



AMERICA'S **FIGHTBACK** ★ UNION ★

REPORT OF THE PRESIDENT

27TH CONSTITUTIONAL CONVENTION OF THE
TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO

SEPTEMBER 15-19, 2025
LAS VEGAS, NV





International President John Samuelsen, who also serves as President of the James Connolly Irish American Labor Coalition, at St. Patrick's Day March in 2024.



International President John Samuelsen at his desk at TWU headquarters in Washington, DC.



International President John Samuelsen greets Local 100 member at Michael J. Quill Bus Depot in New York City.



International President John Samuelsen congratulates Organizer after signature win at Brightline in January 2025.



Massive crowd of JetBlue informational picketers in NYC in 2024.



JOHN SAMUELSEN
INTERNATIONAL PRESIDENT,
TRANSPORT WORKERS UNION
OF AMERICA, AFL-CIO

On behalf of my fellow officers and staff of the Transport Workers Union of America, I am proud to present this comprehensive report on the activities of your International union since our last convention in 2021.

You will see that the International Union worked side by side with our Local officers to bring home victory after victory, in fight after fight, for our members at Locals both big and small.

You will also see that we have a clear strategy for success that blends the strength of our financial status, advanced technology, street smarts and good old-fashioned boots-on-the-ground organizing to win for our members.

We can all be proud that these successes were accomplished in the best traditions of our founding principles of militant industrial unionism and equal rights and opportunities for all workers.

We as representatives of TWU – from Shop Stewards to Section Officers, Executive Board members to Local and National Officers – hold a sacred trust to do our utmost to fulfill the faith our members have placed in us to do the right thing.

Many of us here at this Convention are veteran Officers who have dedicated our lives to the betterment of our co-workers and the good and welfare of our union. Others newer to the fight are seeing the life-changing impact that our union can bring to the job and want to be part of it.

To all of you, I say thank you for your hard work and

dedication. It is not an easy path we have chosen. But it is a noble path that provides great personal reward when we look ourselves in the mirror each day.

At this 27th Constitutional Convention of the TWU, we will chart the course for our International Union in an atmosphere of labor solidarity and purpose, to do the best we possibly can for the nearly 160,000 dedicated TWU members across America who elect us – and expect us – to fight for them on the job, at the bargaining table, and in the political arena.

The TWU has provided a pathway to the middle class for generations of workers from all communities across America. Economic stability is the foundation for true equality in America. We in the TWU strive daily to build on the contracts we already have in place, and to expand the TWU message and TWU union representation through organizing to new classes of workers who want what our members already have.

We are uniquely positioned to contribute to a better nation because we do it every day, on the ground, in the trenches, by fighting to guarantee that working class Americans get a fair shake – on the job – where it counts the most. This is our role. Let's do it faithfully, with energy and integrity.



The TWU's top five officers from the left: Administrative Vice President Curtis Tate; Executive Vice President Alex Garcia, President John Samuelson, Secretary Treasurer Jerome Lafragola, and Administrative Vice President Mike Mayes.

TWU INTERNATIONAL ADMINISTRATIVE COMMITTEE

"The Transport Workers Union of America, AFL-CIO has made major strides in the past four years with phenomenal organizational growth and pacesetting contracts for TWU members across all divisions.

"The TWU's International Administrative Committee consists of the union's top five officers. Their leadership along with the Union's Division Directors, International Representatives and professional staff all played vital roles in moving us forward as an organization.

"It is an honor to work alongside my partners on the IAC. Alex, Jerome, Curtis and Mike are all true-blue trade unionists and loyal TWU brothers who bring their very best effort to the job day in and day out. Together, we have delivered significant and truly meaningful gains that have improved the lives of our members and their families these past four years."

*—John Samuelson
International President*



The IAC at union headquarters in Washington, D.C. from the left, Secretary Treasurer Jerome Lafragola, President John Samuelson, Executive Vice President Alex Garcia, Administrative Vice President Curtis Tate, and Administrative Vice President Mike Mayes.



President Samuelson with TWU Local 555 SWA Ramp Agents at LaGuardia Airport.

AIR DIVISION

Since the TWU's 26th Constitutional Convention in 2021, the Air Division has overcome enormous challenges while at the same time achieving major accomplishments in all the workgroups we represent. In the first year after the previous convention, there were crucial contracts approaching their amendable dates and negotiation teams were being formed and trained to tackle the fight ahead of them.

The TWU emerged from the 2021 convention with considerable momentum. Envoy Fleet Service ratified a new five-year agreement that achieved substantial pay increases for all members. The agreement was ratified at 90% and provided significant improvements to the Holiday, Vacation, and Sick Leave articles and numerous other enhancements throughout the agreement.

2022 Summary

Local 592 Flight Dispatchers at Hawaiian and Alaska Airlines both ratified agreements in 2022. Hawaiian Airlines dispatchers received life-changing wage increases and other enhancements to their contract. At Alaska, dispatchers received industry-leading wages at all steps, and an annual wage review was negotiated to ensure the top-of-scale dispatchers do not fall to less than 4th place in wages against their key competitors. Also, Local 592 members at PSA Airlines ratified a three-year contract extension that was negotiated early and is truly a 2.2-year extension. With an average ratification date pay raise of over 20%, the extension was ratified at 91%.

Despite negotiating virtually throughout the pandemic, our newly organized JetBlue flight attendants ratified their inaugural

contract that scored significant wins for these new union members.

During their period of negotiations, the Presidents of TWU Locals 555 and 556 secured time with Congressional leaders to address the 2022 flight debacle at Southwest Airlines and the impact it had on their memberships. Some Flight Attendants were stranded in airports, sleeping in the terminals and crew lounges where available, because the carrier didn't make any arrangements for them. During this time, Local 555 members were also ordered to perform work not covered by the agreement, which members and Local union leadership refused to do, forcing management to leave their warm offices and face the winter weather.

Local 525 fought against the government trying to cut staffing of our CCSFS firefighters. It was the belief of TWU Local 525 that the Risk Assessment conducted by the Air Force AHJ at Patrick Space Force Base was conducted improperly to produce a reduction in manning and to justify moving from Optimum Level of Service to Reduced Level of Service (RLS). More consideration should have been given to our support of launch operation missional requirements when developing manning schedules; instead of relying solely on assigned aircraft to the CCSFS flightline when developing vehicle sets to meet the demand of



**TWU Flight Attendants
at FSI International**

the mission. This was proven on Sept. 5, 2016 when SpaceX lost a Falcon 9 on the Pad at Complex 40. It required our fully manned ARFF and HazMat capability to incorporate our entire fire department workforce in conjunction with Component Mission partners to ultimately extinguish the fire.

Local 525 also negotiated a new agreement for our Swissport-represented fuelers in Miami.

Local 527 ratified a contract for the custodial group at the Naval Center in Indian Head, Maryland. The contract had



Local 557 Officers with International Rep Jose Galarza, left.

increases of 3.5%, 2.5%, and 2.5% over 3 years. Also, wages were retroactively paid to October 1, 2021, and Juneteenth was negotiated as a holiday for the group.

At FSI International, our Flight Attendants from Local 578 received their charter in January 2022 and elected their first Executive Board.

