

INSIDER



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Conley and Gordon Confirmed

The Transport Workers Union, International Executive Council (IEC) met on October 23 and confirmed John M. Conley as Director of the Air Transport Division. Joseph Gordon, was also confirmed as International Secretary-Treasurer, replacing recently retired John J. Kerrigan.

As the ATD Director, John will oversee 41 Locals, a multitude of contracts, and have a tremendous amount of responsibility, now that contract negotiations have begun with American Airlines and American Eagle. Director Conley will lead the American Eagle negotiations. Jose Galarza, President of Local 570, and a veteran of the Iraq war, will be assisting John with his expertise and valued background of the American Eagle System.

AMR Announces Plans To Sell Eagle

AMR Corporation announced plans to divest itself from their wholly owned regional carrier, American Eagle. A deal could be expected sometime in 2008. At present the TWU is in negotiations with American Eagle involving six separate contracts. Following the company's announcement ATD Director Conley stated in a press release, "We have been in touch with our General Counsel in New York for an opinion and clarification of the labor protective provisions that may be triggered by such an event. I want our members to know that we fully anticipate being involved in talks with any prospective buyers. Our intentions are to continue to negotiate with the best interest of our members, securing their jobs and benefits.

At present, there is little definitive information to share on the planned divestiture of American Eagle. Today, I notified the American Eagle Local Presidents; additionally the American Airline Local Presidents were noticed via

conference call. Any additional comments at this time would be speculative in nature and likely produce further uncertainty. However, as more information becomes available we intend to keep our members updated."

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ATD

DIRECTORS UPDATE



John M. Conley
TWU - ATD Director

Dear Brothers and Sisters,

In considering a topic for my first column as Division Director, I reflected upon my airline career from its inception, 1981 to the present.

At that time, Air Cal was an airline which prided itself on quick – turns and point to point flying. We interacted with one another like the proverbial family. There was not an atmosphere of divisiveness or animosity in relation to ones' job title or work group.

Many of our work relationships continued socially and led to life long partnerships which thrive to this day. The airline was not coined or referred to as a legacy carrier. In fact, I am not sure that Wall Street even new we existed.

I was a member of TWU Local 505 in San Francisco. Like my small airline, I believed our members represented a gnat on an elephant's behind.

Local 505 was dominated by Pan American members with the exception of the Vice President, who was from American Airlines, and one Executive Board Member from my airline.

Like the Air Transport Division, Local 505 was eclectic in that, it represented all title groups with multiple contracts from four different airlines. That, in and of itself, makes our Division uniquely complex and challenging.

We currently represent approximately 52,500 members from Florida to Washington State and New York to Hawaii and beyond, in 41 Locals, with 83 Collective Bargaining Agreements. This cross section of Craft and Class and Skill Sets is as diverse as our membership.

Whether you are a lone member in San Francisco, a cluster of eight at Patrick Air Force Base in Florida, or a Flight Attendant domiciled in Dallas, with over nine – thousand colleagues system wide, our commitment is the same.

No member should feel disenfranchised, or neglected, as a result of their number or particular job title. What you do is not who you are, and what you earn is not a reflection of your value to others or the TWU.

Together, as we approach a time of giving thanks and counting our blessings, please remember those who are dependant upon you for your contribution to their well being. You and your families, please have a safe and happy holiday season.

Local 543 Reaches TA with Pinnacle Airlines

Local 543 President, Perry Sprague, announced last week that the Negotiating Committee had reached a tentative agreement with Pinnacle Airlines. The Sector Supervisors and Dispatchers at Pinnacle have been in negotiations since August, 2005. There was a previous TA that was soundly rejected by the membership back in January of 2007. At the request of Local 543, a mediator was assigned to the contract talks and finally some progress began to develop.

The Local is in the process of communicating the agreement to the membership. They have scheduled several info meetings to accomplish this before a ratification vote takes place. The results of the vote will be announced on December 11, 2007. Perry wanted to thank all those who worked tirelessly through these negotiations.

They Said It:

The Pardus hedge fund last week recommended that Delta Air Lines merge with United Airlines. Some observers note that mergers make less sense operationally than they do on paper. "Hedge funds have the most honorable of all objectives: to make money for themselves. But they want short-term gains, and airlines are a long-term business," said consultant Michael Boyd. Brilliant Mike!

Congressional Delegation Visits Tulsa M&E FAA Reauthorization Bill

A Congressional Delegation from the Committee on Transportation & Infrastructure toured the Tulsa Base Tuesday, November 20, 2007. Members included Chairman Jerry Costello (D-IL), Congressman Tom Petri (R-WI), Congressman John Duncan (R-TN), Congresswoman Mary Fallin (R-OK) and Congressman John Sullivan (R-OK).

