

## Resolution # 1

# Anti – Worker Laws Must Be Repealed

WHEREAS, Florida holds the “distinction” of being the first State in the Union to adopt a “right to work” law in 1944; and

WHEREAS, the anti-worker-dominated Florida state legislature and Governor Ron DeSantis went even further in 2023 by enacting Senate Bill 256. This wildly anti-union law is designed to put public sector unions out of business. It requires long established unions under certain circumstances to be recertified every year and prohibits automatic dues deductions – essentially eliminating dues check-off for public sector workers in the State of Florida; and

WHEREAS, since the law was enacted, an estimated 42,000 workers have lost representation from unions unable to comply with its unreasonable requirements; and

WHEREAS, TWU Local 291 has for decades maintained a dues-paying membership above 95 percent, despite Florida’s anti-worker laws. The Local has accomplished this powerful commitment from its membership by providing Miami-Dade transit workers with good contracts and benefits, and strong representation on the job; and

WHEREAS, the TWU International Union is committed to fighting back against any assault on workers’ rights, contracts, and dignity.

**NOW THEREFORE, BE IT RESOLVED**, that the delegates to the 27<sup>th</sup> Constitutional Convention of the Transport Workers Union of America, urge the TWU International to assist Local 291, Local 525, and other unions throughout the State of Florida to mount a multi-pronged effort to fight back against efforts to destroy Florida’s public sector unions to include:

- An internal membership organizing and education program to underscore the importance of unity within the rank-and-file to stand up against these attacks, and why it is vital to keep the loyal dues-paying members of Local 291 and Local 525 as close to 100 percent as possible.
- Implementation of a campaign of paid and earned media to build public support to repeal SB 256, and to shine a light of shame upon those who promoted this bill in the first place to the detriment of Florida’s working class.

- Assisting Local 291 and Local 525 in its ongoing effort to build a seamless system of electronic dues collection so the union can maintain its high standards of service to its members; and

**BE IT FINALLY RESOLVED**, that this Convention urges the TWU and its Local affiliates across the United States to lead a political campaign to change the political discourse in state and local legislatures and to convince those lawmakers to move away from union-busting policies to enact pro-worker, pro-union laws.

## Resolution #2

# The Fight Against Foreign Aircraft Maintenance

WHEREAS, the Delegates to the 26<sup>th</sup> Constitutional Convention urged the TWU leadership to act in opposition to the offshoring of heavy maintenance work in the airline industry to overseas bases; and

WHEREAS, the TWU Leadership has made significant progress by putting on a full court press to achieve these goals through the legislative and regulatory process; and

WHEREAS, in 2024, as part of the 5-year FAA reauthorization bill signed into law by President Biden, the TWU fought for and won language that subjects foreign aircraft repair stations to more stringent safety regulations, making it harder for airlines to offshore critical repair work abroad; and

WHEREAS, now all foreign aircraft repair stations are subject to at least one unannounced safety inspection each year, along with minimum qualifications for mechanics and others working on aircraft registered in the United States, including mandated drug and alcohol testing similar to what is required for American-based maintenance professionals; and

WHEREAS, the FAA has yet to implement these changes, and airlines continue to seek ways to undermine U.S. safety and labor standards by offshoring critical aircraft maintenance jobs.

**NOW, THEREFORE, BE IT RESOLVED**, that the delegates to the 27<sup>th</sup> Constitutional Convention of the Transport Workers Union applaud the efforts of International and Local Air Division leaders to not only carry the fight forward, but to score impressive wins in this uphill battle against this job-killing practice; and

**BE IT FURTHER RESOLVED**, that the TWU adopt a public campaign of earned and paid media promoting the superior skills and safety standards applied to the overhaul and repair of U.S. aircraft by American maintenance workers on American soil; and

**BE IT FINALLY RESOLVED**, that the TWU urgently promote the targeted imposition of tariffs on those air carriers that send their heavy maintenance overseas, forcing U.S. carriers to bring maintenance jobs back to America.

## Resolution # 3

# The Battle to Protect Workers From Job-Displacing Technologies

WHEREAS, examples of new technologies that are impacting American jobs, in ground and air transportation are everywhere: cashless tolls over bridges and on roadways, Tap-and-Go fare collection in mass transit, autonomous vehicles, electric buses, driverless trains, drones for aviation inspections and the newest threat - Artificial Intelligence - are all threats to our future job security; and

WHEREAS, passenger and worker safety are severely impacted by these job-erasing technologies - where there is no true advantage to most of these “advances” other than to act as an incentive for the bosses to reduce the workforce at any cost; and

WHEREAS, there are numerous examples of the TWU leading the way to ensure that our jobs are safe from the corrosive effects of automation:

The International and Local 208 officers successfully negotiated first-in-the-nation contract language with the Central Ohio Transit Authority that restricts management from introducing autonomous vehicle technologies without the Union’s agreement.