Southwest Flight Training Instructors in Local 557 ratified their agreement on December 30th. The contract passed with an 82.73% yes vote, with 99% of all eligible members participating.



**Andre Sutton,
Division Director**



**Thom McDaniel,
Int'l Vice President**



**Greg Cosey,
Int'l Vice President**



**Karen Koziatsek,
Administrative Professional**



**Jose Galarza, International
Representative**



**Kevin Smith, International
Representative**



**Rollie Reaves, International
Representative**



**Shirley Duff, Special
Projects Coordinator**



Women AMTs lobbied in Washington D.C.

Envoy Ground School Instructors unanimously ratified a new contract in July that provided them with a 6% wage increase. No other modifications were made to the agreement.

Working closely together, the Air Division and our Legislative & Government Affairs Department were instrumental in shaping regulatory change in the FAA reauthorization, reshaping our ongoing battle with U.S. airlines that ship maintenance work to overseas bases. Additionally, we held an all-female aircraft maintenance summit in Washington, D.C., where female mechanics from our aircraft maintenance locals conducted an enormously successful lobbying event in support of the Global Aircraft Safety Improvement Act.

Following the Fall 2022 IEC Meeting, the Air Division transitioned the Director position from Brother Gary Peterson (now TWU International Executive Director) to Brother Andre Sutton. While there were still some outstanding items to close out, Gary and Andre worked together to make the transition in roles as seamless as possible for the division.

2023 Summary

International Representative Tony McCoy took a well-earned retirement after 33-years of dedicated service as a member and officer of Local 513 and the TWU International Union. Tony



Tony McCoy, International Representative

will be greatly missed by the Air Division staff and by everyone he touched during his time with TWU.

The TWU/IAM Association was victorious in two arbitration cases against American Airlines that were harming our members. In both cases, arbitrators concurred with the Association and ruled that American violated the labor agreement. The first decision placed



Officers from our Envoy Locals at a training program.

greater restrictions on the application of the company's Attendance Control Policy, and the second improved our members' rights to Holiday Pay..

In August, Kevin Smith and Local 525 reached a new TA for RG Next at Cape Canaveral. This group does all the predictive weather and telemetry work at the Cape Canaveral Space Force Station for all launch programs. The new agreement achieved a host of positive changes, including significant improvement in wages and a limit on the company regarding the subcontracting out of work. The top group now earns just under \$54 an hour. This contract was the most lucrative we have negotiated with a government contractor in recent years, with 18% in wage increase over three years.

Local 525 also conducted a 26-member training class covering the National Labor Relations Act, the Service Contract Act, the Railway Labor Act, and public employees' rules.

Member's from Locals 570, 572, 574 & 576, the Envoy Maintenance & Related (M&R) and Materials Logistic Specialists (MLS) groups, ratified a new contract in midyear, which included pay increases of 2% and 3% annually, increased the Crew Chief premium to \$2.00, reduced the number of steps on the pay scale for all groups, and included added improvements to vacation, holidays, and overtime articles.

Envoy Simulator Instructors from Local 548, secured their first TWU contract in late 2023. The membership ratified the five-year contract that includes 4.5% annual raises. In addition, the agreement included ratification and annual retention bonuses.

The Flight Dispatchers in Local 550 ratified their new agreement in February. The major highlights were Delta dispatcher pay plus 1% immediately and 3% annual raises on June 1 in years 2024 through 2027, and a \$15M bonus payout to be split amongst the group. The new contract is amendable 6/1/2027, with 6/1/2026 early opener.

Southwest Airlines Local 557's Meteorologist group ratified a new 5-year agreement in June. Initial wage increases ranged from 13% to 24%, with 3% increases in years 2, 3, & 4.

TWU flight attendants from Locals 556, 577, and 579 met for the TWU Cabin Crew Coalition. The main issue discussed was the Assault Won't Fly campaign - including future leafletting events and a Washington, DC fly-in to lobby for the bill. The Coalition also discussed Toxic Cabin Air, the FAA Reauthorization Act, and the development and promotion of a Flight Attendant Bill of Rights.

Local 592 Dispatchers at Frontier ratified a 5-year agreement in August. Initial increases averaged 42%, with 2% in years 2 & 3 and 3% increase in years 4 & 5. The agreement also included signing bonuses ranging from \$2,000 to \$12,625 based on years of service. Also negotiated were increases to their sick bank, vacation, and company 401(k) match.

2024 Summary

At Allegiant Airlines, our Flight Attendants from Local 577 – in only their second round of contract negotiations – won an industry-leading contract in April. This move brought them from a lower-tiered Ultra Low-Cost Carrier pay scale, into the national spotlight with a five-year contract that delivered the membership an immediate 25% average raise and will boost member wages on average 41% by 2028.

In March, Local 555 ratified a five-year contract that provides job, financial, and benefit security for the membership that includes raises ranging from 14% to 46%. The agreement skyrocketed the industry leading top wage rate to more than \$42 per hour by the end of the agreement. The agreement also cut a year off the pay scale; members now reach top pay in 10 years of service, instead of 11. The contract includes an industry-best 10 percent 401 (k) match.



TWU Cabin Crew Coalition in Washington D.C.

This is the highest total 401 (k) match in the industry for this work group. And the agreement includes a \$140 million lump sum bonus paid out to workers.

Local 556 Flight Attendants battled at the bargaining table, in the political arena, and through systemwide “Days of Action” that included informational picketing. After a multi-year campaign, made longer by the pandemic, Local 556 won a hard-fought victory that catapulted the membership far above the industry in pay and benefits, including the airline



TWU International and Local 555 Officers



TWU International and 577 officers at signing ceremony for the second contract for Allegiant Airlines Flight Attendants.

industry's first paid parental leave. The contract won an immediate 22% raise along with increases giving the Flight Attendants pay hikes of 34% by 2027.

One of the provisions in the TWU Local 556-Southwest Airlines Flight Attendant contract that stands out among industry peers is the Duty Hour Ratio, often called the Duty Rig. The Duty Hour Ratio matches Southwest Pilots and guarantees a minimum number of paid hours for every hour on duty. The TWU 556 contractual Duty Rig of .74 Trips for Pay (TFP) for every hour on duty equates to a minimum of approximately 1 hour of pay credit for every 1.55 hours on duty. Not only does this provision exceed that of nearly every other flight attendant contract in the industry, but it exceeds the duty rigs contained in nearly all industry pilot contracts, as well. This provision ensures that flight attendants are compensated for extensive delays and long sit times, as well as work performed outside of actual block hours.

Voter participation was sky high: 93% of eligible members cast ballots, and 81% voted in favor of the pact.

Local 579 and its members were a big part of TWU International's fight against the proposed job-killing acquisition by JetBlue of Spirit Airlines. The membership picketed the company's headquarters bringing both public and political attention to the union's strong opposition to the corporate coupling. This effort led to TWU once again leveraging its power that secured significant wage increases, a TWU-controlled mid-contract reopener, and other significant improvements in the contract for the membership.