Tulsa was the last stop in a series of tours which included but was not limited to aircraft manufacturers and MRO's like, Boeing, Airbus, Lufthansa Technique and Turkish Technique. The Transportation Committee was instrumental in placing a provision in the FAA Reauthorization Bill calling for more FAA inspectors and inspections of overseas MRO's

Transport Workers Union, International Representative, Don Videtich accompanied the congressional delegation, as did Local 514 President, Steve Luis. Videtich remarked "This is heading in the right direction; they have put a provision in the FAA House Reauthorization Bill that recognizes the need for more FAA oversight of aircraft maintenance being performed outside of the United States. I have talked to these congressmen and women, and they have concerns about these overseas facilities. For years the TWU and the AFL-CIO Transportation Trades Department has attempted to get legislation that would require more FAA oversight, and now we are hopeful that they will take this first step. This is important to us, it's not an end all; but it is definitely heading in the right direction.

What all of our members need to know is the FAA Reauthorization bill has gone through the House, now it is in the Senate and is tied up over funding disputes. Senator Claire McCaskill (D) MO will be putting in an amendment and we are waiting to see that amendment to the Senate version of the bill. We have been told that it will be similar to the House version which would provide the first step in the series of protections we have been seeking regarding foreign maintenance."

"All of our members need to contact their Senators, via email or phone, and ask them to support the FAA oversight and drug testing language that is currently in the House Reauthorization Bill, and maintain that language in the Senate version, which would provide for more FAA oversight of facilities outside the United States".



Congressional Delegation Committee on Transportation and Infrastructure visits the Tulsa Maintenance and Engineering Base

From left: John Sullivan(R-OK); Tom Petri (R- WI); Mary Fallin (R-OK); TWU International Representative, Donald Videtich; Jerry Costello (D-IL); John Duncan (R-TN); TWU Local 514 President, Steve Luis

AA NEGOTIATIONS HAVE BEGUN

TWU International Vice President, Dennis Burchette, has been appointed to AA System Coordinator, filling John Conley's vacancy.

Dennis will assist in leading negotiations for the TWU contracts with American Airlines. Dennis was President of Local 514 in Tulsa, Oklahoma before becoming an International Representative and subsequently the AA System Coordinator.

Conley, Burchette and the Negotiating Committees have requested our members support and understanding as they attempt to negotiate with those who say one thing, yet do another. They ask that your patience and solidarity be evident in the months ahead. There will be rumors galore, get the facts from credible sources. Plans are in the works for a telephone hotline or website to keep members informed with the facts.



The North American MRO

Update By: Don



Donald M. Videtich
International Representative

If you have been following the MRO industry (Maintenance Repair & Overhaul,) you know there's been a lot of activity. The most recent news is from Delta, where CEO Richard Anderson stated "The MRO business is quite profitable on a fully allocated basis. It's not labor intensive; it mostly relies on expertise and the economies of scale that we have in that business. But we're going to start breaking it out and running it as a stand alone business."

United Airlines announced it's exploring spinning off much of its Maintenance Division, including its maintenance base at San Francisco International Airport. United executives are said to favor pursuing a joint venture that would allow the airline to retain a minority stake in the maintenance operations, while giving operational control to an outside investor such as a hedge fund, third-party contractor, or even another airline. "We've got a lot of interest, a lot of people are looking at it," said Chief Financial Officer, Jake Brace. He said, "the business has growth potential, and we think it makes sense to have a third party that could invest the money to grow the business."

When, and if, United sells its MRO unit, all or in part, and Delta sells or runs their Delta Technical Operations as a stand alone remains to

be seen. One thing is certain, the airlines are looking at creating value for their shareholders by running these businesses as a stand alone or selling them outright. In United and Delta's case, at the expense of their employees'.

Overall, competition has been increasing ever since deregulation took place in 1978, and particularly the last decade. Aircraft maintenance work has been adversely affected much more than other aviation jobs. The Department of Transportation reported in 2007 that from 1996 to 2006, while total maintenance costs fluctuated, U.S. based air carriers continued to increase their percentage of maintenance dollars spent on outsourced maintenance, up from 37 percent to 64 percent. In 2006, \$3.7 billion of \$5.7 billion dollars was spent on outsourced maintenance.

Where do the dollars go? Far too many carriers find the lower costs of overseas maintenance irresistible, despite long ferry times and expensive fuel costs. For example:

- UAL, JetBlue, and Air Canada send their A319's and A320's to El Salvador for maintenance
- UAL sends its 747's to Korean Air, while their 777 fleet is maintained in Beijing, China (LHT Ameco)
- Delta began sending MD-80's to Aero Mexico and their 767's to Haeco (Hong Kong)
- Continental's 767 heavies are maintained by Haeco too.