Local 291 in Miami has also won contract language that preserves maintainers’ work, at premium pay, on the company’s electric bus fleet.

Local 100 is facing a similar situation with the MTA’s growing electric bus fleet, and is already preparing to negotiate new contractual language to protect maintainers’ jobs.

Local 100 saved hundreds of Station Agents’ jobs, threatened by automated fare collection, by negotiating a transition of the job from token booth duties to a customer service model, at extra pay.

Local 100 has also convinced the New York Legislature to send a bill to Governor Hochul to preserve Conductor positions on New York City subways

**NOW, THEREFORE BE IT RESOLVED**, that the delegates to the 27<sup>th</sup> Constitutional Convention of the Transport Workers Union urge our International

Union to engage in a multi-tiered fightback to preserve our work against the encroachment of new technology by:

- the timely and intelligent use of the collective bargaining process to score language that will cut off management's avenue to introduce new technologies without union input, approval, and worker training to deal with such changes.

- engaging in a media campaign to highlight the individual achievements of our members for their professionalism and heroism on the job, as well as shining a negative light on the dangers posed to the public by driverless and other automated technologies.

- political action in the legislative and regulatory processes to protect transportation industry jobs.

**AND BE IT FINALLY RESOLVED**, that this Convention urges the International Union to continue its efforts to include sponsoring training seminars to arm Local leaders with the knowledge and expertise to use the collective bargaining agreement as a necessary tool in the fight for our members' jobs.

## **Resolution # 4**

# **Honoring the TWU's History of Fightback**

WHEREAS, 2025 marks the anniversaries of many of the TWU's most difficult fights for fairness and contract justice since our founding more than 90 years ago. These include:

- 60<sup>th</sup> anniversary of the first city-wide strike against the bus and subway system in New York that began one minute after midnight on January 1, 1966, after months of fruitless bargaining throughout the fall of 1965.

- 45<sup>th</sup> anniversary of the 1980 city-wide transit strike in New York that lasted 11 days beginning April 1, 1980.

- 40<sup>th</sup> anniversary of the TWU's strike by mechanics, fleet service, provisioning, and flight dispatchers against Pan American World Airways.

- 35<sup>th</sup> anniversary of the end of the strike/lockout of all unionized workers, including TWU Flight Attendants, against Eastern Airlines.

- 20<sup>th</sup> anniversary of the third city-wide transit strike in New York; and

WHEREAS, these and so many other battles across the decades, including some more recent clashes with our employers that have resulted in landmark agreements, provide abundant examples of why we proudly carry the label of "America's Fightback Union"; and

WHEREAS, we recognize that the TWU International and our Local Unions have taken this spirit of fight-back militancy to new heights, which has led to the negotiation of industry-leading contracts and record-breaking wages in all Divisions; and

WHEREAS, more than 50,000 members in our Air Division, employed by American and Southwest Airlines, are working under industry-leading, industry-pacing agreements, while Flight Attendants at other carriers, Allegiant and JetBlue, have made giant strides forward in pay and work rules; and

WHEREAS, our Rail Division members have had similar successes at Amtrak, Path, Keolis/MBTA, Metro North, and the freight carriers have all won contracts that have dramatically improved the lives of TWU members and their families; and

WHEREAS, across our Transit Division, thousands upon thousands of our members from public transportation to private bus companies, to school buses, charter buses, bike share, utility, universities, and townships have also scored contracts with impressive wage packages; and

WHEREAS, our much-envied successes have brought many non-union work groups to our doors, seeking for themselves what TWU members currently have. And, we have obliged each group with the opportunity to join our ranks.

