering prepared meals to the airlines serving the Buffalo Airport. Through some mutual friends there, he heard that American Airlines was hiring fleet service clerks and he started working the ramp in 1966. Despite his affinity for strong drink, Sam possessed a tremendous work ethic, never missing a days' work at the catering company while running his business on the side. He married and had a young

daughter Elizabeth, whom he loved dearly.

Things were going well at work but at home it was different, his drinking was beginning to annoy his wife - but not Sam. In 1969 the TWU called for a strike against American Airlines and Sam walked the pickets during a miserably cold February



Left; Ricardo Partida, Sam and Joe Tolbert

and March. Buffalo, New York has notorious winters, known for their frigid brutality, but after three long weeks the strike was settled and union members had achieved good raises and improved benefits. Years later, and in the midst of a divorce, he was laid off by American in 1982. Contractually he could fill a vacancy or bump a less senior employee to stay employed with American, so he moved to Dallas - Ft. Worth. After a week in Texas



Sam and grandson Deerique relax at home.

he quickly decided to quit American Airlines and go back to Buffalo. An old friend from there, now working at DFW also, talked him into staying with the airline. He knew Sam's history and work ethic, telling him he could get help for his alcoholism addiction through a new program at work - the EAP. Sam tore

up his resignation letter and stayed on seeking treatment for his alcoholism. The Employee Assistance Program (EAP) provided him the treatment center stay he so desperately needed. He became sober that year and has been ever since. That decision positively changed his life and little did he know the lives of many more that would follow his example.

Sam's relationship with his daughter and ex-wife was difficult because of the distance, but he maintained it as best he could. After his daughter became pregnant at 16,

Sam and his ex-wife, Dr. Joanne Sadler, came to an agreement for the sake of their daughter and new grandson Deerique. Between the two of them they would raise him so Elizabeth could finish school. Eventually Sam and Joanne adopted Deerique and shared the responsibility of raising him. Deerique became very close to Sam at a young age and has lived with him since he was thirteen. Deerique attends a private school in North Richland Hills, where he excels in all his classes and loves competing in track and playing basketball and football with his friends. Sam remarked, "Helping to raise Deerique is an opportunity given me that makes me feel good, because of my divorce and move to Texas, I was not able to help raise my daughter Elizabeth." He and his ex-wife Joanne remain good friends to this day.

Sam is one of the many success stories the EAP has nurtured. He is an extremely positive man and has good reason to be, he's been given a second chance and he relishes each and every day.

He explained addiction in a metaphoric way saying, "addiction or recovery, are like two hungry lions inside you, battling for control of your being - recovery depends on which lion you choose to feed." If you or someone you know needs help, don't hesitate to call; Sam can be reached at this toll free number:

1-877-267-9553



Left; International Representative Tim Gillespie with Sam Sadler. Representative Gillespie acknowledged Sams contribution to our members during the Presidents Council Meeting on February 26 at the ATD office in Hurst, Texas.



Consumer News

For Information Contact: Jennifer Wright, 202-293-5330, editors@unionprivilege.org

5 Tips to Keep Your Wits (and Your Home)

The home mortgage crisis has affected millions of working families. Here are five strategies you can use to protect your home.

- **Be proactive.** If you have an adjustable rate mortgage (ARM), call your lender now to find out when your rate will adjust, by how much, and how often this can happen. If your rate has already gone up and you may not be able to make your payment, contact your lender and ask if they will work out a plan that works for you.
- **Worried you're at risk of losing your home?** Call the Union Plus Save My Home Hotline at 1-866-490-5361 for free, confidential advice from HUD-certified housing counselors. Face-to-face counseling is also available at more than 100 local offices in 22 states and the District of Columbia.
- **The state you're in.** Many states have been moving faster than the federal government in offering assistance to homeowners in crisis. Contact your state government and ask what programs may be available.
- **Give yourself credit.** If your mortgage situation is part of an overall credit problem, call 1-877-733-1745 to schedule a free credit counseling session.
- **Go union.** The Union Plus Mortgage Program offers low closing costs and other benefits for union members and families. It's the only program in the country with the Mortgage Assistance Program, which can cover your mortgage payment in the event of disability, strike, lockout or layoff. Call 1-866-260-9596.

TWU-ATD
1791 Hurstview Dr.

Hurst, Texas 76054

Phone: 817-282-2548

Newsletter feedback; e-mail:
atdinsider@twu.org