U.S. based, non-airline operated MROs, continue to compete for work with the foreign shops and traditional in-house providers. Airframe work and engine overhauls have been the primary focus for outsourced maintenance.

Undoubtedly, there are problems with the overseas MROs. A recent U.S. Department of Transportation Inspector

General reports that airlines are increasingly outsourcing aircraft maintenance. Gaps remain in Federal Aviation Administration supervision of some repair stations airlines use. An FAA certified repair station requires annual FAA inspections and reports that provide specific data for analysis on failures and malfunctions. This is known as "trend analysis." The FAA requires recurrent training, designated supervisors and inspectors for the job of policing certified repair stations. The non-certified facilities have no such requirements, yet they perform critical repairs and maintenance on U.S. based airliners.

The TWU, along with other members of the AFL-CIO, continue to fight on our behalf, to ensure a level playing field and that our job security and wages are not threatened by legal and regulatory shortcuts. We, along with the AFL-CIO Transportation Trades Department (www.ttd.org), have been actively involved in the recent hearings providing input for the FAA Reauthorization Bill, now in Congress.

The FAA Reauthorization Bill has a myriad of other problems, a provision has been added to require increased FAA oversight of foreign repair stations. Has the playing field been leveled? Not yet, but some headway is being made, finally.

Some other headlines involve the spin-off of Air Canada's Maintenance Division to KKR; the world's largest private equity group. Companies like KKR have grown tremendously in the past 10 years, and from a labor perspective, these new shareholders represent a new set of challenges. Make no mistake – they are focused on the bottom-line, earning money by turning companies into industry leaders. They make few friends along the way, especially with labor. Like them or not, private equity companies now control hundreds of billions of dollars and can be found in almost every industry.

3 Landscape - An Ever Changing Industry

Donald Videtich

They accelerate the pace of change in almost every company they touch. Typically, their first steps are to clean out management, slash costs, and buy out the competition. These are companies that are known for turning old uncompetitive industries into highly competitive ones that earn money. With the recent purchase of Air Canada Technical Services, they are now in our backyard. Where does that leave us?

Although there seems to be some leveling of the playing field, we cannot count on outsourcing to go away. More worrisome, the domestic MRO's are investing large amounts of capital into their operations, improving quality and their ability to compete against cheap labor, and the lower costs of MRO's in Mexico, Latin America, and China.

The recent launch of the Boeing 787 and Airbus 380, remind us that new technologies are here to stay, and we will have new maintenance opportunities. Composites, advanced avionics, and improved engineering will drive down the need for traditional aircraft maintenance; in fact, industry studies predict that the latest generation of aircraft will require significantly less man-hours than that of today's aircraft. This transition of technology makes it even more important that we insource maintenance work from other carriers, now! New customers will realize the value of our high-quality maintenance work performed right here in the United States. In the long-term, there won't be enough work to support all the MRO's that exist today.

The good news is, there will not be enough room for low-quality, low-skilled, unsafe MRO's. Would you trust a 787 dream liner to an MRO who hires fly-by-night mechanics? Can cheap MROs that use ladders and foot stools, instead of docks and scaffolding, afford the computer equipment necessary to repair a car, much less state of the art avionics system? Are they really

capable of performing high quality maintenance?

Predictions are that ten years from now the industry will have a few big MROs, just as there are only a handful of dominant car manufacturers in the world today. Those who survive will be the ones who provide a full service package, in a cost-effective manner. They will be the ones the customers trust and rely on to provide a safe, high-quality product at a competitive cost.

At AA, we have a tremendous advantage that will help - size and number of facilities; three heavy maintenance bases and numerous line stations, some with hangar capability, and our ability to maintain aircraft from nose to tail. Our experienced AMT's, equipment, and training, give us a leg up on the competitors. Now we need to invest in the latest technology to support M&E processes at American. Investing in new technology is necessary to ensure that we remain leaders in the industry. We have to have the tools and ability to stay ahead of MRO's, whether at home or overseas. We must grab the opportunity if we want to survive for the long run. The prospective customers, industry analysts, finance guys and creditors have to see that we offer a superior product that's worth the cost. That means we must continue to:

- Measure the results – to show the facts, that we are competitive
- Win customers – become the MRO of choice by securing business from the competition
- Share the results – the value we create puts dollars in our pockets and secures jobs, pensions and benefits

It won't be easy, but it isn't something we can avoid. Building the business case for AA and our customers will ensure that we share in the success we create. If we continue to improve our ability to maintain aircraft competitively, we will succeed.