**NOW THEREFORE BE IT RESOLVED**, that the delegates to the 27<sup>th</sup> Constitutional Convention of the Transport Workers Union of America applaud our union's International and Local leaders for building this record of success over the past four years, despite numerous challenges, and

**BE IT FURTHER RESOLVED**, that the delegates to this Convention recognize and support the union's clear strategy for success that includes a strong financial foundation enabling the International to provide the resources necessary to combat management's deep pockets, and

**BE IT FURTHER RESOLVED**, that this Convention urges our International Union to provide sufficient resources to our Locals, both big and small, in the form of training, professional economic research and costing out analyses, legal guidance, and when-requested or necessary, the presence of International staff to advise at all levels of the bargaining process; and

**BE IT FINALLY RESOLVED**, that the TWU International's commitment to strong, industry-leading contracts for all TWU members remains the driving force in our union to carry on the great tradition of TWU's core belief that economic justice in America begins in the workplace, with a strong union and a solid contract as a foundational principle.

## Resolution # 5

# Continuing to Organize the Unorganized

WHEREAS, a look around this convention hall reveals the dramatic growth of the TWU. Our 27<sup>th</sup> Constitutional Convention boasts the most delegates in the history of the TWU. We are 160,000 members strong and we are now the largest union of airline workers in the United States of America; and

WHEREAS, we can attribute the impressive growth in these numbers to our robust organizing efforts, including the battles to negotiate all-important first contracts, and significant wins for members in our legacy agreements; and

WHEREAS, our dedicated organizers have won elections at more than 20 properties in the past few years, including at Brightline in Florida, the largest successful campaign of newly organized railroad workers in decades; and

WHEREAS, TWU organizers have also participated in numerous internal organizing efforts, dramatically expanding our training programs to assist Local officers with mobilizing their members as we enter vital contract fights; and

WHEREAS, the job of organizing new members – despite a hunger amongst so many non-union American workers to secure union protections and contracts – is getting harder, not easier; and

WHEREAS, globalization, anti-union court decisions like Janus, and statewide and national right-to-work campaigns are all obstacles to organizing. More recently, attempts to stack the NLRB and NMB with pro-corporate appointees have added to those concerns; and

**NOW THEREFORE, BE IT RESOLVED:** the delegates to the 27<sup>th</sup> Constitutional Convention call for the passage of the Public Service Freedom to Negotiate Act. This bill, introduced in the current Congress in April 2025, would establish baseline federal protections for public service workers to join unions and negotiate workplace conditions, regardless of state law. This includes the right to join a union, collectively bargain over wages and terms, access dispute resolution, and participate in concerted activities; and

**BE IT FURTHER RESOLVED:** the TWU will continue critical work at the federal, state, and local level to support pro-transport worker legislation and lawmakers, regardless of party affiliation, who stand up for transport workers; and



**BE IT FINALLY RESOLVED:** the TWU International will continue to provide the critical resources necessary to locate and organize non-union workforces nationwide who want to join the TWU and secure the benefits of membership in our great Union.

## Resolution # 6

# Recognizing the Critical Role of Training and Education

WHEREAS, getting elected as a TWU representative is easier than being a TWU officer. No matter the challenge – bargaining, adjusting grievances, internal organizing, public outreach – management comes to the table fortified with an endless army of lawyers, economic research, and deep pockets to buy whatever they want; TWU representatives must face these challenges with sophistication and finesse and they must be armed with knowledge and experience on a wide array of topics; and

WHEREAS, to aid in these efforts, the International Union provides support as needed or requested by each Local, but there is no substitute for a solid foundation of education and training based on the specific needs of the modern TWU representative; and

WHEREAS, the International Union's Training and Education Department fulfills this need to the utmost degree; the International Union has made training and education of its representatives an integral part of the TWU's formula for success as an organization; and

WHEREAS, in the past few years, the TWU's training program has been firing on all cylinders; conducting more than 50 training sessions attended by hundreds of TWU officers and shop stewards, across the TWU Air, Rail and Transit Divisions and these courses have included training on new officer and executive board training, advanced training for Secretary-Treasurers, arbitration, collective bargaining, and preparing for a Landrum-Griffin covered elections in the Local Unions.

**NOW THEREFORE, BE IT RESOLVED:** the delegates to the 27<sup>th</sup> Constitutional Convention will continue to support a robust training program across all divisions of the TWU to equip current representatives and prepare future representatives to represent the membership and administer the Local Unions; and

**BE IT FINALLY RESOLVED:** The TWU International will continue to invest in the education and training resources necessary for our current and future representatives – providing the expertise and support needed to effectively administer the business of our locals across the United States.