Flight Attendant Locals participate in Day of Action at Harry Reid International in Las Vegas

At Cape Canaveral Air Station, Local 525 successfully partnered with House Republican Rep. Bill Posey, to bring a proposed amendment to the NDAA (National Defense Authorization Act) that was almost unanimously adopted by the U.S. House of Representatives. The modification changed the required number of firefighter personnel safeguarding life and property at all Space Force properties in the United States.

After successfully organizing Professional Contract Services Inc. (PCSI) at Fort Knox, Local 527 negotiated their inaugural contract. Additionally, Local 527 settled contracts with the logistics company TSAY Professional Services at Fort Gordon, Vanquish Worldwide at Fort Eisenhower, and J&J Worldwide Services at Fort Eisenhower. All of these contracts included wage increases and improvements to leaves of absence, to name a few. Local 526 successfully ratified a contract with Jacobs/ Amentum, as well as a Galley Contract for food services at Kings Bay Naval Submarine Base.

Local 527 continued its organizing efforts for the Facilities Maintenance workers at Fort Knox, KY. It is a new facilities



Flight Attendant Locals at Day of Action in Orlando, FL.

maintenance contractor. Professional Contract Services Inc. (PCSI) is an “Ability One” Contractor. There are approximately 120–130 workers on this contract who recently transitioned from the predecessor contractor to PCSI. These employees work in various trades such as Electricians, Plumbers, HVAC Mechanics, Painters, Fire Alarm Systems Mechanics/Electronic Technicians, Grounds Laborers, General Maintenance Workers, etc.

At American, our TWU locals ratified a two-year contract extension for our Fleet Service, Maintenance and Related, and Stores members at American Airlines. This extension continued to provide the membership with industry-leading wages, and once again set a new standard for others to follow in their negotiations. The extension resulted in a \$1.2 billion deal for all classes and crafts. The extension resulted in a \$1.2 billion deal for all classes and crafts. Top-of-scale wage increases ranged from 12% to 15% on the effective date and 18% to 26% over the term of the extension. Several non-economic quality-of-life issues were also addressed in these negotiations. This extension also includes a new amendable date of June 26, 2027, with early openers on March 26, 2027.



The presidents and officers of TWU Locals 504, 525, 526 and 527 participated in training (*photo above*) on grievances, bargaining, the National Labor Relations Act, and the Service Contract Act. These locals also held their first-ever Service Local Summit in August. This summit was designed to focus on matters of interest affecting their workgroups. These locals truly cover one end of the nation to the other, with many of their members covered by the Service Contract Act as opposed to the Railway Labor Act. They constantly deal with unique challenges that are not faced by other locals.



Int'l Executive Vice President Alex Garcia (above left inset) and Local 514 discuss the outstanding contract extension for the membership at American Airlines in 2024.

Local 592 ratified the Air Wisconsin dispatch agreement, which was headed towards a strike. The agreement included significant wins, including double-digit pay raises and significant bonuses based on the seniority of the dispatcher. On average there was a 22% increase in all steps of the scale and an additional 8% in downline wage increases. The agreement also added double time pay for all overtime worked, a 50% cash out of accrued sick leave at retirement, an increase of \$1.00/hr to the company's matching contribution to 401k, shift differential for overnight work, increased override for premium jobs, and a ratification bonus payment for all members between \$500 and \$15,000 based on the members seniority.

Other wins for Local 592 included organizing the dispatchers at Omni Air. While they are a small group today, their opportunity for future growth is significant. Omni Air Dispatchers ratified their first agreement in 2024. Highlights of the contract included DOS increases ranging from 15.6% to 22.5%, 2% increases at year 12, 24, & 36 months, a lump sum agreement of \$25,000 for signing bonuses that ranged from \$1250 - \$3000 per member based on the members seniority.

In a show of solidarity, Locals 502, 575, and 579 (*photo below*) joined together to collect donations for our fellow TWU members who have been affected by the devastating wildfires in California.



Int'l Executive Director Gary Peterson (right) administers oath of office to Local 592 officers.

2025 Summary

In early January, Air Division Staff and others from the TWU attended the Consumer Electronics Show in Las Vegas. The group was able to view emerging technologies, as well as new uses of AI. As we continue to fight to keep jobs, AI is going to be something we will have to keep informed about. During the conference, they also attended a series of workshops on Technology and Unionism conducted by the AFL-CIO. TWU International President John Samuelson was a featured speaker, and International Administrative Vice President Curtis Tate was a panelist on a discussion regarding the inclusion of





Air Division officers were part of the TWU team at the CES Show on AI and new technologies in Las Vegas.

language in union contracts that protects workers' jobs from being taken by technology. The CES conference featured an array of advancements to be introduced into society that are technology-driven.

We had officer elections in Locals 514, 526, 527, 567, 568, 591, and 592. International Executive Board Member Jenny Schar opted to decline running for President, with Brian Bourbeau elected to replace her.

The TWU Cabin Crew Coalition, led by Vice President Thom McDaniel, held its first meeting of the year in January and drafted a Flight Attendants' Bill of Rights emerged as one of the goals for 2025. The right to clean air in the cabins and a safe work environment is part of the goals. The TWU would utilize the "bill," which would not be an actual piece of legislation, but an educational document for union outreach and advocacy efforts.

The Envoy Locals attended an Envoy Fleet Service & Maintenance and related Presidents' meeting. They discussed issues and challenges each Local is facing when enforcing their



contracts. In the meeting they also discussed the timeline and preparation needed to determine the goals for their upcoming negotiations. Cope Director, Andrew Rangolan gave the Presidents a presentation about COPE and the State conferences and the importance of being engaged with both.

Also in January, Local 592 secured another contract victory for our members at Sun Country. The agreement is for 5 years. Average increases on date of signing are 36% with a 2% increase at 12, 24, 36, & 48 months.

In April 2025, the Air Division had a booth at the annual Maintenance, Repair, and Overhaul (MRO) Conference in Atlanta, Georgia. This conference is the world's largest gathering of the aviation maintenance industry. The event brings together industry leaders, innovators, and experts to explore the latest trends, technologies, and strategies in commercial aviation maintenance, repair, and overhaul. TWU promoted our organization and supported our American Airlines TWU members who were participants in the aircraft maintenance skills competition. Our booth featured a map of the country that identified the locations where TWU represents aircraft maintenance members and throughout the event the group



Cabin Crew Coalition meeting in Houston.

AIR DIVISION PRESIDENTS

Local 501.....Victor Gonzalez
 Local 502.....Andre Sutton
 Local 504.....Robert Payne
 Local 505.....Jennifer Platt
 Local 507.....Tom Hughes
 Local 510.....Kevin Sullivan
 Local 512.....Juan Elvira
 Local 513.....Greg Cosey
 Local 514.....Dale Danker
 Local 525.....Kevin Smith
 Local 526.....Jack Watson
 Local 527.....Benyoel Morgan
 Local 529.....Mike Whelan
 Local 548.....Chris Turner
 Local 550.....Kevin Thurston
 Local 555.....Abilio Villaverde

Local 556.....Kristina Peterson
 Local 557.....JC Findley
 Local 567.....Rollie Reaves
 Local 568.....Luis Rodriguez
 Local 570.....Dan Rivera
 Local 571.....Moisley Pawa
 Local 572.....Council Creech
 Local 574.....William Dowling
 Local 575.....Enrique Guzman
 Local 576.....Lisa Epema
 Local 577.....Christa Gifford
 Local 578.....Nikki Doby
 Local 579.....Tyesha Best
 Local 591.....Gary Schaible
 Local 592.....Brian Bourbeau

spoke with conference participants and handed out TWU branded items.

