



**International Headquarters &
Offices of the Railroad Division
& Transit, Utility, Universities
and Service Division**

1700 Broadway (2nd Floor)
New York, NY 10019-5905
Phone: 212.259.4900
Fax: 212.265.4537

**Regional Headquarters
Air Transport Division**

1791 Hurstview Drive
Hurst, TX 76054
Phone: 817.282.2544
Fax: 817.282.1906

www.twu.org

**Executive Council
Vice Presidents**

John Bland
Jeff Brooks
Garry Drummond
J.W. Johnson
Thom McDaniel
Gary Maslanka
Barry Roberts
Marsha Spinowitz
Roger Tauss
Roger Toussaint
James Whalen

Council Members

Richard Adams
Richard Boehm
Sandra Burleson
Brian Clarke
Duke Hingley
Carl Martin
Gary Shults
Ed Watt

Executive Board

Wesley Alamo
Patricia Bowden
Sim Campbell
Charles Cerf
Mike Chiofalo
Gordon Clark
John Conley
Fred Fink
Alex Garcia
Alice Goodman
Jim Guido
Eddie Hill
Jerome Lafragola
Darlyne Lawson
Thomas Lenane
Charles Little
Irwin Lum
Thomas Lutton
Eddie McLeod
Don May
Benyoel Morgan
Carlos Padilla
Orton Reynolds
Nelson Rivera
Richard Rodriguez
Robert Romaine
Curtis Tate
Portia Reddick White

Transport Workers Union of America, AFL-CIO

James C. Little
INTERNATIONAL
PRESIDENT

Hubert N. Snead
ADMINISTRATIVE VICE PRESIDENT

Harry Lombardo
INTERNATIONAL EXECUTIVE
VICE PRESIDENT

Susan Resch
ADMINISTRATIVE VICE PRESIDENT

Joseph C. Gordon
INTERNATIONAL
SECRETARY-TREASURER

Michael Bakalo
ADMIN. ASST. TO THE INT'L PRESIDENT

Sonny Hall
INT'L PRESIDENT EMERITUS

Michael O'Brien
INT'L PRESIDENT EMERITUS

May 20, 2009

**TO: TWU Local Presidents
International Executive Council
International Executive Board
International Staff
OPEIU Local 153 Staff**

FROM: James C. Little, International President

RE: TWU International Staffing Changes and Internal Reorganization

Dear Sisters and Brothers:

As you know, over the last few years I have commissioned a number of major change initiatives. These initiatives were a direct result of recommendations and suggestions by our Local Presidents at our various strategic planning sessions. Overall, we have made some major progress; however, there are still some areas in which we need to continue to broaden our focus. In order to meet those needs I have authorized the following additions:

Organizational Development - Effective May 1, 2009, Ms. Tonya Gordon assumed the position as **Managing Director – Organizational Development**: As part of her over all scope we have discontinued the contract with our vendor in our arbitration and grievance management systems and we have transitioned the work in-house as part of our broader paper-to-digital management. We have developed an initial three phase approach to our transformational efforts both internal and external. In addition to the above I have assigned her to interface with our Divisions, Departments and Staff in order to analyze and recommend cross functional efficiencies. I expect we should have the review and recommendations to our International Administrative Committee completed by September/October 2009. Ms. Gordon brings a strong background in communications technology, training, organizational development and leadership skills. She earned her MBA from Texas Women's University in 2003.

Strategic Resources - Effective Summer 2009. Vision: to provide data and information of high quality and accurate support for our Locals' decision making thus advancing the quality of life and the economic well-being of all our members. We are currently in the process of evaluating candidates and processes.

JCL:mo
opeiu-153