## Resolution # 7

### Fighting for Infrastructure Investment

WHEREAS, shortly after our last Convention, several TWU members attended a ceremony at the White House to bear witness to President Biden signing into law an infrastructure bill that, over a five year span, has benefitted every TWU Division, investing in mass transit, AMTRAK and airline/airport improvements; and

WHEREAS, the law also provides funding for the mandatory establishment of joint labor-management Safety Committees at public transit agencies, which enables local unions to have more input into all safety-related matters. The law also prohibited the outsourcing of work covered by Amtrak's collective bargaining agreements and set aside 5% of every federal grant for zero-emission equipment and facilities for workforce training; and

WHEREAS, as that funding concludes, we anticipate future appropriation battles to be more difficult as priorities in Washington change; and

WHEREAS, the TWU will continue to fight for infrastructure investment at the federal, state, and local levels. Particularly, the TWU will play a critical role in the next surface transportation reauthorization bill that will be drafted by Congress in the coming months. One of the top priorities for the TWU in that legislation is to make sure that federal transit dollars can be spent on operational funds, such as hiring more Bus Operators to improve service and provide more good jobs. Under current law, federal transit funds are limited in what they can be devoted to, such as infrastructure projects or new equipment, and not on operations. There is bipartisan support for the TWU's position.

**NOW THEREFORE BE IT RESOLVED:** the delegates to the 27<sup>th</sup> Constitutional Convention urge the TWU International to provide the necessary resources into the TWU's political action apparatus, to ensure that infrastructure money continues to benefit TWU's Air, Transit, and Rail members across the country; and

**BE IT FURTHER RESOLVED:** the TWU will fight to change the federal funding structure to allow transit dollars to be used for operations as part of the upcoming surface transportation reauthorization bill; and

**BE IT FINALLY RESOLVED:** the TWU will work to build support, regardless of party affiliation, for lawmakers and political candidates who support pro-transport worker infrastructure funding policies.

## **Resolution # 8**

# **Supporting the Vital Role of Political Action and COPE**

WHEREAS, political engagement across all levels of government – local, state, and federal – is central to the TWU’s overall strategy for success; and

WHEREAS, the TWU’s political activities are comprehensive and targeted, focusing on specific goals in the legislative, regulatory, and election processes. We advocate for and promote pro-worker legislation in the U.S. Congress, state legislatures, and city governments nationwide. We actively support pro-worker candidates at all levels. All of these efforts are backed by or enacted through our strong Government Affairs and Committee on Public Education programs; and

WHEREAS, the TWU’s overall approach is bipartisan. We take stands on issues and are not loyal to any political party. We are building alliances with individuals from both major parties; and

WHEREAS, since our last Convention in 2021, the union’s strong support of the Bipartisan Infrastructure Law has resulted in billions of dollars flowing to all Divisions, including federal aid to Amtrak, public transportation, and airline-related infrastructure; and

WHEREAS, the TWU’s ‘Assault Won’t Fly’ campaign for our Flight Attendants has drawn national attention to the dangerous, and sadly frequent, incidents of violence and harassment faced by airline crews during flights. It strengthened our efforts for greater involvement by the federal government, and we made progress on the safety front in the 2024 Federal Aviation Administration Reauthorization bill; and

WHEREAS, the TWU’s campaign to protect aircraft maintenance technicians against the export of their work to overseas bases resulted in several significant outcomes regarding safety and inspection standards at foreign repair stations; and

WHEREAS, the TWU has also done an excellent job in expanding the union’s state conferences’ activities across the country, to fight for important regional legislative goals and to improve the union’s lobbying activities in Congressional home territories; and

**NOW THEREFORE, BE IT RESOLVED:** The delegates to the 27<sup>th</sup> Constitutional Convention will continue to support the effective strategy of bipartisanship to move forward with our agenda, including advancing the economic security and livelihoods of all members and their families, and enhancing on-the-job safety; and

**BE IT FURTHER RESOLVED:** This delegation pledges to urge more members to participate in COPE and assist in Government Affairs programs, including making voluntary contributions to the committee; and

**BE IT FURTHER RESOLVED:** This convention calls upon local leaders to become deeply involved in the state conferences and coordinate all local political action with the International for maximum success; and

**BE IT FINALLY RESOLVED:** That the Transport Workers Union of America will continue to be the leading force on worker-centric transportation issues and strengthen even further our robust programs utilizing member participation and strategic campaigns to achieve our goals pertaining to the Air, Rail, and Transit Divisions.