Local 504 and APSE Local 22 completed the exchange of members, driven by the Port Authority of JFK moving WFS to the new facility. APSE Local 22 received 63 office agents from TWU Local 504, in exchange, Local 504 received 350 ramp agents from APSE Local 22.

ASRC Federal (Communications CCSFS), a recent contract was settled in favor of the bargaining unit. Wage increases of 5%, 4.5%, and 4.0% took place in October. The remainder of the negotiation focused on overtime and hours worked as it

relates to the increased launch cadence at Cape Canaveral Space Force Station. Because of the increased launch cadence, the local successfully negotiated the ability for employees to leave work and be paid at straight time as soon as the launch finishes. Because launch windows, at times can be lengthy, the employee now can opt to leave work as soon as mission is complete and serve the remainder of their shift, at straight time pay, at home.

The PSA Flight Crew Training Instructors voted to be represented by the TWU on March 5th. The group's negotiating committee has received negotiations training and will soon begin negotiating with the carrier.



Air Division members and officers at the MRO Conference in Atlanta, GA in 2025.

The TWU negotiating committee for the Dispatchers at PSA reached another 30-month contract extension that provided our members there with an 11% average wage increase on the date of ratification, and a 2% increase at both 12 and 24 months.

Since the announced merger between Alaska and Hawaiian Airlines took place, Local 592 has prepared and delivered a comprehensive contract proposal and will continue negotiations until a Joint Collective Bargaining Agreement is ratified by the combined carrier's membership. As you can see from this summary of these last four years, the activities surrounding airline and government contracts over the past four years have significantly impacted the labor force. In the airline industry, labor unions have continually advocated for fair wages, improved working conditions,

and job security amidst evolving challenges such as economic fluctuations and operational shifts. Similarly, government contracts have underscored the need for transparency, equitable employment practices, and the inclusion of unionized labor in contract awards. The collective efforts of TWU during this period have reinforced the importance of protecting workers' rights while navigating the complexities of contract negotiations. As we move forward, the TWU Air Division will continue to be America's fightback union!



Above, Local 514 members in Tulsa. Left, Local 501 members in San Juan showing Puerto Rico and union pride. Below, International President John Samuelson joins Local 501 officers and members at LaGuardia Airport in New York.





John Feltz
Director

Since our 26th Constitutional Convention the Railroad Division has experienced turnover in Local Leadership, due to the retirement as well as the election of new Local Officers. While staying focused on advancing the interests of our rail membership, collectively, Railroad Division staff and Local officers have worked to maintain and build upon a strong Railroad Division.

Railroad Division Staff

Railroad Division Director John Feltz, International Staff Representative Brian DeLucia and Administrative Professional Sydni Gibbs maintained a team approach to advancing the interests of the Railroad Division membership. They worked with Local leadership in confronting challenges and advancing several initiatives over the past four years.



Brian DeLucia
International Staff Rep.

Railroad Division Communications

Over the past four years through the use of memos, bulletins, and surveys we have kept our locals apprised of changes in Federal Rail Administration Regulations, updates in negotiations, Railroad Retirement Benefits and Railroad specific safety rules. We also used surveys to get members' input for Section Six notices. We attended numerous Townhall meetings with members on Amtrak, NS, and CSX along with quarterly Amtrak General Chairmen's meetings throughout the Amtrak National System.



Sydni Gibbs
Administrative Professional, Rail and TUUS Divisions

RAILROAD DIVISION LOCAL AFFILIATES

1460	New York, NY	Amtrak on-Board Service Workers (ASWC)
2001	New York, NY	Amtrak (JCC), Metro-North, New Jersey Transit, PATH, Conrail (SAA), CSX and NS National Freight
2003	Indianapolis, IN	Amtrak (JCC), CSX National Freight
2008	Steubenville, OH	NS National Freight
2009	Pitcairn, PA	NS National Freight
2011	Toledo, OH	CSX, NS National Freight
2013	Philadelphia, PA	SEPTA, Amtrak (JCC), Conrail (SAA)NS and National Freight
2014	Chicago, IL	Amtrak (JCC) NS National Freight
2015	Wilmington, DE	Amtrak (JCC)
2016	Harrisburg, PA	NS National Freight, Amtrak (JCC)
2017	Altoona, PA	NS National Freight, Union Tank Car Company
2019	Cleveland, OH	CSX, NS National Freight
2020	Buffalo, NY	CSX National Freight, Amtrak (JCC)
2025	Baltimore, MD	NS National Freight
2035	Conway, PA	NS National Freight
2037	E. St. Louis	CSX National Freight
2051	Detroit, MI	Conrail, NS National Freight, Amtrak (JCC)
2053	Elkhart, IN	NS National Freight
2054	Boston, MA	Amtrak (JCC), Keolis, CSX National Freight
2055	New Haven, CT	Metro North, Amtrak (JCC)

Contract Settlements

AMTRAK (JCC) - CARMEN / COACH CLEANER

On March 21, 2023, an agreement was reached for our Amtrak Carmen and Coach Cleaners. This contract locks in healthcare at \$228 for the seven year term of the contract. Ten weeks Paid Parental Leave. As well as increases in hearing aid benefits, Life Insurance, and Bereavement leave. The raises of 30% when compounded at 34.10% were the highest ever achieved in the 53 year history of Amtrak

Full Retroactive Pay

7/1/22	4%
7/1/23	4%
7/1/24	4.50%
7/1/25	3.50%
7/1/26	3.50%
7/1/27	5%
7/1/28	5.50%



AMTRAK (ASWC) ON-BOARD SERVICE

On July 30, 2023, an agreement was reached for the Amtrak (ASWC) On Board Service Members. This contract locks in healthcare contributions at \$228 for the seven year term of the contract. Ten weeks Paid Parental Leave. As well as increases in hearing aid benefits, Life Insurance, and Bereavement leave.

The raises of 30% when compounded at 34.10% were the highest ever achieved in the 53 year history of Amtrak

**Pictured on this page,
Amtrak Apprentices on
the job at Beech Grove.**





Members with officers at Altoona, PA shop.

ASWC On-Board Service / Full Retroactive Pay

7/1/22 4%
 7/1/23 4%
 7/1/24 4.50%
 7/1/25 3.50%
 7/1/26 3.50%
 7/1/27 5%
 7/1/28 5.50%

National Freight Negotiations

On September 14, 2022 an agreement was reached with National Freight Railroads Norfolk Southern and CSX. This agreement contained major benefits in Health and Welfare Benefits, 4 paid sick days and 1 extra personal day.