MCI Maintenance Base; Boeing 767 widebody at the MCI Base for inspections and mod-work



Hangar 5 - DFW Airport; once a Delta Airlines maintenance facility, until their bankruptcy filing in 2006. American Airlines signed a lease for the facility this past summer, adding over 100 additional mechanic and related jobs for TWU Locals 513 and 565



AFW Maintenance Base; the first of several Aviatas lease 777 aircraft arrived in late 2005 for back in service inspections.



TUL Maintenance Base; has increased third party maintenance significantly over the last two years

EAP System Meeting

The Employee Assistance Program representatives held their annual meeting at the Bedford Plaza Hotel on October 10, 2007. The EAP assists employees who are confronted with life threatening or career ending issues like - chemical dependency, alcoholism, eating disorders, depression, suicide, and anger management. Most EAP representatives have experienced some of these issues firsthand, and have found that a new way of living and recovery are possible. The representatives are active employees' from a diverse workgroup, who assist those in need. By sharing their experiences, strength, and hope, they are in a unique position to help other coworkers when they need it most. Those seeking EAP assistance can rest assured that their case is held in the strictest of confidence with EAP representatives and the company alike.

American Airlines and the TWU have steadfastly supported this life saving, life changing program. Help is available for those willing to confront their addictions and destructive habits.

Danny Wilson, an EAP representative from Local 562, JFK, discussed how to handle a suicidal caller. This call requires extreme patience and understanding by the EAP representative. Several TWU members shared their personal testimonies of how the EAP helped save their lives, jobs, and families. The TWU, EAP representatives honored AA Senior Vice President, Ralph Richardi with a plaque recognizing his many years in

support of the EAP; Ralph will be retiring this December. Barbara Rice was also honored for her outstanding work and commitment as Manager of the Employee Assistance Program for American Airlines.

Sam Sadler is the TWU's, EAP System Coordinator for American Airlines, and has been helping fellow employees for over 25 years. Sam is quick to encourage those in trouble saying, "Help is just a phone call away, if you need help, make that call." During the meeting he remarked "It has been rewarding for me, personally, helping those who are desperate and struggling, find the courage needed to change their lives; I was there once too."

"Help is just a phone call away, if you need help, make that call."



EAP Representatives and their special guests break for a photo before lunch at the Bedford Plaza Hotel

Tim Ahern, Vice President of DFW Operations presented Sam with a plaque honoring his tenure and service to the Employee Assistance Program and more specifically his fellow employees'. Like Ralph, Sam will be retiring soon, and many representatives attending lamented that his kindness and uncompromising dedication to others will be missed.

The EAP Coordinators attending the annual meeting were: Manny Diaz, Antonio de Jesus, Local 501; Local 505, Skip Hovorka; Local 507, William Malcolm, Frank Soto; Local 512, Jim Stewart, Bob Steward; Local 513 Samuel Sadler, Mark Scroggins, Michael Gibson, Ronald Stinson, Freddy Torrent, Kenny Porter, Paul Martinez, Joe Tolbert, Ray Allen, Reginald Coleman, Ceaser Gillespie, John Makovey Eddie Johnson Curtis

Morris, Randy Hardeman, David Harlan, Irene Stockton; Local 514 Joe Alorcon, Jimmy Billinger; Local 521 Jeff Pawelek; Local 530 Phil Feeney; Local 541 Lynn Taubineck; Local 561 Tony Gomez, Jorge Rojas Vice President; Local 562 Danny Wilson; Local 563 Kenny Morse; Local 567, Jeremy Terry, Tim Schwagar, Ken Porter; Local 568, Dave Simmon, Gilda Brown; Local 575, Christian Apodaca; Local 590, Kevin Watson.

Special Guests

Ralph Richardi, Senior Vice President American Airlines; Tim Ahern Vice President DFW, Tony Noviello first Vice President TWU Local 513; Roy Sills Financial Secretary TWU Local 513; Kevin Godbold Executive Board TWU Local 513; Dr. Ella Williams; Pastor, Dennis Davis; Melvin Bennett Starlite Recovery Center; Jeanette Almon MA.LPC; Barbara Rice, EAP Manager (retired); John Tuttle, Lead EAP Manager ORD; Elyse Kitterman EAP Manager DFW; Amy Swetnam, Communications Coordinator, DFW; Ginger Schmidt, DFW; Ballia Packson, Cathy Sharp, APFA; Tarsyia Waddell, EAP Manager, Union Pacific Railroad; and special guests of the EAP, Ruby Hankins, Ricardo Sanchez, and Sheron Casey.



left; American Airlines Vice President, DFW, Tim Ahern, presenting to Sam Sadler, TWU's EAP System Coordinator