## **Resolution # 9**

# **Veterans Deserve Our Thanks and Support**

WHEREAS, as Veterans transition back to civilian life America's heroes face a host of difficult challenges, such as depression, suicidal tendencies, physical injuries, and disabilities. They often have difficulties accessing the health care they need and deserve. In addition, some veterans struggle with PTSD that often leads to homelessness and substance abuse; and

WHEREAS, there are many support groups available for veterans, including the Veterans Crisis Line, the Spartan Sword Project, and a host of veterans' service organizations. But there is no substitution for a peer group of veterans who share proximity in work and the brotherhood and sisterhood of their union; and

WHEREAS, the TWU Veterans Committee helps to fulfill that role. The Committee continues to grow in popularity and participation. Currently, more than 2,500 TWU veterans have registered as part of the TWU Veterans' Committee database, and that number is growing all the time. Since our last Convention, the Committee has continued to support TWU veterans through advocacy, service, education, and recognition. It has trained TWU veterans in support roles to help fellow veterans file VA disability claims. More than 200 veterans have been assisted in filing for VA benefits. The committee assists TWU members and their families in transitioning back to civilian life after service and deployment; and

WHEREAS, Committee members participated in a Wreath Laying Ceremony at Arlington Cemetery at the Tomb of the Unknown Soldier, visited the gravesite of President John F. Kennedy, and honored the dead from the Iraq and Afghanistan wars; and

WHEREAS, Committee members participated in TWU Legislative Conferences in Washington, D.C., where they met with lawmakers on veterans' issues; and

WHEREAS, they have participated in numerous advocacy and voluntary projects, and they have worked to secure uniform patches honoring member-veterans at American Airlines, Envoy Air, and Suffolk County Transportation; and

WHEREAS, their advocacy earned them an honorary tour of the Pentagon; and

WHEREAS, the Veterans Committee held a joint meeting with the Working Women's Committee earlier this year, in order to share information as it seeks to

increase the number of female members, as women are the fastest-growing group of U.S. veterans.

**NOW THEREFORE, BE IT RESOLVED:** All the delegates here at the TWU's 27<sup>th</sup> Constitutional Convention express the most heartfelt thanks to our veterans for their service and sacrifice; and

**BE IT FURTHER RESOLVED:** The TWU pledges to support the Veterans Committee as it assists our veterans and will promote the committee's activities to encourage more members who served in the military to join; and

**BE IT FINALLY RESOLVED:** The TWU will support our veterans in all Divisions, including advocating in Washington, D.C., and state capitals across the country.



## **Resolution # 10**

# **Advancing Safety in Our Transportation Workplaces**

WHEREAS, Transport Workers work in dangerous environments where there is a wide range of risks to their health and safety. Since our last convention, many workers have been injured in workplace accidents, and three members were killed: Local 100 Trackworker Hilarion Joseph was fatally struck by a subway train in New York City, Local 234 Bus Operator Bernard Gribbin was shot and killed by an unhinged rider in Philadelphia, and Local 513 Fleet Service Agent Michal Ingraham died in a ramp accident in Austin, Texas. Furthermore, assaults against front-line transit workers, gate agents, and flight attendants continue to happen all too frequently; and

WHEREAS, the TWU has strongly lobbied in Washington, D.C., and state legislatures for laws and regulations that will better protect our members on the job. International and local union leaders have also vigorously fought for safety improvements during collective bargaining. As a result, the TWU has fought and won new protections against assaults for our members, but there is still much work to do; and

WHEREAS, anyone who attacks a Flight Attendant, Gate Agent, or other airline worker now faces significantly increased financial penalties. Airlines have been directed to enhance basic security training for Flight Attendants and to inform passengers during pre-flight briefings that assaulting a crew member is a federal crime; and

WHEREAS, at the TWU's urging, the 2021 Infrastructure Bill established joint Labor-Management Safety Committees at public transportation agencies. Unions now have an equal number of seats on these committees as management. Locals now have a powerful tool to develop new safety initiatives. They also have the power to veto plans they consider inadequate; and

WHEREAS, the Federal Transit Administration implemented its first-ever rule, granting workers the right to refuse unsafe work on transit rail tracks. This rule reflects language TWU Local 100 negotiated years ago in its contract. The TWU has turned a contractual victory of one Local into a nationwide standard; and

WHEREAS, we are very proud that the contract battle in Philadelphia, waged by Local 234 and the International, secured a commitment by SEPTA to install bulletproof compartments for Bus Operators. After contract ratification, TWU

International President Samuelson invited TWU local leaders from across the country to a ballistic demonstration, so they could begin informed discussions with their agencies about following Philadelphia's lead; and

WHEREAS, the derailment disaster in East Palestine, Ohio, highlights the hazards faced by railroad workers every day. The TWU worked with the U.S. Department of Transportation on a final rule that would require at least two people operating every freight train – an essential safety measure that improves working conditions both on the tracks and in rail yards; and

WHEREAS, our Railroad Division staff is pushing for an FRA rule change to mandate that only Qualified Carmen inspect rail cars. Much work has been done, but obviously, the job is never done.

