

## **TWU Organizational Change**

### **'A Must For The Future'**

Meeting with Sonny Hall TWU International President August 21, 2003

From our perspective as Maintenance & Related representatives we are making this presentation which contains some strong recommendations for the TWU in hopes of accomplishing what is needed to preserve our future

Our suggestions are based on our members input from the title groups we represent but may also apply to other title groups within the ATD Our members are dealing with massive concessions coupled with the uncertainty within the airline industry. Our members are in search of strong leadership to provide them hope for their futures

This requires changing how we do business Establish a Maintenance Division within the ATD

- ◆ Place all Maintenance and Related members in Mechanic and Related Locals
  - This would provide for a cohesive unified M&R group and would help alleviate representational concerns
- ◆ Regionalize the locals to better serve the membership
  - This would provide an efficient way to represent our members and streamline the resolving of local issues.

Provide for a Maintenance Division within the ATD

- ◆ Allow only Mechanic and Related personnel to participate in Mechanic and Related Negotiations
  - Would provide the 'sole' jurisdiction needed to address M&R members concerns
  - Create a M&R Presidents Council
    - This would alleviate politics amongst different title groups

Provide for a Maintenance Division within the ATD

- ◆ Challenges to implementing a Maintenance Division
  - Current locals remaining financially viable
    - Align those locals affected into larger locals
  - Acceptance by the Local leadership

Alternative 1 –

Title 1 Separate Negotiations

- ◆ Changes -

- Provide for a Title 1 negotiations, separate from Title 2. Allow Title 2 to negotiate with Joint (i.e. Simulator Techs, fueling)
  - This would provide “Sole Jurisdiction” for the future of Title 1 members
  - No other union provides for this option
  - Autonomous Aircraft Maintenance Presidents Council

Alternative 1 –  
Title 1 Separate Negotiations cont.

- ◆ Challenges-
  - How to implement (Title 1 System vote or International implement)
  - How to structure Aircraft Maintenance Presidents council

Alternative 1 -  
Title 1 Separate Negotiations cont.

- ◆ Benefits-
  - No union has Title 1 “Sole Jurisdiction” structure, members would want this over other union alternatives
  - Help structure a new TWU for other Industrial AFL-CIO Unions to adopt a similar structure and plan to recover their memberships

Alternative 2 -  
Separate Negotiations Restructure

- ◆ Current structure under new procedures
  - Install a New Mechanic and Related Presidents council
  - Allow for ‘true’ separate negotiations. Only Mechanic and Related members to attend

Membership Communications

- ◆ Institute the ATD Newsletter
  - Identify all legislation being pushed for the ATD groups
  - Support outside organizations that are raising the awareness and respect for the aircraft maintenance technician and publicize it and develop our own committee within aircraft maintenance to do the same. AMT day etc

Allow for a Democratic Election Process

- ◆ Develop a structure for International positions that would allow for a membership vote to install division directors and representatives
  - ◆ Reinstall the recall process for International Officers and representatives
- Change the ATD Leadership

- ◆ To show the membership that the TWU leadership is listening and strongly pursuing their interests and goals
  - Restructure the ATD leadership to reflect a stronger more assertive leaders that are required to effectively defend the rights of our members, inclusive of the removal or reassignment of officers
  - Publish votes, minutes, etcetera... To Hold the elected leadership accountable to their membership. Complete in a timely manner (30 Days)

#### In Closing

- ◆ Sonny, our membership is looking to you, again, to provide the leadership necessary for today and for the future. We pray you adopt these or other like solutions and seriously consider the membership concerns

Please accept this presentation as part of our positive campaign to properly safeguard the economic security and welfare of the members we represent

Thank You