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**Harold Scudder
Charity Golf Tournament
pages 8-9**



Complete COPE Coverage
June Issue TWU Express

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Garry Drummond to Head ATD

In a letter to TWU Local Presidents and officers, International President James C. Little announced that International Vice President Garry Drummond would be taking over as the Air Transport Division Director, effective June 7. International Administrative Vice President John M. Conley has vacated the Director position and will oversee International Policy and Procedures, OPEIU, Internal TWU HR issues, and assist in collaboration with all external affiliations on aviation related matters in coordination with the new Division Director. Additionally, Conley was recently appointed by U.S. Transportation Secretary Ray LaHood, to serve on the Department of Transportation's vitally important Aviation Advisory Committee.



Drummond began his career with American Airlines in 1973

after graduating from college with a Bachelor of Arts Degree in History. Drummond worked as a Fleet Service clerk at JFK Airport in New York and served as a shop steward, then transferred to Nashville, Tennessee where he was elected as Station Chairman and then President of Local 590 in BNA.

Drummond started working for the International Union in April of 1994 and was elected as International Vice President in 2005. Drummond's responsibilities included working as the Southwest Airlines System Coordinator and for contract negotiations between the Hertz Corporation and Local 516, in Tulsa, Oklahoma. He has worked with the American Eagle contract groups and served on various panels for TWU with the American Airlines contract groups.

In This Issue

- 2 - Directors Update
- 3 - Eagle M&R Reach Agreement
- 3 - ATD Quill Scholarship Winners
- 4 - Local 513 Protests AMR's Greed
- 5 - I/T - Get - a - Grip
- 6 - Local 568's Tropical Park Picnic
- 7 - Does Arbitration Really Work For Me?
- 8 - 9 Harold Scudder Golf Charity
- 10 - Prostate Cancer Awareness Day
- 11 - The Winter Storm of 2010

Directors Corner

Brothers and Sisters: 2009 proved to be a trying time for airline workers - 2010 doesn't seem to show much relief.

With increasing FAA oversight, the airlines, and their employees are under further scrutiny and may find themselves answering an FAA Inspector's questions. Most members have not been subjected to this uncomfortable situation, but they need to be prepared in the event that it does happen. Your career or your license may be in jeopardy. You must conduct yourself professionally during an FAA investigation.

The TWU License Protection Program is designed to assist any member who receives a Letter of Investigation (LOI) from the FAA. You may be unfamiliar with the program so I have laid out some of the basics.

The LPP was created in 1991 to assist any federally licensed TWU member facing an FAA investigation. The program helps guide members during an investigation and outlines some of the do's and don'ts should you be involved in one. Informing and defending the member's rights during an investigation is the main tenet of the LPP.

License Protection Program:

1. As soon as you receive an FAA Letter of Investigation (LOI,) contact your local union representative or your Aviation Safety Action Partnership (ASAP) representative. They can give advice and guide you through the process. Oftentimes the LPP or ASAP representative works informally with the FAA Inspector to cool things down and assess the FAA's case.
2. You are strongly urged to answer the LOI. While a response is not

required, many cases are resolved based on good LOI responses. Also, the FAA feels that non-response is an affront to the agency, a sign of disrespect and indicative of guilt.

3. If you did make an error it is better to own up to it by thoroughly explaining what happened and explain any mitigating circumstances. To deny and blame others can bring about severe consequences if found to be untrue. The FAA often has pictures and statements (evidence) to back up its claims, particularly in serious cases. When you have actually erred, a good and contrite explanatory letter can often help in closing the file, with little or no action taken against you.

4. It is best to handle the response through the union and by letter rather than by talking to the FAA Inspector directly; anything you say to the Inspector can be used in the case against you. Of course the FAA can proceed to question you, but if they do, you should ask at least to have an ASAP or Union Representative present.

5. Make the first attempt at a response explaining what occurred and offering any mitigating circumstances. Try to avoid jargon or acronyms; e-mail, fax or scan your response, as well as the FAA letter and all pertinent information; send them to the ASAP or Union representative, they will get you in contact with TWU's attorney. He will then convert the response into an answer for the FAA that most effectively presents your side of the story. You are bound by time limits, so move quickly once you sign the receipt of the FAA letter. The LOI requires a response within 10 days; however, your window of opportunity for ASAP is limited to 24 hours after receipt of your certified letter from the FAA.