**NOW THEREFORE, BE IT RESOLVED:** the delegates gathered here at the TWU's 27<sup>th</sup> Constitutional Convention support International's efforts to increase member safety across the Air, Rail, and Transit Divisions, and will actively promote membership participation in TWU efforts to achieve safety-specific goals; and

**BE IT FINALLY RESOLVED:** The TWU will continue to fight for legislation, regulations, and contract provisions to improve worker safety.

## Resolution # 11

# Social Security Needs a Permanent Fix

WHEREAS, after four years of Congressional inaction since our last Convention, the Social Security Trust Fund, on which millions of Americans rely for their Social Security benefits, has continued its steady depletion toward insolvency; and

WHEREAS, according to new estimates from Social Security's Chief Actuary, without changes to the Social Security system, the retirement trust fund will be insolvent in *just seven years* – by the fourth quarter of 2032 – at which point benefits will be cut automatically by 24 percent across the board. Obviously, Social Security's solvency is now an urgent crisis; and

WHEREAS, the last major fix to Social Security came in 1983. Congress has always found a reason to kick the can down the road as financial pressures continued to mount.

Obviously, this vital safety net for America's seniors must be protected at all costs.

American seniors and workers, including our young people just entering the workforce, deserve an answer. We need a permanent fix once and for all; and

WHEREAS, the TWU delegates in 2021 endorsed a plan that sought to fix the problem by changing the Cap Formula for payroll deduction for employers and employees. Under that plan, the payroll taxes that fund Social Security would be charged only to an earner's first \$176,100 in earnings in 2025. The plan then would institute a payroll tax split between employers and employees on all incomes above \$400,000, with no changes in payroll taxes on income between \$176,100 and \$400,000. This new formula would target only top earners, with the vast majority of all Americans feeling no pinch at all; and

WHEREAS, in the absence of another plan that does not negatively impact TWU Members coming from the current leaders in Congress, we, the delegates to this Convention, believe that the only plan on the table should be at the very least the starting point for negotiation in Congress.

**NOW THEREFORE, BE IT RESOLVED**, that the delegates to the 27<sup>th</sup> Constitutional Convention of the Transport Workers Union of America urge the United States Congress to show political fortitude and courage to take immediate action to preserve the long-term financial viability of Social Security; and

**BE IT FINALLY RESOLVED**, that the TWU must stand fast against any “fix” to the Social Security Trust Fund that would target negative changes to Social Security primarily on workers in closing the solvency gap, including raising the retirement age, reducing future benefits, and changing how benefits and annual COLA’s are calculated in a downward direction.

## Resolution # 12

# Preserving 13c Labor Protective Provisions

WHEREAS, one of the most important federal labor protections for TWU members are public transit labor protections known as 13c. Delegates to every TWU International Convention since 1964, when 13c was passed as part of the Urban Mass Transportation Act, have unanimously resolved to use the power of the labor movement to protect those vital labor protective provisions of that landmark legislation; and

WHEREAS, it is time once again for that renewed pledge, but a little history is needed. Before 1964, most transit properties were privately owned, and the unionized transit workers were covered and protected by the National Labor Relations Act (NLRA). But, as these properties transitioned to publicly owned and operated entities with funding from the federal government, the workers became public sector employees, subject to a whole new set of state laws, including right-to-work statutes in places like Florida and Texas; and

WHEREAS, as outlined in the law, before a transit system can receive any support through the Federal Transit Administration, the Secretary of Labor must certify that "fair and equitable" arrangements have been made to protect the rights and interests of employees affected by the federal money. The arrangements must include, but are not limited to:

1. Preservation of rights, privileges and benefits (including pension rights) under existing collective bargaining agreements.
2. The continuation of collective bargaining rights.
3. The protection of individual employees against a worsening of their positions with respect to their employment; and