Full Retroactive Pay

7/1/2020 3%
 7/1/2021 3.5%
 7/1/2022 7%
 7/1/2023 4%
 7/1/2024 4.5%

Service Recognition Bonuses

1/1/2020 \$1000.00
 1/1/2021 \$1000.00
 1/1/2022 \$1000.00
 1/1/2023 \$1000.00
 1/1/2024 \$1000.00

On August 21, 2024, an agreement was reached with National Freight Railroads Norfolk Southern and CSX. This agreement contained major gains in Health and Welfare Benefits, and Vacation Benefits. Employee Health Care contributions were frozen for duration of the agreement Period Covering July 1, 2025 December 31, 2029

Full Retroactive Pay

July 1, 2025 4.0%
 July 1, 2026 3.75%
 July 1, 2027 3.5%
 July 1, 2028 3.25%
 July 1, 2029 3.0%

On May 30, 2025, an agreement was reached with Consolidated Rail Corporation. This agreement contained major gains in Health and Welfare Benefits, and Vacation Benefits. Employee Health Care contributions were frozen for duration of the agreement. Period Covering July 1, 2025 December 31, 2029

Full Retroactive Pay

July 1, 2025 4.0%
 July 1, 2026 3.75%
 July 1, 2027 3.5%
 July 1, 2028 3.25%
 July 1, 2029 3.0%



Keolis members celebrate victories.



Metro-North Commuter Rail – Carmen / Coach Cleaners

Letter of Agreement between Metro-North and Locals 2001 and 2055

On July 22, 2022 Metro North Railroad Division Local 2001 President Pat Howard and Local 2055 President Robert Cifarelli, representing Metro-North Railroad members signed a Superior Side Letter allowing Metro North Railroad to resolve Critical Operational Matters of Hiring.

Letter of Agreement Synopsis

1.(a) Coach Cleaners, who immediately relinquish their rights under the collective bargaining agreement to attend Car Inspector training classes, receive a stipend of \$6,000 after taxes. They are able to request to become a Car Inspector by applying for a Craft Transfer from Coach Cleaner to Carman.

1.(b) Coach Cleaner, who choose to accept a one-time irrevocable option to retain limited seniority rights to exercise their bid into the Carman Training class within one year starting from the date of the agreement were paid a stipend of \$2,000 after taxes. It was understood that acceptance of this reduced payment represented a limited ability to exercise seniority to the Carman craft and ultimately, a forfeiture of such rights if not exercised within one year of the date of the agreement.

Other Provisions

- Current Car Inspectors received a stipend of \$2,000 after taxes.
- Overtime Meal Allowance was increased from \$7 to \$12
- Increased Welding differentials from Seventeen cents per hour to fifty cents per hour.

- Waiver of the 100-day vacation qualifying requirement for those retiring. In the year of retirement, you are required to work one day in the year as opposed to working one hundred days to be credited with vacation weeks for that year.
- A mentor program was established to assist in the training of new car inspectors during on-the-job training. All mentors will receive one hour at the overtime rate of pay per day.

Metro North Retro Agreements

On November 17, 2023, an agreement was reached with Metro North Railroad for the period September 1, 2019, through October 31, 2023.

Full Retroactive Pay

- 9/1/2019 2%
- 9/1/2020 2.25%
- 9/1/2021 2.5%
- 9/1/2022 2.75%

Tool Allowance

\$500.00 added to an existing \$150.00 allowance for a total of \$650.00

On March 11, 2025, an agreement was reached with Metro North for the period covering November 1, 2023 to October 31, 2026.

Full Retroactive Pay

- 11/1/ 2023 3%
- 11/1/ 2024 3%
- 11/1/2025 3.5%

Signing Bonus - \$3,000.

- New/ Rule Changes
- New Technology
- Electronic Payroll
- Computer Based Training
- Overwhelmingly Ratified 337 in Favor 4 Against

Keolis Commuter Rail Service

On May 10, 2024, an agreement was reached with Keolis Commuter Rail Services for the Period Covering July 1, 2023 to June 30, 2028.

Full Retroactive Pay

- 5% July 1, 2023
- 5% July 1, 2024
- 5% July 1, 2025
- 5% July 1, 2026
- 5% July 1, 2027

Signing Bonus

\$2000.00

Elimination of a five year progression rate for Coach Cleaners. Upon ratification Coach Cleaners' pay increased from \$19.95 per hour to \$27.59 per hour before the first and second GWI increases of 5%. Including both GWI increases a Coach Cleaner's pay rate increased by \$10.47 to \$30.42.

New/Rules Changes

- Three paid Sick days that do not activate discipline (New)
- Contracting our language (New)
- Technology language (New)
- Additions to Bereavement leave language

Local Leadership Development/ Training

The Division Staff developed a training manual that was designed for the training of newly elected officers as well as a review for established officers. The manuals consisted of materials on Disciplinary Investigation Training, Grievance Handling Training, Railroad specific contractual obligations, Officers Fiduciary obligations, OLMS Compliance information and a synopsis of DOL and IRS findings in cases where fiduciary responsibilities were not adhered to. These manuals were also sent to those locals that were not able to attend the Regional Meetings. Our goal going forward is to develop a manual with National Mediation Board, Arbitration, Public Law Board, and Special Boards of Adjustment material. These can be used when presenting discipline and grievance cases on property as well as at future arbitration hearings.

Amtrak

Amtrak, which relies on a reliable and sufficient stream of funding for both operations and capital, is subject to government oversight and endless debate over funding, and at times its very existence. Over the past four years these continuing debates, accompanied by ongoing attacks from a number of Congressional Representatives, have presented ongoing challenges for our Railroad Division membership. In response staff have worked closely with our Government Affairs Division, and Locals that represent Amtrak membership, both in the mechanical and on-board service crafts to collectively protect the membership's interests. In particular, staff and local leadership efforts have engaged in a fightback against several areas of concern.



President John Samuelson and Director John Feltz with members leafletting at Grand Central, NYC.

Apprenticeship Program

After 21 years of trying, Railroad Division Director John Feltz was able to win a labor-management sponsored apprenticeship program with Amtrak at its Beech Grove facility, which now provides a previously closed career path for TWU Coach Cleaners to advance to Carman. The apprentices participate in a three year program consisting of six months of classroom training and two and a half years of on-the-job training in all principles of Carman work under the tutelage of a Mentor. The last class of apprentices graduated in 1994 when the program was terminate.

The first class of new apprentices graduated on March 27, 2025. This program based on the efforts of the TWU has been established system wide for all shopcraft employees and is the only Railroad Apprentice Program in the nation that is recognized by the Department of Labor. TWU member RaJeana Costelow was the first woman to be entered into and graduate from an Apprenticeship Program in the fifty-one year history of Amtrak. The apprentices went from a starting pay rate of \$27.90 upon entry into the program to a pay rate of \$36.85 upon graduating.

Metro North and Keolis Commuter Rail Strike Training Campaigns

Metro North Strike Preparation

In May 2023 Locals 2001 and 2055 officers, began strike preparation training. President Samuelson and Local 2001 and 2055 officers held Shop Gates at Grand Central Station, NYC, North White Plains, NY, Stamford, CT, and New Haven, CT. Both locals working together continuously held meetings with members at Brewster, NY, Croton Harmon, NY, and Bridgeport, CT. Extremely successful leafletting campaigns were conducted nonstop at Grand Central Station, 125 Street NY and New Haven, CT. The campaign utilized every type of social media available to get our message out about our fight. This campaign was like a Mike Tyson fight. The MTA/Metro-North was knocked out in the first minute of the first round. We were approached by numerous



members from TCU, and IAM asking us why their organizations accepted the lesser contract. We would be remiss if we did not thank President Samuelson, the IAC, and Angelo Cucuzza for all their support, help and work that made this a successful campaign

Strike Preparation Training

In February 2024 Local 2054 officers attended strike training preparation.