Robert F. Gless
Assistant Director ATD
AA System Coordinator

6. Do not antagonize the Inspector, even if you feel you did nothing wrong or that you are being made a scapegoat. The Inspectors are the ones who propose the penalties; the FAA attorneys treat the Inspectors like clients. If you are hostile to an Inspector, you may feel better for a while, but in the long run you will hurt yourself. This does not mean admitting error when there was none,

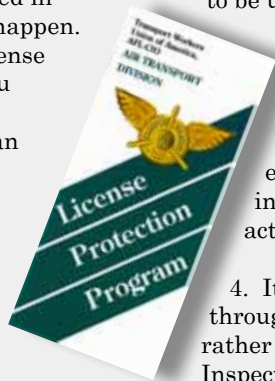
but the response should be courteous and respectful.

7. Take advantage

of your TWU Resources - do not rely on the company. Sometimes, the airline/company says it will handle things and that you are being mistreated, they will take care of you; this rarely works. In most cases, the company receives a LOI on the same investigative event the member has. The company generally has a different goal in mind for these investigations and they will rarely put your well being ahead of their own.

The TWU is prepared to defend our members that find themselves in this situation. For more information on the LLP and ASAP, pick up a brochure from your local or visit the web site.

[HTTP://ASAP.TWU.ORG](http://ASAP.TWU.ORG)



You are bound by time limits, so move quickly once you sign the receipt of the FAA letter. The LOI requires a response within 10 days; however, your window of opportunity for ASAP is limited to 24 hours after receipt of your certified letter from the FAA.



Standing, back row: Cathy McCann – American Eagle VicePresident People Department, and AE Senior VP Customer Service George Hazy

Seated from left: International Representative American Eagle System Coordinator Jose Galarza, International Vice President ATD Director John M. Conley, American Eagle CEO Peter Bowler and Senior VP of Operations Fred Cleveland

TWU Maintenance and Related Members Agree on Two Year Agreement with American Eagle

Our Maintenance and Related work groups recently signed a new two year agreement with American Eagle on April 27th in Arlington, Texas. The agreement covers TWU members in these classifications: Aircraft Maintenance Technicians, Inventory Control Specialists, Ground Support Mechanics and Aircraft Cleaners.

The contract provides a lump sum payment at date of signing (DOS) and another lump sum after twelve months. The M&R contract becomes amendable April 27, 2012.



AMT David Polasek



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Tim McAninley
Editor - *ATD Insider*
Communications Coordinator

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TWU - ATD Quill Scholarship Winners

- Allison M. Kane Local 510*
- Mark T. Swanson Local 563*
- Gabriella K. Antignolo Local 501*
- Whitney D. Qualls Local 545*
- Kendrick L. Rudolph Local 541*
- Breanna E. Silva Local 507*

ALTERNATES

- Matthew l. Terrell Local 530*
- Jissy Cyriac Local 512*
- Declan Geraghty Local 512*
- Luke J. Nomeland Local 563*

Contract Updates:
Temporary Agreements reached
with AA:
Maintenance & Related
Material Logistics (Stores)
Ground School Instructors &
Simulator Technicians
****Suspended T/A****
Fleet & Ground Service

June



**National Safety
Month**

Local 513 Organizes Protest



American Airlines has raised over 346 million dollars from checked bag fees alone; they reward executives, but can't agree to a fair contract for employees, why?

Members marched in shifts, chanting, "It's Our Turn!" "Stop Corporate Greed!"

On April 15 hundreds of angry TWU members swarmed terminal D at Dallas Ft. Worth International Airport. They were protesting another round of AMR executive bonuses.

Local 513 organized the well planned rally, and they were joined by many vocal members from locals: 555, 556, 575, 576, 565 and 567.

Coincidentally, the TWU-ATD ran newspaper ads the same day, lampooning the executive bonuses at the expense of AA passengers by charging them checked baggage fees. A suitcase full of cash brought home the point, as many AA pilots and flight attendants gladly joined in the protest.

Ironically, one AA passenger decided to join their protest after his flight to London was cancelled, due to a volcanic ash cloud. He asked for a sign, saying, "I have three hours to kill before I can try for another flight home."