Tim McAninley

ATD Communications Coordinator

For The Troops - Sky Ball V



Presentation of our colors



Scott Redfield, a Facilities Maintenance Plumber at AFW, has worked Sky Ball every year at the base. This year he donated some prized photos of the original flag raising on Iwo Jima for the silent auction

As the "war on terror" drags on our nations military families are unfairly burdened and paying a huge price for our freedom. Several thousand have lost their lives, while thousands more are wounded casualties, returning home missing limbs, burned, and suffering tremendous battlefield trauma. Multiple deployments exact a heavy toll and make it extremely difficult for military families. As if losing a loved one is not enough, many are losing their homes, vehicles, and lifestyle; and divorce is becoming prevalent among military veterans families. It takes two incomes to survive in this economy, what do they do now? Thousands of children will never know their mothers or fathers. The majority have been welcomed home only to meet financial desperation, unemployment, reduced medical benefits and some face bankruptcy.

The Fort Worth Air Power Foundation is a 501c3 charitable organization that teams up with the Fort Worth Air Power Council to organize the event known as Sky Ball. The Fort Worth Air Power Council originated in 1958 with local legendary Cadillac car dealer, Mr. Frank Kent, and legendary General, Curtis LeMay. They developed the Council as an organization to assist military families in need. The Councils primary purpose was to raise money to help support the aviation branches of the armed forces. Years later the Council saw the need to share the funds with all branches of the military, especially the reservists. The wars in Iraq and Afghanistan have put a heavy financial burden on our troops; the annual Sky Ball event raises funds to help offset these costs.

This was the third consecutive year for Alliance Maintenance Base to host the event. Over 600 American Airlines and American Eagle employees volunteered to work the gala. Flight Attendants, Ticket Agents, Mechanics, Fleet Service, Pilots, Supervisors, Planners, Engineers, and office staff all donated their time to make the evening a big success.

The Fort Worth Air Council reported that over 1,800 guests attended Sky Ball V and after expenses, they raised 250,000 dollars for the families.

I want to personally say, Thank You, to everyone who helped, and especially the American Airline and American Eagle employee's who volunteered their time to serve that night. Our military men and women are sacrificing so much to keep us safe at home. May God Bless them this holiday season. Please remember them in your prayers as you celebrate with family and friends this Christmas.



Standing, left to right: Local 567 Facilities Maintenance Section Chairman, Johnny Griffith; Local 567 Executive Board, Doug Housley; Marine Reservist, James Johnson and wife Michelle; Bill Ambrozy; Army Reservist, Ray Guerrero. Seated from left: Connie Housley, Jane Gifford, and Linda Guerrero. James and Ray are TWU members and work at the Alliance Maintenance Base



Honored guests - several of the famous Tuskegee Airmen and Miss Texas, Shilah Phillips, (2006-2007)



Mark Martin, a Facilities Maintenance Mechanic has volunteered for every Sky Ball celebration held at AFW too



By: Diana Tiggs, Local 512

What is "Made in America?"

The continued migration of American manufacturing companies to foreign soil has devastated American labor and their families. American companies continue to down size or just close up altogether. Many families have lost incomes, health benefits, pensions and now their homes. The Free Trade Agreements endorsed by our government have made it very easy for U.S. Manufacturing companies to outsource their production lines and move to other countries. They do this to take advantage of poor economic conditions overseas, minimal regulations, and cheap labor, just to increase their bottom line. What's happened to "Made in America"?

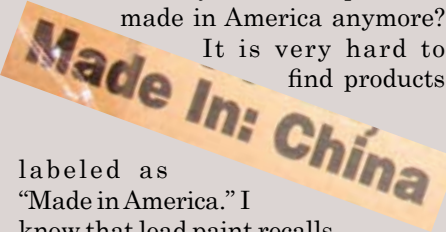
For those employees who have been robbed of their pensions after 25 years of service, it is a bitter pill to swallow; it is betrayal. It does not stop there; by not paying wages based on the cost of living (COLA), and eliminating health care benefits, corporate greed continues and management lines it's pockets. However, what seemed to be a financial benefit for these companies has now turned into a financial nightmare. By not having to comply with environmental and safety regulations abroad, their products have been found to be defective and dangerously unhealthy for consumers. Everything



from fish to vegetables, and now children's toys are under safety warnings or being recalled. The Free Trade Agreements are coming back to haunt American consumers. According to some industry experts, the poor oversight exhibited by these companies exposes all consumers to greater health and safety risks. It's not enough to have lost your job to their greed, now you could lose your life!

The massive recalls of Chinese made products, especially children's toys coated with lead paint, have caused American consumers to ask questions. How safe is the product I am purchasing? Where was this made, and why can't I find products made in America anymore?

It is very hard to find products



labeled as "Made in America." I know that lead paint recalls have aroused major concerns for parents this holiday season. The American government called for the removal of lead based paint in apartments and schools in 1978.

