

Sam Says!

Dear Brother's and Sister's,

Hopefully everyone had a great Thanksgiving. I would like to wish everyone and their families a Merry Christmas and Happy New Year. During this Thanksgiving holiday and the weekend I was able to take time to think about what has transpired over the last six weeks and at the last membership meeting. With great concern and caution, I believe the time has come to make some major changes where it comes to the organization of the "Working Together Process"(WTP). I have already started the re-organization of the WTP by sending the JPC (Joint Process Coordinators) back to their home shops. After meeting with the board I have decided to put a committee together to look at the issues and restructuring of the WTP. During this time I'm requesting that all meetings below the JLT (Joint Leadership Team) be placed on hold effective 13 Dec. 2010, pending discussion over restructuring from the floor up. Specifically, Mr. Collins and the JLT must correct the broken process of Directors and Managers making unilateral decisions on matters such as: Canceling 4/10's, new policies of attire and toolboxes or Friday off after Thanksgiving, just to name a few examples. I'm sick and tired of being slapped in the face with issues that negatively affect our member's lives because a manager without a business plan to support his decision changes a policy or a shift without using the WTP.

Now, with all that said, it is not my intention to do this in a vacuum. There is still a pending motion to suspend the WTP which was on the agenda to be voted on at the November Membership Meeting. After 20 minutes of debate on the motion to suspend "working together" in the 7am meeting, a motion was made to Table the question until they could get further information. In the following meetings many opinions and arguments were made about the motion to suspend the WTP and the motion to table, but no one made a motion to un-table the motion to suspend the WTP and it remains tabled as of now. Unfortunately, voting on the original motion was done incorrectly and the motion should have been to Postpone instead of Table. This is because the intent of the motion was to delay the vote until we could receive the information. That was my mistake and I apologize for it.

I spoke with David Rosen the TWU International attorney, about the motion to table or postpone and parliamentary procedure on this issue. Roberts Rules of Order are guidelines for holding a single meeting in an orderly manner so all business can be covered. Our problem lies in how to handle issues of motions to amend, postpone, lay on table etc. for multiple meetings. There is nothing in the TWU constitution or Roberts Rules that cover this exact issue and past presidents have done it different ways. Therefore, the board will be creating a policy to handle the issues of amendments, postpone and lay on the table motions to be voted on during multiple meetings in the future. As for the current motion on the table, it is proper to un-table at any of our upcoming meetings.

Sincerely,

Sam Cirri

Contractually Speaking

With the Tulsa Base Closing for Christmas in accordance with LETTER OF MEMORANDUM in the back of the TWU/AA contract there are a lot of members who will still be working during this time. If you still have vacation left you need to talk with your supervisor about how to avoid losing this valuable benefit. Currently, the company has taken the position that if you work during Base Closing then you will be able to roll your vacation to the next year or take pay in lieu of the remaining vacation days. The best way to do this is to fill out an AOI with your remaining vacation balance and how you want to use or take pay in lieu of and have your supervisor sign it. For further information refer to your TWU/AA contract as follows:

ARTICLE 8 – VACATIONS

d) *Vacation allowances will not be cumulative. Vacation time to which an employee becomes entitled on December 31 of any year will be forfeited unless taken during the following year. However, if an employee is requested by the Company in writing to forego his vacation during the year in which it is to be taken and has not received it by the end of that year, the employee will be entitled to his deferred vacation during the succeeding calendar year or to pay in lieu of same at the option of the employee, subject to the requirements of the service.*

Union Plus Scholarship Deadline Approaching

Are you or your children thinking about attending college soon? Now is the time to apply for the [AFL-CIO's Union Plus Scholarships](#), the deadline is Jan. 31, 2011.

All TWU members and their children are eligible. In addition to demonstrating academic ability, applicants must each submit an essay of no more than 500 words describing their career goals, detailing their relationship with the labor movement, and explaining why they are deserving of a union scholarship. Awards are one-time grants ranging from \$500 to \$4,000 based on academic performance, financial need and social awareness.

You can pick up an application at the TWU Local 514 Union hall or to download the application, visit UnionPlus.org/Scholarships.

Labor History

December 5, 1933 - The 18th Amendment (Prohibition Amendment) to the U.S. Constitution was repealed. For nearly 14 years, since January 29, 1920, it had outlawed the manufacture, transportation, and sale of alcoholic beverages in the U.S.

December 5, 1955 - In Alabama, the Montgomery bus boycott began in response to the arrest of Rosa Parks for refusing to give up her seat on a municipal bus to a white man. Organized by the African American community, the boycott lasted until December 20, 1956, when a U.S. Supreme Court ruling integrated the public transportation system.

December 5, 1955 - The AFL-CIO was founded after two separate labor organizations, the American Federation of Labor and the Congress of Industrial Organizations, joined together following 20 years of rivalry, thus becoming the leading advocate for trade unions in the U.S.

December 7, 1941 - The U.S. Naval base at Pearl Harbor, Hawaii, was attacked by nearly 200 Japanese aircraft in a raid that lasted just over one hour and left nearly 3,000 Americans dead.

Joint Shop Steward/Membership Meeting

December 20, 2010

7:15 am, 11:48 am, 3:45 pm, 11:30 pm

You have a voice, let it be heard!



Tulsa Oilers Vs

Texas

December 7, 2010 at 7:05 pm

BOK Center