"I'm proud to be a union member; the TWU helped me raise and support my family over twenty six years. It's the least I could do today to come out and support my brothers and sisters."
~ retiree Randy Hardeman



Mark York, Local 513 Strike Committee Coordinator

Fleet Service Clerk Elaine Spittler attended the morning protest, she has worked for American for 22 years. Like the others, she was mad about another round of executive bonuses. Spittler said, "I'm here today to help support my local union in our stance against corporate greed; we've stood by them for six years and have yet to see any return on our sacrifice."



Brian Parker has worked as a fleet service clerk for 21 years; he's a Shop Steward and serves on Local 513's Strike Committee. He was one of several who organized the protest and was pleased with the turnout. Parker said, "We're sticking together like we should, we're all together, and we will be fully prepared."



Information Technology: Get - a - Grip

By: David Moses IT Director

Technology strides made over the past few decades are noteworthy, but wait until you see what is to come. It stands to reason that if developments have come as far as they have today, then having a better and more efficient information technology in the future is virtually a given.

Emerging technologies hold the promise of transforming computing as we know it today. The world is getting smarter, not metaphorically but literally. Electronic intelligence is finding its way into things that have no obvious connection with computing. Intelligence is being infused into the way the world actually works.

For example, if you wreck your car and the air bags deploy, some models can automatically transmit this information to a 911 operator. If you are in a hospital and a nurse tries to give you the wrong drug, technology exists that could set off an alarm.

Society as a whole does not generally accept things that it cannot understand or control. The first gasoline powered vehicle was met with scrutiny, as was the first airplane.

Computers allow users to communicate with many people at once and in faraway places.

Just as businesses have embraced electronic communication for its effectiveness, so have labor unions.

In an age when our members are making ever more frequent use of mobile communications and computing technology, it is critical for the labor movement to devote time to thinking about exploring new technologies that can take advantage of these devices.

Virtually all members have at least one electronic communication device: a cell phone, PDA, laptop, or desktop computer. Social networking technology is a fast way to keep in regular touch with members with bulletins and updates of every kind.

Even more exciting is the fact that this technology is two-way; members can talk to each other as well as the union. The members can communicate in real time with services like Facebook or Twitter.

Unions can take advantage of more than just excellent real time communication with members, they can stage highly coordinated workplace actions by using these social networking tools.

It is important to mention that none of these techniques are a substitute for face-to-face methods, but should be seen as extremely helpful additions in the way we communicate in the years to come. Together with rallies,

marches, and other public events – effective social networking can create a storm of solidarity.

Social networking sites can benefit unions in organizing and grassroots campaigns. If you think about it, unions have been using social networks long before the electronic age. With the emergence of digital versions of social networks, what once took months and even years to build can now be constructed in mere days.

The digital age has brought about a revolution of communication tools; the likes of which we have never seen before. These tools are becoming more and more sophisticated and most people under the age of 30 wholeheartedly embrace these new forms of communication.

Like it or not, unions have a decision to make on how they move forward. In order to remain on the cutting edge, the TWU is being progressive, actively pursuing ways to use the newest technologies, while advancing our own organization and the labor movement as a whole.

Online Deals

For union members only—
just a click away!

Car Rental Discounts
Save up to 25% when you rent a car, van or SUV from Avis, Budget or Hertz.

Union-made Clothing
Take up to 10% off union-made in the USA.

ConsumerReports.org
Get an annual subscription at 27% off.

For more information visit:
www.UnionPlus.org

E08Feb 2/06

"Miami's Tropical Park provides a great location and the best of times for all our Local 568 members."

- Maritza Blanco Local 568 Office Manager

LOCAL 568 PICNIC

Miami

Fort Lauderdale

Tampa

On April 17th 2010, TWU Local 568 held their Annual Membership and Family Picnic. This year's picnic raised the bar as members proclaimed it the best ever. Everyone, especially the kids, enjoyed the great food, drinks and of course the rides, face painting and animal show. "It was one of the best family days we've had in years, I think this day brought us all closer as brothers and sisters within this Local," said Dan Brennan, Local 568 Recording Secretary. Member Ricardo Guzman said, "Local 568's picnic was the best one yet! Good times, good food, cold beer, and good friends, I couldn't ask for anything more!"