WHEREAS, a number of new factors have arisen in the past four years that give new urgency to remain steadfast on 13c. Autonomous vehicles, electric bus fleets, driverless trains, automatic fare collection, and other advancing transit technologies all pose threats to traditional transit jobs, inviting new attempts to weaken or eliminate 13c labor protections; and

**NOW THEREFORE, BE IT RESOLVED**, that the 27<sup>th</sup> Constitutional Convention of the Transport Workers Union of America hereby renews its historic commitment to preserving the Labor Protective Provisions contained in Section

13c, with new emphasis on the provision regarding paid training and retraining programs, and

**BE IT FINALLY RESOLVED**, that the delegates to this convention urge the TWU leadership to engage in alliances with other affected labor organizations, whose members' jobs, pay, benefits, and working conditions are also threatened by those who seek to weaken or eliminate 13c protections, and to safeguard against such attacks.

## Resolution # 13

# All Hourly Workers Must Benefit From the Overtime Tax Deduction

WHEREAS, Congress recently amended the tax code to allow most hourly workers to deduct up to \$25,000 of overtime pay from their annual income for tax purposes. That represents as much as \$6,000 in tax savings per year for working families, a massive benefit for workers who put in the long hours necessary to earn it; and

WHEREAS, the new law relies on an outdated definition of overtime dating back the Fair Labor Standards Act, enacted in 1938, a law that was never intended to be related to the tax code or the taxable treatment of worker's time. The FLSA definition exempts millions of hourly workers and uses arbitrary formulas that begin overtime at 55 hours of work or more each week; and

WHEREAS, the new bill unfairly excludes an estimated 3 million workers from this new tax benefit, including those employed by airlines, railroads, school bus companies, and motor coach carriers; and

WHEREAS, the TWU and 19 other International Unions have already communicated this to the Majority and Minority leaders of the House and Senate in a letter drafted by the TWU's International Administrative Committee.

**NOW THEREFORE, BE IT RESOLVED**, that the delegates to the 27<sup>th</sup> Constitutional Convention of the Transport Workers Union of America, commend the TWU leadership for taking the lead on this important issue of workers' fairness; and

**BE IT FURTHER RESOLVED**, that the delegates to this Convention urge the TWU and our partners in labor to push Congressional leaders to advance this measure quickly through Congress before the end of the year; and

**BE IT FINALLY RESOLVED**, that a correct vote on this measure be an indication of a positive mark when considering elected leaders' voting records.

## **Resolution # 14**

# **FAA Needs to Complete Ramp Workers Safety Review**

WHEREAS, TWU Convention Delegates know well that Ramp Workers' jobs are physically and mentally demanding. The jobs require constant focus and awareness in narrow corridors shared with aircraft, ground equipment, and physical infrastructure. Additionally, quick aircraft turnaround times require these workers to move quickly in loud environments that limit verbal communication; and

WHEREAS, while safely navigating this constantly changing work area, Ramp Workers are routinely subjected to extreme temperatures, adding strain to an inherently difficult job that can be dangerous, and in some tragic instances, deadly. Indeed, one of our own Local 513 union Brothers died in a ramp accident in Austin, Texas in July 2023; and

WHEREAS, alarmingly, there is no federal ramp safety standard to protect these workers; and

WHEREAS, the TWU and our partners across the transportation labor movement were able to cheer the passage of the bi-partisan 2024 FAA Reauthorization Act because it included enhancements of safety standards for airline workers and the flying public. One such important provision is a hard fought for mandate that the FAA initiate a safety review for Ramp Workers 180 days after the measure's enactment; and

WHEREAS, the review is intended to identify and correct gaps and daily risks faced by Ramp Agents whose work plays a crucial role in ensuring the safety and efficiency of commercial air travel. The review ensures that the workforce is well-informed and capable of responding to potential hazards on the job. The law also mandated a report to Congress on the results of the review and any recommendations for Congressional action; and

WHEREAS, as we meet here at this Convention, the essential review requirements of the Reauthorization Act have yet to be completed.

**NOW THEREFORE BE IT RESOLVED**, that the delegates to the 27<sup>th</sup> Constitutional Convention of the Transport Workers Union of America, proudly recognize that unionized aviation workers have consistently prioritized aviation



safety and worker safety, upholding the highest safety standards in global aviation through their commitment and expertise; and

**BE IT FINALLY RESOLVED**, that the delegates here today urge the TWU leadership to work with other transportation labor unions and the AFL-CIO Transportation Trades Department to pressure the FAA, and its newly confirmed Administrator Bryan Bedford, to swiftly and deliberately finalize the Ramp Worker safety review and then to implement policies to keep preventable ramp accidents from occurring.