Also in February, Local 2054 President Ed Flaherty along with 30 members addressed the Massachusetts Bay Transit Authority where he was well received.

Leafletting Campaigns started in March with events at major commuter Rail Stations, Boston South Station, and Back Bay Station. The campaign also included a restaurant where Keolis Commuter Rail CEO and other top officers were meeting with Massachusetts State Legislative Representatives.

A Lobbying campaign was also conducted at the Massachusetts State House.

In April on the Red Sox opening day leafletting was conducted at Lansdown Station across the street from Fenway Park.

The Leafletting Campaign was remarkably successful, with riders engaging with us, and many of them using social media to attack Keolis at the parent company in France.

One of the focal points of the campaign was that coach cleaners who were on a five-year progression rate starting rate of \$19.65 per hour had to apply for public assistance and rent subsidies because they were living below the poverty level.

Labor Management Collaborative Process (LMCP) Beech Grove Indiana, Bear and Wilmington Delaware Shops

Staff have continued to attend quarterly meetings and work closely with Local 2003, 2015 and Amtrak Management at the Beech Grove, Bear and Wilmington back shops to keep all three shops actively engaged in the collaborative effort to remain focused on promoting both shops as a 3rd party provider for both Passenger Car and Locomotive work as well as fabricating parts that would normally

be bought from outside vendors. International Vice President and Railroad Division Director John Feltz is a member of the Joint Oversight Committee of the LMCP. The committee is comprised of two International Union Representatives and Amtrak's Assistant Vice President of Mechanical Forces and Superintendent of all Back Shops.

New High-Speed ACELA and Intercity Airo Train Fleets

Amtrak has agreed that all warranty work that is to be performed on the New Generation Acela and Airo train sets will be done by TWU Carmen instead of Alstom and Siemens Rail Car Manufacturers.

Amtrak has also agreed to use TWU Carmen as opposed to using Duos Technologies Group, the developer of Amtrak's new computerized Rail Car Inspection Portals, to decipher all inspection reports collected by the portals.



Former Transportation Secretary Pete Buttigieg with Rail Division staff rep Brian DeLucia and TWU Government Affairs staff rep Heather Laverty.

Freight Railroads

Over the past four years, our membership on freight railroads (Conrail-SAA, CSX, and NS) has witnessed a continuing and ever-increasing trend by the freight railroads to consolidate and downsize mechanical operations and employ new technologies as an approach to eliminating or extending inspection requirement intervals, in a continuing effort to reduce mechanical department employees.

In their efforts to rely on the deployment of new technology, and reduce or eliminate federally mandated inspections, the carriers in concert with the Association of American Railroads have progressed a number of waiver petitions to the Federal Railroad Administration (FRA) to change regulations, which staff has responded to by written comment and testimony during public hearings.



RAILROAD DIVISION PRESIDENTS

Local 1460	Amy Griffin
Local 2001	Patrick Howard
Local 2003.....	Daniel Groves
Local 2008.....	James Robinson
Local 2009.....	Paul Calderone
Local 2011	Jeff Heartland
Local 2013.....	Kevin Howell
Local 2014.....	Jerry Wronowski
Local 2015.....	Chris Thomas
Local 2016	Jay Risbon

Local 2017	Dave Rummell
Local 2019.....	Nick Cinquepalmi
Local 2020.....	Jarrett Kellner
Local 2025.....	Nick Burkindine
Local 2035.....	Dennis Sabina
Local 2037.....	Mark Korsmeyer
Local 2051	Derek Deman
Local 2053.....	Brandon Redman
Local 2054.....	Edward Flaherty
Local 2055.....	Robert Cifarelli



Legislative

The Railroad Division continues the work of educating and engaging Local officers and the membership on the importance of Legislative Action. The Division's approach includes Legislative Alerts that provide important updates on specific legislation of particular interest to Railroad Division membership and when necessary, requests officers to take specific action. When calling on Locals to act, the Division provides the materials and conducts conference calls to brief Local officers.

State Conference Work

Collectively, Railroad Division staff and Local leadership have worked to increase Local participation in TWU State Conferences. In particular, Rail Locals have been participating in the New York/ New Jersey, Ohio/Michigan, and Illinois/Indiana state conferences.

Regulatory

We have applied for an FRA waiver to have the FRA regulations changed to make it mandatory that only Qualified Carmen can do the inspecting of rail cars.

In addition, Railroad Division staff has participated in the development of comments and presentation of testimony during public hearings conducted on waiver petitions submitted by a number of railroads and the Association of American Railroads.

Political Action

As is the case with all TWU political actions, the interests of our Railroad Division membership are directly tied to the political process, as nearly every aspect of railroad employment is in one way or another subject to actions of the President of the United States, a Government Agency or Congress. Given that reality Railroad Division staff has continuously focused on educating both Local officers and the membership on the direct link between politics and their best interests.

Local 100 members at annual Lobby Day in Albany, NY in March 2025.

TRANSIT, UTILITY, UNIVERSITIES AND SERVICE DIVISION (TUUS)

The TUUS Division, with numerous employers and Locals both big and small, provided service and support to all. Division officers took advantage of the Union's bus – which is outfitted as a modern, fully equipped mobile office – to service our Locals in sweeps across Texas, the Midwest, Georgia and North Carolina.

The Division staff, led by VP and Division Director Willie Brown, with representatives Jose Cruz, Cassandra Gilbert, Jeff Mitchell, and Christina Scott, ably and aggressively serviced our Locals and assisted in contract negotiations.

Veteran representatives Carl Martin and Theotis James both retired after distinguished careers as Local and International leaders, and their expertise was definitely missed.



Veteran TUUS reps Carl Martin, left, and Theotis James retired.

The TUUS was intimately involved in the International union's campaign against autonomous vehicles and helped craft first-of-its-kind language in the Local 208 agreement barring management from instituting such technology without the express consent of the union.

The TUUS launched a major internal organizing drive in right-to-work Texas, hoping to boost membership at several school bus properties and two transit properties.

The Division is proud of its record in winning numerous contract victories across the division for virtually 100 percent of the TUUS membership. Below is a sampling of the activities and contracts won by our TUUS Locals.

Local 100, NYC

The Local scored an on-time contract for its 40,000 members employed by NYCTA, MABSTOA and MTA Bus in May 2023. Solidarity rallies were held around the system to keep the membership informed of progress at the table.

The contract provided compounded wage increases of nearly 10 percent over term, as well as \$4,000 in Essential Worker bonuses. It also included a major upgrade in paid maternity/paternity leave from 2 to four weeks, as well as 8 weeks of recovery



International President John Samuelson with Local 100 officers at Mother Clara Hale Depot in Manhattan.

pay for birth mothers after birth of her child. This is in addition to the 4 weeks of paid maternity leave.