President Sidney Jimenez said, "As we find ourselves under ever increasing pressures at work and home, today's picnic was truly a special occasion for members and their families to take a step back and have an enjoyable day together. This seems to have been almost perfect, we just wish all our members had the freedom to participate, and despite this being a work day we had a record turnout. I also want to give special thanks to the one person most responsible for this great day, our Office Manager Maritza Blanco. She is incredible at getting all these moving pieces to come together in such a seamless fashion."



Dan Brennan Local 568 Recording Secretary with son Michael and daughter Emily



Sidney Jimenez Local 568 President and Maritza's handsome grandson Mykel

From left: Bjorn McFarlane, Papito Quezada, Kevin Starling and Omar Rodriguez



Ricky Rodriguez and wife Yamile with their family

Does Arbitration Really Work for Me?

By: Gary Shults International Representative

In my many years as a union member, shop steward, local officer and now, International Representative, I have heard many times that arbitration “only works for the troublemakers and is useless to me.” How many times have you heard or said, “I am a good employee and never get into any trouble, but I see the Union representing the one guy that always seems to put himself in a bind.” Let me tell you about a recent case that the TWU represented and won. In order to maintain the anonymity of those involved, company name and local will not be mentioned.



Once the hearing process was closed, post-hearing briefs were required and the arbitrator and System Board panel met to discuss the

case. The arbitration process took about 2 full years.

During the hearing, the Company argued that it never had any intention of rewarding those who were furloughed with pay seniority. They argued that the pay step increases were for the years of “sweat equity” that each member had earned. The union case was simply that the contract says what it says and lacking any other language, the members pay should be corrected and back pay should be awarded.

Because of great record keeping by the local officers and the notes taken at negotiations, the union was able to show that, not only did the company propose the language, the union accepted the company proposal without any changes. Our members were caught up in a bad situation, through no fault of their own, and exercised their contractual right to file a grievance. I really don’t know how to put this other than, WE WON!

Shortly after 9/11, the company furloughed more than 40 TWU members. Our members remained on furlough status for more than four years prior to being recalled. When the original contract was negotiated, language in the agreement stated that seniority for pay purposes would begin when placed on the seniority list. Unlike most airline industry contracts, there was no language in the agreement to prevent the seniority for pay purposes while on furlough. But, when the members were recalled, the company took the accrued time from furlough and deducted that from their seniority for pay purposes. For most, that was over four years of raises they were missing from their pay.

Needless to say, a grievance was filed and we finally ended up presenting the case before an arbitrator and System Board panel. The arbitration consisted of 3 days of hearings over a 15-month period of time.

somewhere between \$1.7 and \$2.0 million dollars. That’s right, MILLION!

Congratulations to these Members on their well deserved increases and to their Local Officers that stayed the course. And YES, Arbitration and the grievance process does work for you!

5 Reasons to Join a Union:

Working together, union members have the strength to win better wages, affordable health care, a secure retirement, and safer workplaces.

The “Union Advantage” is substantial. According to the U.S. Department of Labor, union members are much more likely to have health benefits and pensions.

In addition to helping workers win better wages and benefits, unions help all workers by giving working families a stronger voice in our communities and in the political arena.

For people of color and women workers, the union impact is even greater. Women workers who are union members earn nearly \$9,000 a year more than their non-union counterparts. For African-American workers, the union differential is also about \$9,000. For Latino workers, the yearly advantage is more than \$11,000.

By joining together we can build the strength to hold elected officials accountable, stop the “race to the bottom” by employers who cut wages and benefits in favor of bigger profits, and win improvements such as affordable, quality health care for all.



DFW's 10th Annual Harold Scudder Golf Tournament

Local 513 members Richard Pugh, Gary Bryce, Steve Thayer and a host of volunteers, have continued to keep a promise to a coworker who died from cancer in November 2001. Harold K. Scudder worked for American Airlines as a fleet service Crew Chief for 29 years before passing away. Scudder was a kind and well respected man among his many friends in the TWU and American. His cancer diagnosis made him aware that others less fortunate than he couldn't afford the treatments to fight the disease and he wanted to help, so Scudder started the golf tournament that now bears his name. Shortly after organizing his first tournament fundraiser, Scudder lost his battle with cancer. A good friend, Richard Pugh said, "When Harold realized he wasn't going to make it, he made me promise to continue the tournament. And, with the help of coworkers, I was able to do it." The Harold Scudder Foundation is tax exempt and was created to honor Scudder's request to help others in financial need. The foundation is not affiliated with any airline, airport or the TWU. It is run by friends and volunteers from many different backgrounds; but most of them work, or have worked, at facilities based at Dallas Fort Worth International Airport.