Did paint suppliers in our country make a buck selling banned substances to Chinese businessmen?

Young children are very susceptible to damage from anything coated with lead paint. Parents should be aware of the rising cases of lead poisoning in children. The physical effects associated with elevated lead blood levels, even at low exposure, is



dangerous and scary. It can result in reduced IQ, behavioral problems, impaired hearing, attention deficit disorders(ADD,)stunted growth, learning disabilities and kidney damage. At high levels of exposure, a child may become mentally retarded, fall into a coma or even die from lead poisoning. Young children under the age of six are especially vulnerable to lead's harmful effects because their brains and central nervous systems are still forming.

however, consumers must read the fine print. Distributed in America is not the same as "Made in America."

Toys that are "Made in China" are causing consumers to think twice

about their purchases this year. Companies like Mattel, Hasbro, and Little Tikes, do make toys in the U.S., however, consumers must read the fine print. Distributed in America is not the same as "Made in America." That is a lot to think about this Christmas Season.

To aide in your search for safe toys this holiday visit: www.toysmadeinamerica.com

They offer an extensive list of safe quality made toys for your children. It is important that we educate ourselves and keep American workers employed while trying to buy American made products, whenever possible.

I want to wish all my union sisters and brothers a safe, and very Merry Christmas.



Gary Shults

International Representative

One day a group of airline employees were busy discussing their upcoming negotiations, and what each distinctive work group thought they deserved in pay increases. The discussion migrated to the importance of each of their jobs and how they felt they deserved the most increase in pay for their particular job. I am sure, over the years, each of you have been involved in, or heard a similar discussion. It goes like this....

The Reservations Agent says, "I am the most important because without me there would be no one to make the reservations for the passengers and without them, we would not have a job." The Ticket Agent says, "Well someone has to check their luggage at the airport and assist with their ticketing and without me, none of you would have a job." A few of the group snickers as a Fleet Service Clerk says, "yes, you can get all those people checked in and their luggage checked, but I load and unload it all, and make sure it gets to the claim area, and besides, if I don't push the airplane from the gate, it goes nowhere!" The Automotive Maintenance guys say, "True but your job would be difficult if I didn't keep your equipment running." That's when the dispatcher chimed in and said, "The airplane can't go anywhere until I say so!" The Building Maintenance guy says, "If I didn't keep the air conditioning running in your office, you would be miserable. Someone in the back of the room says, "You are all right, but as a Pilot, I am the one who flies the plane, so I am the

"No, I'm More Important!"

most important." The Flight Attendant sitting next to the pilot says, "True but you can't put any passengers on the plane unless I'm there first." All around the room heads nod in agreement. Then, an Aircraft Mechanic chimes in "You are all correct, but if the plane is not signed off by me, none of you have a job! I am the most important!" Then a voice from the other side of the room chimes in and says, "As a Stock Clerk, you can't fix squat without the parts I get for you, I am important as well." The aircraft fueller says, "All of you are right, but without fuel it can't go anywhere."

This discussion continued for quite some time, back and forth, everyone making their point on how they are the most important. Finally, in the corner an older woman had been sitting quietly listening to the discussion. She stood and said, "You know all of you are important to the airline operation however I believe that I am the most important of all." Laughter broke out in the room, everyone was asking each other who this little old lady was; no one seemed to know her. After a few minutes the laughter stopped, someone asked, "you think you're the most important, but no one seems to know where you work or what you do?" How in the world can you be as important as any of us? The little old lady said, "I work in payroll, and without me none of you important people would get paid." Silence fell over the room.

The moral of this story, all of us are important to the operation. Without each one of us working together, none of us would be here. Above all, none of us would be here if on payday our checks didn't show up! The truth of the matter is the customer is the most important of all, for without them there would be no money for the payroll!

Donations Drive for Presbyterian Night Shelter

Local 513's Working Women's Committee started a drive back in November, raising monies for the purchase of needed toiletries for the Presbyterian Night Shelter in Fort Worth, TX. The WWC members and others, spend time visiting local hotels asking for donations of travel size - shampoos, soaps, and lotions. Anything that hotels care to donate is taken in. To make it easier for members to donate these kinds of items, the WWC committee has collection boxes at Local 513's Union Hall and the Union Field Office, on the ramp level at gate C2. All members are welcome to donate any travel size toiletries. The drive will continue through December and into early January.



Please contact Shae Flores at 817-320-7499, or Angela Tucker at 817-723-2652, if you have questions on acceptable donations. Visit the Presbyterian Night Shelter website for a list of needed items:

www.homelesstarrantcounty.org

Only 1,000 Tickets Available

Help Us Move That Bus!