## Resolution # 15

# Resolution Regarding Local Union Support For Legislation Supported By Each TWU State Conference

WHEREAS, the events of recent years have demonstrated the importance of having legislation passed at all levels of government, strengthening the protections the labor movement as a whole has secured over the years.

WHEREAS, the events of recent years have also demonstrated the importance of maintaining current legislation that supports the progress made by the labor movement, and the TWU specifically, from attacks and efforts to repeal labor-focused legislation.

WHEREAS, one of the most effective ways for the labor movement as a whole and the TWU specifically to protect and expand legislative victories is through a coordinated approach to these issues.

WHEREAS, TWU State Conferences play a vital role in providing a forum for TWU locals in each state to participate in a number of ways on a statewide level. One of those ways is by giving individual locals the ability to band together in support of statewide legislation that impacts our members.

**NOW THEREFORE, IT IS HEREBY RESOLVED** that the Local Unions of the TRANSPORT WORKERS UNION of AMERICA who participate in a State Conference will individually support all statewide legislation that is unanimously supported by the State Conference; and

**BE IT FURTHER RESOLVED** that this support should include demonstrating their support for the legislation to the appropriate state-level elected officials, to make the support for the legislation clear to all appropriate legislators, Governors, and other statewide elected officials.

## **Resolution # 16**

WHEREAS, Transport Workers Union of America, AFL-CIO (TWU) Local 579 Members have been abused, ignored, mistreated, disrespected, and caused pain by the unprofessional, uncourteous, and uncaring third-party claims/benefits administrator, Sedgwick; and

WHEREAS, our sisters, brothers, and siblings of other TWU Local Unions are suffering through similar unjust treatment; and

WHEREAS, in our opinion, Sedgwick is in the business of systematically delaying and denying properly submitted claims; and

WHEREAS, the TWU demands our Members be treated with basic dignity and respect at all times; and

WHEREAS, employers shall not shirk their responsibilities to provide TWU Members with their legally and contractually required benefits under applicable federal, state, and local regulations, and TWU collectively bargained agreements; and

WHEREAS, outsourcing the claims/benefits administration to Sedgwick and other third parties does not absolve an employer of their responsibilities to, nor provide an excuse for unjust treatment of TWU Members; and

WHEREAS, TWU Members deserve to have their claims/benefits administered in a timely, transparent, professional manner without undue delay, nor unjust, arbitrary denial of claims/benefits;

**THEREFORE BE IT RESOLVED**, that the TWU demands the immediate end to the mistreatment by Sedgwick and other third party interlopers that only seek profit over our Members' health and safety; and

**BE IT FURTHER RESOLVED**, that the TWU insists employers cease and desist from the outsourcing of claims/benefits administration to unscrupulous third parties that do not respect nor care about the lives of TWU Members and our families; and

**BE IT FINALLY RESOLVED**, that the TWU will conduct a coordinated, strategic fight back campaign on behalf of and in cooperation with the Locals of the TWU to raise public awareness, to shame employers, to demand legislative action to address the improper delay and unjust denial of Member claims/benefits

administration, and to insist that all TWU Members be treated with basic dignity and respect.

## **Resolution # 17**

# **National September 11 Memorial and Museum**

WHEREAS, last week was the 24th Anniversary of the terrorist attacks on 9/11; and

WHEREAS, on that memorable morning and in the days, weeks and months that followed, over 3,500 New York City Transit Workers responded to the Attack on America and joined the rescue and recovery effort at Ground Zero in New York City; and

WHEREAS, at the World Trade Center site TWU members performed critical services including removal of vehicles and debris, restoring communications, providing lighting, cutting steel beams, and securing MTA facilities; and

WHEREAS, the National September 11th Memorial and Museum, after extensive lobbying, has now seen fit to recognize this work by placing items carried by 9/11 TWU transit responders in the Museum's permanent collection;

**NOW THEREFORE, BE IT HEREBY RESOLVED** that the TWU International has an interest in a continuing partnership with the Museum, so that the general public, going forward, understands the contributions made by transit workers on 9/11 and its aftermath; and

**BE IT FINALLY RESOLVED** that the TWU International will continue to advocate for increased recognition of transit workers in the Memorial and Museum if it transitions, as expected, to federal control as a part of the National Parks Service.