Prior to the annual tournament, volunteers worked hard to raise money by selling raffle tickets and by collecting monetary donations and prizes for the drawings. Many people helped, and this year 144 participants opened their hearts and wallets to help raise money for someone that is fighting cancer.

This year's tournament was held May 24 at The Golf Club at Champions Circle in Fort Worth, Texas. The money raised went to help nine American Airline employee's fighting various forms of cancer. The Scudder Foundation is staffed by volunteers, many who used to work with Scudder. Every year, all the proceeds are given to cancer patients to help defray their medical and personal expenses. Since its beginning, the foundation has raised over \$150,000 dollars.

If you would like to donate items, volunteer, or play in next year's tournament, please contact Richard Pugh: pughrichard@yahoo.com, or call 214-763-9756.

"To those that have participated all 10 years or even a few, we thank you for helping to continue a promise made to a dear friend."

~Stephanie Bryce - Tournament Coordinator

Golf Tournament Raises Money for Cancer Patients in Need



Left to right: Howard Scutter (cousin) Greg Scudder (Harold's brother) and John Cicchetti



Gary and Stephanie Bryce have volunteered over the last several years, helping to organize the tournament. Gary is a member of Local 513.



"It's a day full of fun, sun, laughing, golfing, sharing memories and shedding a tear or two. Helping those fight the biggest fight of their lives."

~ Jeff Scott
Local 513 member



"When Harold realized he wasn't going to make it, he made me promise to continue the tournament. And with the help of co-workers, I was able to do it."

~ Richard Pugh Local 513



Left: Cathey Moreland and Kim Harwell

Photos by: Angi Tucker TWU Media Representative

**It's Time For a National
Prostate Cancer
Awareness Day**

By: Bill Cassidy R.N.

No doubt, you've seen the pretty pink ribbons on lapel jackets, t-shirts and jetliners, reminding us of the fight against breast cancer. A worthy cause, and breast cancer can affect men as well. In 2006, 191,410 women were diagnosed with breast cancer and 40,820 died of the disease.

The number of men being diagnosed with prostate cancer is increasing. To fight the cancer, awareness of its symptoms and early detection are vital keys. Like most cancers, chances of surviving are good when detected early. Males are less likely to talk about symptoms with their doctors, spouse, and family. And, statistically they are less prone to seeking medical prescreening tests that could save their lives. The statistics support a National Prostate Cancer Awareness Day.

The Centers for Disease Control recommends that men should start prostate screening tests at age 50. African-American men with a family history of prostate cancer should start prescreening tests in their mid forties. Most tests are performed by an urologist, a doctor that specializes in male urinary and reproductive system diagnosis and treatment. Symptoms of prostate cancer may include:

- Blood in the urine
- Frequent urination, often at night
- Weak or poor flow of urine
- Stopping and starting of urine
- Pain or burning while urinating
- Inability to urinate

- Pain in the lower back, pelvis and thighs

Screening and testing may include a digital rectal exam (DRE). The physician checks the prostate by feeling for size and formations of nodules and lumps. The "prostate specific antigen" (PSA) is a blood test that measures antigen levels. A higher than normal level is an indicator of some type of prostate problem. Abnormal findings of either test could lead to further testing, such as an ultrasound of the prostate or a biopsy.

Other conditions that may lead to elevated PSA and enlargement of the prostate gland are prostatitis (inflammation) which may be caused by infection, or enlarged prostate (BPH) almost all men over 50 may have some degree of BPH. Treatments can range from dietary changes, medications and or several types of minimally invasive surgeries. Generally, prostate cancer is a slower spreading cancer than others, but that should not deter you from examining the options. Advanced prostate cancers that have spread beyond the gland may be incurable.

If cancer is found, educate yourself of the ever changing modalities for treatment. Today's medical technology offers many options for successful prostate cancer treatment.