The maintainer bonus was increased to \$1,000 per year from \$650, and the Articulated Bus pay was increased by \$2.00 per hour.

The Local won a new 3-year contract for its 500 plus members in the MTA Career & Salary Unit that closely parallels the gains in its contract for the operating titles.

The Local 100 School Bus Division negotiated top contracts for its members at First Student of Greenwich, CT and White Plains Bus Co. The new pay rates are the highest in the Northeast in the school bus industry. The union won additional guaranteed paid hours for operators and monitors as well.

The Local won a new 5-year contract for

its Bus Operators at New York Waterway that provides wage and benefit security through 2029. The contract brings the hourly rate up to \$34 per hour over the term. Other gains include increased company contributions to the vision plan, new language that protects full time work, and a cap on worker contributions to the company's health care plan. Longevity pay is also going up to \$1,250 based on years of service.

Local leaders and Stations Division Vice President Robert Kelley negotiated an agreement with the MTA that saves the jobs of all Station Agents as the Authority completed its changeover to the tap-and-go OMNI automated fare collection. The Station Agents will transition to a more customer service mode and will be paid an extra \$1.00 per hour.



Willie Brown
Division Director



Christina Scott
Int'l Representative



Cassandra Gilbert
Int'l Representative



Jose Cruz
Int'l Representative



Jeff Mitchell
Int'l Representative



Sydni Gibbs
Admin. Professional



Top: International and Local officers at the 207th St. Main Shop.



Left: TWU Retirees Association officers standing near transit display at 911 Museum.

Local 234, Philadelphia, PA

Local 234 members in Philadelphia were brought to the brink of a strike twice since the last Convention, but negotiators were able to avoid both and deliver two one-year agreements providing a 7% increase in 2023 and a 5% increase 2024.

President Samuelson spoke at the Local's strike vote mass meeting in November 2024 to assure the membership that the International Union was 100 percent in support of the strike if it came to that.

The Local 234 leadership and International staff led by TUUS Director Willie Brown were able to turn the horrifying tragedy of the cold-blooded murder of Brother Bernard Gribbin in 2023 into an important breakthrough in safety for Philadelphia Bus Operators. During bargaining on the most recent contract, Local 234 compelled SEPTA to invest in their workers' safety by introducing bullet-proof driver enclosures, first as a pilot program and then eventually on its entire fleet. The TUUS Division is determined to take this leap forward in safety in Philadelphia to our other properties nationwide.

Local 234 Trackworkers



The union also negotiated a career advancement path for Car Equipment Division cleaners to supervisory titles. The CED Cleaner was the only title in transit with no path to management positions prior to this victory. The union also secured a new position (40 in number) of Lead CED Cleaner to be filled by current cleaners at \$1.70 more per hour.

The Local's ten-year battle to win recognition for its members efforts during the rescue and recovery effort after 9/11 was brought to a successful conclusion. The 911 Museum at the site of the new Liberty Tower created a permanent display of transit worker artifacts to highlight the massive contribution to the rescue, recovery and rebuild effort of Ground Zero.

The Local continued its campaign against assaults of transit workers and won a significant victory from City Hall in the way of a major new police presence on the stations, mezzanines and on subway trains. The effort has helped to reduce the number of assaults on transit workers and riders.

On the political front, the Local won positive changes to the Tier 6 pension, bringing it more closely in line with the Tier 4 pension, but leadership recognized that there remains much work to be done.

The Local won two organizing drives among school bus workers at STA-Connecticut School Bus (50 workers) and the town of Haverstraw, NY School Bus (250 new members).



International President John Samuelson, TUUS Director Willie Brown and Local 234 officers and members at strike vote meeting in Nov. 2024.

In December 2024, Local 234 members in Upper Darby, PA were also brought to the precipice of a strike, but management capitulated to negotiating instead. The union scored a 3-year contract worth 10.5% over 3 years. The workers provide essential municipal services such as garbage collection, snow removal, highway maintenance, street lighting, and animal control. The contract includes provisions that limit the outsourcing of work to private contractors, gives two weeks of paid parental leave, and provides an additional four weeks of paid leave for birth mothers either during pregnancy or after the birth of the child.



Local 234 strike vote meeting in Nov. 2024.

On the political front, the Local and International leaders waged a major campaign in Harrisburg, PA over transit funding cuts that could eliminate up to 55 bus routes in Philadelphia. Hundreds of transit workers rallied at Pennsylvania's Capitol Building in May 2025 to support Gov. Josh Shapiro's plan for additional Commonwealth funding. Senate Republicans blocked the Shapiro proposal last year to increase state funding for transit by raising its share of the sales tax. SEPTA would receive \$161 million in new funding under that plan.

Int'l President Samuelson at demonstration of bullet proof glass enclosures in Philadelphia.



Local 234 officers and members in Harrisburg, PA.

Local 101, Brooklyn, NY

Local 101, representing employees at international utility conglomerate National Grid, negotiated a 4-year contract with the company in 2022 providing raises in each year. It also included and a no-layoff clause for Call Center Workers, among other gains.



Int'l President Samuelson at rally of Local 101 members in Brooklyn in 2022.

The Local leadership, led by President Constance Bradley, launched a campaign against Gov. Hochul and the New York State Legislature over their efforts to end new gas line installation in new construction, forcing everything to go electric. The Local sponsored a big rally in front of Company headquarters at which International President John Samuelson pledged full support for the fight back campaign.

The efforts seemed to be paying off, as this summer (2025), Gov. Hochul began sending signals of a softening position on the new construction bans.

Local 252, Long Island, NY

Local 252 members ratified four contracts recently at Suffolk Bus (14.5 percent wage increase over four years); First Student (a total 34.6 percent increase over three years); Guardian School



Local 252 members and officers at Community Service event.

Bus (14.5 percent over three years), and Transdev Para Transit (17 percent over three years).

The Local's contract with its biggest property – NICE Bus operated by Transdev – is amendable until April 2026.

The Local organized a new workgroup – customer client reservations for para transit rides – at Suffolk Bus

The Local also conducted a successful Steward Training program in late 2022.

Local 291, Miami, FL

Local 291 members employed by Miami-Dade Transit ratified a solid three-year agreement covering the period of April 30, 2023 to May 1, 2026. Increases included a 5 percent supplemental increase as well as a 10 percent hike over the contract term.

Local 291 members also elected its first female Executive Vice President, Shawntrel Jackson, in 2024.

The Local continued to provide a ladder to the middle class for many members, including a female bus operator who escaped homelessness and addiction to a good job with TWU negotiated union wages and benefits.

The Local is putting the final touches on their Bus Maintenance Technician Apprenticeship program. They are also in discussion with Miami Transit Workforce Center in Tampa launching a Bus Operator Mentorship program.

International and Local 291 officers in Miami, FL.



The Florida state legislature continued its assault on public sector unions by passing SB 256, signed by Gov. Ron DeSantis, which prohibits automatic dues checkoffs. The Local fought back against the imposition of this wildly anti-union measure, but will face the loss of checkoff at the end of the current collective bargaining agreement if not sooner.

