

Airline and Rail Workers' Ability to Unionize is at Risk

The ability for all citizens to join a union is under threat in the U.S. House of Representatives, which will vote on a bill that repeals an important rule issued by the National Mediation Board (NMB) last year that made union elections more democratic.

The NMB rule change stipulated that the majority of votes cast in an airline or rail union election would determine the outcome. Before the change was issued, workers who chose to sit out the election were counted as "no" votes; in one extreme case, a deceased flight attendant was counted as a vote against having a union!

Write to your representative and tell them to defend fair union elections. Tell them, "Do not reverse the new NMB rules!"

Go online to twu.org, or twu514.org and send an electronic letter.

Memo from the Oklahoma State AFL-CIO

HB 1593 – Repeal of the Oklahoma Municipal Employees Collective Bargaining Act will soon be voted on by the Full House.

Call 1-800-522-8502 and ask for your Representative. Ask how they plan to vote on **HB 1593**. If you do not know your Representative, you can go to <http://www.oklegislature.gov/> and click on "**Find Your Legislature**"

Please call us (405) 528-2409 and give us the result of your contact.

Contractually Speaking

It's time when a Crew Chief has the ability to self-demote per the TWU/AA Contract, Article 12 paragraph n. It also states the consequences of such actions. Furthermore, Article 12 paragraph n1 states how those crew chief positions will be filled "on a local city basis only." The self-demotion window should open on March 12, 2011. Check your local bid boards for updated information.

(n) An employee may request a demotion from the position of Crew Chief or Inspector at his station provided no other employee possesses recall rights to the classification and station in question. Such a successful employee, or an employee demoted for cause, will not be permitted to bid for another vacancy in this classification or to serve in an acting capacity for a period of twelve (12) months (six (6) months for Inspectors), following the effective date of such demotion. If however, a Crew Chief self demotes through the transfer procedure to another city, the period of exclusion from acting or bidding will be six (6) months.

- (1) *The Company will offer a fifteen (15) day open window in March every 3 years, beginning in March 2002, for any Crew Chief to self-demote. Following this self-demotion window, the jobs to be vacated by the self-demotion process will be posted for bid and awarded on a local city basis only. If more employees desire to self-demote, than those bidding for the jobs at that city, self-demotions will be limited to the number requesting to back fill the positions from that city. If insufficient local bidders are available, the self-demotions will be permitted in seniority order up to the number of bidders.*
- (2) *A Crew Chief who exercises the self-demotion process will be prohibited from bidding a Crew Chief position, and from serving as an acting Crew Chief for two (2) years from date of demotion.*

Becoming a Disciplined Person

Self-discipline is a pattern of behavior where you choose to do what you know you should do, rather than what you want to do. It's the inner power that pushes you to get out of bed to exercise rather than sleeping in. It is the assertion of willpower over more basic desires and is synonymous with self-control. It includes having the personal initiative to get started and the stamina to persevere. Being disciplined gives you the strength to withstand hardships and difficulties, whether physical, emotional or mental. It allows forgoing immediate satisfaction, in order to gain something better, but which requires effort and time. Discipline is one of the cornerstones to living a successful and fulfilling life and something we should all strive to master.

Benefits of becoming a disciplined person

When you are consistent in doing the things you know you should do, when you know you should do them, here are the benefits you will enjoy:

- You will achieve your goals. When you are consistent in doing the things you know you should do, your odds of achieving your goals will be dramatically increased.
- Your self-esteem will soar. Every time you push yourself to do something you know you should do, you are building your self-esteem.
- People's respect for you will grow. This includes everyone from your spouse to your employer who witnesses your efforts.
- You will influence the lives of others. Every good and right thing you do, influences the lives of those who are watching and can have a ripple effect on future generations.
- You will see greater success in all areas of your life. Jim Rohn said, "For every disciplined effort there is a multiple return." Think about it.
- You will enjoy a more rewarding and satisfying life.

Downside of lacking discipline

When you consistently neglect to do the things you know you should do, when they should be done, here's the downside:

- You won't achieve your goals. I've never met anyone who achieved any worthwhile goal who lacked discipline.
- You won't feel good about yourself. No matter how hard you try to justify your actions, you know what's right and wrong. Lying to yourself only makes it worse.
- You'll lose the respect of those who are dependent upon your actions. Making the decision to become a disciplined person may prove to be one of the most important decisions you make because of its powerful influence on every part of your life.

A commitment to discipline

The first step in becoming a disciplined person is to make a commitment to yourself that from this day forward you are going to do the things you know you should do, when you should do them. As part of this commitment, you cannot allow yourself to make excuses or justify not doing what you should do. If you struggle with discipline, start small. It's how we all got started. Start by taking out the overflowing garbage, answering an email, changing the light bulb, or cleaning your bathroom. Start today doing all the little things you know you should do, but don't feel like doing. When you need to do things that make you uncomfortable, remember the wise words of leadership expert Dr. John Maxwell who said, "If we're growing, we're always going to be out of our comfort zone." When things come up that are scary, heed the experience of Dale Carnegie who said, "Do the thing you fear to do and keep on doing it... that is the quickest and surest way ever yet discovered to conquer fear." Becoming a discipline person will likely be the hardest thing you do, but it can also become the most rewarding. All successes in every part of your life are built on the foundation of discipline. I want to challenge you to start doing the little things you know you should do. As you do, recognize yourself for each thing you do. With constant awareness and sustained effort you can actually train yourself to become disciplined. Discipline is one of the key differentiators separating those who live successful and fulfilling lives from those who don't..