To purchase tickets contact Kenneth Coleman:

817- 905-5711

We need volunteers to help maintain the bus! If you can help or would like to buy a raffle ticket email us:

movethatbusdfw@yahoo.com



The drawing will be held after all tickets are sold. We need funds to buy fuel, inspections, insurance and various mechanical necessities.

Abraham Lincoln, the Working Class, and Nurses on Strike

(Reprint from AFL-CIO Working Families)



After reading about the 800 nurses on strike at nine Appalachian Regional Healthcare hospitals in Kentucky and West Virginia, Alisa Woodard, a steward for AFGE Local 1438, wanted to share the following thoughts.

I have come across this segment of a speech by Abraham Lincoln and found it to ring so true to the current climate that I wanted

to share it with my fellow unionists.

Labor is prior to, and independent of, capital; that, in fact, capital is the fruit of labor, and could never have existed if labor had not first existed, that labor can exist without capital, but that capital could never have existed without labor. Hence...labor is the superior—greatly the superior—of capital.

This speech brings to mind the plight of the nurses on strike in Kentucky, trying to make sure that the money made by the administering of aid with their hands is used wisely, and of the aluminum plant workers who have lost their jobs because they wished to form a union, to insure that they too reaped some of the fruits of their labors.



That Lincoln was speaking on slavery at the time, just increases the correlation to the environment of today. That while slavery has been abolished, the desire of the rich to ride on the backs of the workers still persists. It is our job, our responsibility to fight together, to defend the workers and ensure that the slavery of the working class is abolished.

History has often repeated itself and we find ourselves in this place again.

Not since the beginning of the labor movement has the climate been so strongly against our efforts. It makes our work all the more challenging and the positive results all the more vital. The time for change is now, the time for success now. We must work all the harder because of the importance, because our charges, the working class, are relying on us to prevail.

MD-80 Door Sill Protector

By: Joseph A. Angelini, Jr.
Local 502, Chairman

Levi Gaytan works for American Airlines as a Fleet Service Clerk, he's a member of TWU Local 502 in Phoenix, Arizona. He began his career in 1973 as a Ground Serviceman / Fueller, and later transferred into Fleet Service. I wanted to share this story about Levi with my union brothers and sisters.

In 2006, Levi developed and later invented an MD-80 door sill protector. He was tired of baggage zippers and side compartments on luggage getting caught on the door sill of the aircraft. This was damaging customers' bags, and slowed the offloading process. In his home workshop, he started to tinker with an idea he had. Using inexpensive PVC pipe and a table saw he improvised a sill protector which in turn would also protect the bags during unloading and

loading process. It made the job easier than he ever imagined, faster too.



Fleet Service Clerk, Levi Gaytan shows his "Sill Protector" works!

Levi cut a groove through a length of durable PVC pipe, if his measurements were accurate, and he cut very carefully, the PVC pipe would snap onto the ledge of the aircraft door sill. He tried several prototypes to perfect the process. In addition to protecting customer's luggage from serious damage, the "sill protector" also helps stop aircraft damage from poorly placed jetveyors.

Levi field tested his invention in early 2006, working at Phoenix Sky Harbor Airport. Soon after, other stations requested the door sill protectors. Levi's new product received rave reviews from co-workers and the company. His invention was adopted for use on all American Airlines MD-80s on June 5, 2007. This device is expected to save the company thousands of dollars in aircraft damage and baggage repair costs. Levi's innovative thinking, passion, and initiative for excellence have undoubtedly made a great difference for his co-workers and happier passengers at American Airlines.

On behalf of TWU members, I congratulate Levi for his innovative spirit, his commitment to the job, and our customers. He is, without a doubt, an asset to our team in Phoenix.



Peggy Oldstein Wiedman,
TWU COPE Director

Q & A: The Facts about COPE!

With COPE Director, Peggy Oldstein Wiedman

Hi everyone, I would like to answer some questions about the Committee on Political Education or COPE. In my 20 years as COPE Director, there have been many myths surrounding what COPE is and how we operate. Below, I've listed the most asked questions concerning these misunderstandings.

1. You only contribute to Democrats, right?

Answer: No, historically labor does contribute to Democrats because they are more supportive of labor and working families. However, TWU COPE does support many Republicans as well as Independents. If you know a Republican that has been supportive of you, the TWU member, then by all means we will support him/her.

2. Politicians, aren't they all crooks?

Answer: No way; out of 435 members of Congress a few bad apples are expected. We rely on our elected leaders to pass legislation that will protect American workers, and many are very effective on our behalf.

3. Doesn't the Union use our dues money for COPE?

Answer: Absolutely not, it's against the law! Dues money cannot be given to legislators.

