

## Special Request

TWU Local 514 requests that all veterans check their personal information at the TWU Hall to make sure the information indicating that they are veterans is correct. This information is kept private, unless otherwise stipulated by the individual. When a TWU member passes away, TWU Local 514 pays tribute by giving a Bible to their surviving family members. Also, Executive Board members may attend their funeral and make arrangements when necessary for a veterans Military "Honor Guard". Unfortunately, there have been times when there is no information available indicating that a deceased member is a veteran, hence no preparations were made for a color guard. Veterans, please allow your union brothers and sisters to properly honor the passing of any veteran by having a Military "Honor Guard" there as a tribute and honor for the veteran and their surviving family members. Veterans, to check and update your personal information just call 437-4300 and talk to a staff member of TWU Local 514. They will be glad to assist you in updating or correcting your personal information. Please help us to properly honor you and your family.

*Bear Messick*

## Don't miss the bus!

Wednesday, we will be handing out shirts and hats to those members who couldn't attend the Membership Meetings.

We'll be in the AA parking lot near the guard shack. Just look for the big TWU bus.

The schedule will be as follows:

Midnight shift: 6:00 am - 8:00 am - Free pop and donuts

Day shift: 10:00 am - 1:30 pm - Free pop and popcorn

Evening shift: 6:00 pm - 8:00 pm - Free pop and popcorn

If you already received your shirt and hat, come out anyway, check out the bus and eat some popcorn!



## We are the right course of action.

### We are the TWU



Since my election as president of Local 514, I have been making decisions based on what I believe is right for our members. These decisions have not always been the most popular. I have to weigh the cost of taking a trip to Washington D.C., where our Union voice needs to be heard above the chattering of big business lobbyists, versus attending a regular membership meeting, where I know that our members will have important issues that need to be voiced. From the very start, I heard our members say "change the 'Good Old Boy' routines and represent US." Making Local 514 a better Local is what this group of leaders in 514 has strived to do. I believe we have more to do, but we are on our way. The toughest work is yet to come.

I have relied on the talents of many great people, members in this local, to help get this company back on track and secure our future work. These members are not just the elected officials that make the day to day decisions of how

to better our working environment. These are members just like you that have sharp minds and know the difference between right and wrong. I have made it my goal to get as many people involved as possible. I know that our Shop Stewards are in many cases over worked, and our eight E-Board members are handling issues daily with a ratio of 690 members to each E-Board member.

As I stand back and look at the way we are doing our jobs I see that there is a huge gap. The gap falls right back into your lap. You need your help. That's right. We are going back into Negotiations. You need your help to get the best contract possible. There will be rumors and you will need to get the facts. Check your sources, call the grievance office and verify what you have heard before telling everyone that the sky has fallen. We cannot stand for stone throwing, We have to get this right, and do it now. Get involved and make the change! You must ask yourself, Am I part of the problem or part of the solution.

We are the new business plan.

We are the TWU

---

## Union Dues and Dont's



Frequently when our members have three pay periods in a month, I have several calls regarding how dues are figured. Our dues are deducted from all 26 pay periods of the year. While the company doesn't deduct insurance and other expenses during this third pay period, the union reduces the deduction of each paycheck by deducting a smaller rate for all 26, instead of a higher rate out of 24. This is how:

Take your hourly rate and multiply it by 24 (this is equal to your annual dues expense of 2 times your hourly rate a month). Once you have your annual dues figure, divide it by 26. This is the total amount that should be deducted out of each of your paychecks.

An example of the dues deduction for a topped out Stores Clerk's would be:

$\$21.16 \times 24 = \$507.78$  (total annual dues)

$\$507.78 / 26$  pay periods = \$19.53 per pay period

The following is an example of the dues deduction of a topped out Aircraft Mechanic or Facilities Maintenance Mechanic:

$\$27.20 \times 24 = \$652.86$  (total annual dues)

$\$652.86 / 26$  pay periods = \$25.11 per pay period

License pay and shift differential are not to be included in your dues rate; however, Crew Chiefs and Inspectors need to include the additional 1.75 into their dues rate. An example follows:

$\$27.70 + \$1.75 = \$28.95$  hourly dues rate

$\$28.95 \times 24 = \$694.72$  (total annual dues)

$\$694.72$  divided by the 26 pay periods = \$26.72 per pay period

If your dues rate does not seem to reflect the correct amount on your payment detail, please give me a call at the union hall so I can look into the matter. If your statement shows no deduction for union dues, it is also imperative that you contact me. Please don't wait until it is caught on a dues audit. By the time the local gets the information uploaded from the international (who receives it from the company) you could be 4 months behind on payments. You would still owe those back dues so please don't delay.

Jennifer Proctor-Timms

Financial Secretary-Treasurer