- Watchful waiting - monitoring and treating only if the cancer continues to grow
- Surgery, (radical prostatectomy) removal of the prostate. Often leaving incontinence and impotence.
- Radiation therapy destroys the cancer by directing the rays directly at the prostate. Internal Radiation therapy places radioactive pellets or seeds inside or near the

Did You Know that prostate cancer is the second most leading cause of cancer deaths among men in the United States, after lung cancer?

Prostate cancer is the most common cancer in men. In 2006, 203,415 men were diagnosed with prostate cancer, and 28,372 died from it. The CDC provides men, doctors, and policymakers with the latest information about prostate cancer.

www.cdc.gov

cancer.

- Hormone therapy –giving hormones to keep the cancer cell from growing.
- Cryotherapy freezes the cancer cells and destroys them.
- Proton therapy bombards targeted cells destroying the cancerous cells.

Let's start a coalition for a National Prostate Cancer Awareness Day. This could help save a life, your own father or son, from the ravages of prostate cancer. Our day in the sun is now; let's share this information with loved ones and help to destigmatize it. It's time for a blue ribbon symbol for men, - let's talk about it openly and educate one another on the importance of early detection, just like millions of others have done for breast cancer awareness.

Bill Cassidy serves Local 529 members as EAP and Health Benefits Coordinator, Cassidy is also a Registered Nurse and contributes to the Insider regularly.

"February's epic snowstorm had lots of heroes from all title groups. As Local 510 members they all deserve to be recognized for their efforts."

IAD-DCA-BWI

~ Pete Hogan, President Local 510



The Winter Storm of 2010

By: Pete Hogan

Not for years have the tri-city airports seen the amount of snow that hit the Washington D.C. area on Saturday, February 6, 2010. Nearly 2 feet of snow clobbered the region in one of the worst blizzards in the city's history. Reagan National Airport (DCA) recorded nearly 18 inches of snow, the fourth-highest snowstorm total for the city. At Dulles International Airport (IAD) the record was shattered with 32 inches of snow. TWU members working at all three airports, DCA, IAD, and Baltimore Washington International Airport (BWI,) started preparing on Friday for the winter storm headed their way.

At DCA we de-iced aircraft as the airline operations center was trying to get the last airplanes out before closing down Friday afternoon. Some member's began storing ramp equipment inside buildings and hangars. Everyone was getting ready, and then it hit. A heavy snow kept falling and shut down all three airports. The airport operations ground crews could hardly keep up with the snow removal, and TWU members assisted them by escorting dump trucks full of snow, trying to keep the ramp



Tugs buried by the heavy snowfall

clear. The snow removal operation went on throughout the night. Our members, along with other airport employee's, were booked into close by hotels so they could get back and forth to the airport. At DCA, we were set to start operations on Sunday afternoon with a forecast for more snow in the middle of the week. Even on Monday, most neighborhood streets were completely impassable, members couldn't get to work and those of us at work couldn't get home.

At Dulles International Airport, a private jet hangar had collapsed due to the heavy snowfall, damaging many expensive aircraft. Trees and power lines were down in many areas of Northern Virginia, Maryland and Delaware.

As predicted, the second snowstorm arrived on Wednesday and this time with strong winds.

Everything was covered again, but our members were back at work, cleaning gates, moving ground equipment and positioning aircraft. I was very proud of their cooperation under the extreme circumstances. Our members from Title II Auto Shop and Facilities Maintenance did a great job, as did our Title III Fleet Service and Ground Service members and our Title I AMT's.

February's epic snowstorm had lots of heroes from all title groups. As Local 510 members they all deserve to be recognized for their efforts. I am very proud of our TWU Members from Local 510. When you needed a job done, we were there!



*"The \$1,000 helped us get
back on track after Jenny's hospitalization.
Thank you."*



\$1,000 to Help with Hospital Bills

Union SAFE Hospital Care Grant

If hospital bills are endangering your financial security, you're not alone. Fortunately, **Union Plus may be able to help with a \$1,000 Hospital Care Grant** to help pay large, out-of-pocket hospital expenses for union members, spouses or dependants. Visit **UnionPlus.org/HospitalGrant** for details and an easy-to-complete grant application. To be eligible for this grant you must participate in at least one of the following programs: Union Plus Credit Card, Union Plus Insurance, or Union Plus Mortgage.

UnionPlus.org/HospitalGrant



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