4. Where does the money go anyway?

Answer: By federal law it is held in a separate COPE account. These funds help support campaigns of legislators who support working, middle class

Americans, like you and me. It makes no difference whether they're Republicans, Democrats or Independents. COPE dollars help those candidates who support our interests, at all levels of government. From keeping our jobs here at home, to the right to join a union, safety and health issues, civil rights and the right to earn a decent wage.

5. I want an accounting of where my money goes?

Answer: The International Executive Council gets a quarterly report from me personally. The information is also posted on the Federal Election Commission (FEC) website:

www.fec.gov

Or, you may contact me and I will provide one for you.

6. I'm an airline employee, what legislative issues pertain to me, and where do I get more information?

Answer: There are many issues, but keeping airline jobs in our country is number one! The FAA Reauthorization Bill is another. These are imperative for the safety and security of our industry!

Pertinent information is available in the COPE Reader published monthly. Our COPE Club contributors are mailed a copy, and every Local President receives one. We encourage them to post the Reader on bulletin boards and have copies available at union meetings. The COPE Reader is also posted on the TWU website:

www.twu.org

You can contact Trish Rodican, or me at: 212-259-4931.

The August COPE Reader explained how we have fought, for years, to have the "Fair is Fair" campaign. Our TWU members are required to be drug and alcohol tested; why not those who work on U.S. aircraft overseas? Those aircraft eventually fly back to the U.S. for daily service.

Finally, a few labor friendly Congresspeople have listened to us, and are trying to implement legislation

that allows "foreign operated maintenance bases" to be used for emergency maintenance purposes only.

7. Why do Legislators need money?

Answer: Because they have to get their positions, views and ideas out to you, the American voter. Their best means of communicating effectively on a large scale is the use of mass media; television, newspapers, radio, billboards, mail outs, door-to-door campaigning, and phone banks. Don't forget the amount of travel that is required too. These are expensive tools of the political process; a Senate race can cost upwards of 12 million dollars. In a national race a twenty second television ad can be upwards of half a million dollars. The costs of running a campaign adds up quickly, and that's why legislators ask for help in deferring some of their costs. That's where we can help with our donations to COPE. The voluntary contributions from our members help get labor friendly legislators elected.

In return, we ask them to support important labor legislation that affects our members in a positive way. Nine out of ten times these elected friends of working families, support our positions and vote in favor of legislation that we back. If not, VOTE THEM OUT of office! As our founding father, Michael Quill said, "Support your friends and punish your enemies."

8. What are "voluntary" dollars?

Answer: The monies that are volunteered from TWU members paychecks, through their elected payroll deductions, donations, money orders, or personal checks.



Please consider contributing to COPE today. Let's elect labor friendly legislators, and a new pro-labor President in 2008! American jobs are at stake!

Resolve



To ring in the New Year with union member **savings!**

IT'S RESOLUTION TIME... the perfect time to take control and get your life into better shape. This year, resolve to take full advantage of your union's benefits. There's no better way to **stretch your hard-earned paycheck** and enrich your life both on and off the job. Check out the special savings and customized services available only to union members. Here are some of the ways your union benefits can help you make a strong start this New Year.

SHAPE UP your body and mind

- Shed holiday pounds and high rates with union discounts at more than 1,500 **health clubs**

nationwide, including Bally Total Fitness, select Gold's Gyms and other top **fitness centers**.

- Save up to 40% on **movie tickets**.
- Get discount **DVD rentals** at Blockbuster.
- Read about something new. Find great selec-



tions and bargain prices at **Powell's Book Store**, the largest unionized Internet bookseller.



FIX your finances

- Get **FREE credit counseling** and **budget advice** from professionals carefully chosen to protect the interests of union workers.
- Save 15% on all **myFICO credit score products**, including credit reports and personalized score explanation.
- Check our easy-to-use loan payment calculators and other financial tools to **get out of debt faster** and make smart decisions about your financing your mortgage, cars and lifestyle choices.
- Find out how to raise your credit score, **correct errors on credit reports** and qualify for **lower rates** on credit cards and loans.
- Apply for a **low-rate loan** or **credit card**.



IMPROVE your connections

- Take an additional **10% off** the regular rate of any individual or family **calling plan** purchased at a **AT&T Wireless store**.
The union discount is ONLY available at AT&T stores, NOT available through the phone, at any authorized AT&T dealer or kiosk. (If you call any AT&T customer service phone number, they cannot apply the discount.)
- Get high-speed dial-up **Internet service** that's 5 times faster than 56K for only \$14.95 a month.
- Use **Union Plus Voice** with your existing broadband connection and save 85% on your phone bill.



To learn more about the **benefits**, and **savings** available to you visit,

www.UnionPlus.org