TWU Local 291 has for decades maintained a dues-paying membership above 95 percent, despite Florida's right-to-work laws. The union has accomplished this by providing Miami-Dade transit workers with good wages and benefits, and strong representation on the job. The TWU International and Local leaderships believe that they will be able to maintain this high level of membership participation despite the new attack from the state.

Local 250-A, San Francisco, CA

Local 250-A leaders settled three-year contracts for its four work groups at the San Francisco Municipal Transportation Agency (SFMTA) covering the periods of July 1, 2024 to June 30, 2027. Workers will get a 13 percent wage increase over the contract term.

The Local also negotiated a side letter that grants extra pay for operators when asked to begin his/her shift from a division they did not bid into.

The Local settled an agreement with its members employed by the City and County of San Francisco for the same time period and similar wage increases as the package with SFMTA.



President Samuelson during a visit to San Francisco.

Local 260, Houston, TX

Local 260 settled a contract valued at \$84 million for its 2,000 members at Houston Metro in late 2021. The workers will receive an 11 percent wage boost over the three-year term. The

TUUS DIVISION PRESIDENTS

Local 1 Wayne Cole
 Local 100 John Chiarello
 Local 101 Constance Bradley
 Local 106 Philip Valenti
 Local 171 Delisa Brown
 Local 200 Devon Anderson
 Local 208 Tyson Brown
 Local 212 Patricia Jenkins
 Local 220 Madeline Iannarone
 Local 222 Amber Gadeken-Long
 Local 223 Chris Nanke
 Local 225 Pedro Mercado
 Local 229 Steve Hamm
 Local 234 Brian Pollitt
 Local 239 Yolanda T. Brown
 Local 241 Alex Molina
 Local 248 Cassandra Boozer
 Local 250-A Anthony Ballester

Local 252 Debra Hagan
 Local 260 Horace Marves
 Local 261 Bedennia Barnes-Shabazz
 Local 262 Della Pullen
 Local 263 Ruth Villalobos
 Local 264 Joseph Rose
 Local 265 Jeffrey Hunt
 Local 267 James Brown
 Local 270 VACANT
 Local 271 VACANT
 Local 276 Tony Price
 Local 279 Alma (Sissy) Hobbs
 Local 282 Mike Ferguson
 Local 289 Terry Johnson
 Local 290 Craig Holmes
 Local 291 Joseph D'Elia
 Local 320 Ed Aviles
 Local 1400 Patrick Reynolds

Local also secured an agreement for para transit workers in 2024 at MV Transportation, amounting to a 7 percent wage increase over two years.

Local 260 officers and the AFL-CIO organizing institute conducted a training session in Houston to go over the latest techniques for organizing both internally and externally. Texas' anti-union right to work law presents a constant challenge to sign up (annually) members for dues checkoff.

The local was in the news for its fightback efforts to save the

job of a bus operator who was fired by management for defending himself against a passenger assault. The Local fought hard to get his job back.

This is important nationally because our members must be allowed to defend themselves against those who would try to harm them.

Local 208, Columbus, OH

Local 208 continued to be the tip of the spear in the TWU's on-going national fight against autonomous vehicles in public transit service. In a very important victory on this front, the Local leadership secured contract language stating that no autonomous buses or other forms of autonomous transportation can be introduced without the agreement of the union. Also, no new modified technology that causes the discharge or layoff of operators or mechanics or reduction in their pay or benefits is allowed. If new or modified technology creates new jobs, the company will provide the training for the workers and bargaining unit employees will perform the work.

The new contract also provided a 10% wage increase effective January 1, 2024, as well as 3% each year for 2025 and 2026.



Local 208 members and officers with the TWU bus in Columbus.



Local 1400 officers and members and International officers at JFK Int'l Airport.



Firefighting training for Local 1400 members who must battle electric car fires.



Local 248, Winston Salem, NC

Local 248 members at the Winston-Salem Transit Authority ratified a new three-year contract that provides significant wage increases and keeps intact existing contract language, despite a recent change in operators.

Fixed Route Bus Operators in their first year on the job will see a wage increase over 25 percent over the life of the contract, while Paratransit Operators and Mechanics will receive a wage increases of over 26 percent over the length of the contract. Local 248 represents about 100 Fixed Route Bus Operators, Paratransit Operators, and Mechanics.

The new contract also improves sick pay. Previously, workers who called in sick were not paid for their first day off. Sick pay will now begin on the first day a worker calls in sick. The employer is now also required to pay their portion of health benefits while a worker is on paid leave.

Local 1400, Edgewater, NJ

Local 1400, which represents employees at the Port Authority of New York and New Jersey settled a new two-year contract worth 12 percent in increases, 6 percent each year. This improves upon one of the best contracts in the tri-state area.

The Local, on behalf of its emergency services workers, is investigating concerns over fighting fires on electric vehicles. With an ever increasing number of EV's on the road, it has become a priority to understand new dangers that emergency responders may face in dealing with EV fires caused by lithium ion batteries.

Local 220, Brick Township, NJ

Local 220 officers negotiated a series of solid contracts for its members employed by Townships and School Districts in New Jersey. Following is a quick breakdown of those agreements:

Jackson Township Municipal Utilities Authority – 12.75% wage increase over 3 years beginning January 2025.

Point Pleasant Borough – 16.25% wage increase over 4 years beginning January 1, 2024.

Jackson Township – 22% increase over 4 years beginning January 1, 2024.

Colts Neck Schools – a 3-year contract for School Bus Operators amounting to 11% increase over the term.

Brick Township – a 4-year agreement worth 22% in wage increases over term and reduced employee health care contributions.

Freehold Schools – a 3-year agreement with a 2.5% increase in each year.

Brick Schools – an agreement that increases classification rates, and provides at 20.5% increase over its 4-year term.

Local 106, Bronx, NY

Local 106, which represents supervisory personnel at MTA MABSTOA and MTA Bus settled agreements for its MSI members worth 15.5% in wage increases over 4 years, and a 6.1 percent boost for MSII members over term.

Local 171, Ann Arbor, MI

Local 171, which represents the drivers, information specialist and maintenance personnel at the Ann Arbor Transportation Authority,



scored a new 4-year contract since the last convention worth a 10.5% wage increase for top tier members, and 18% for 2nd tier members.

Local 200, San Francisco, CA

Local 200 represents the supervisory, managerial and professional employees of the City and County of San Francisco. Their leadership negotiated a 13% wage increase for the membership over the contract term.

Local 212, Columbus, OH

Local 212, representing workers for handicapped and paratransit services at COTA, won an agreement providing a 15% wage increase on August 1, 2025.

Local 223, Omaha, NE

Local 223, representing the workers at Metro in the City of Omaha secured a 3-year contract worth 9 % in wage increases over the term.

Local 225, Hackensack, NJ

Local 225 scored a new 3-year contract for its members at Coach USA providing a 12% wage boost over term, beginning January 2025.

Local members at Montgomery, NY Department of Public Workers reached a deal worth a 13% increase over 3 years

First Student Local 225 members won a 10% wage increase over four years plus an immediate additional boost at the start of the agreement.

Local 229, Hoboken, NJ

Local 229 represents the workers at Hudson Bergen Light Rail (HBLR) system. The Local won a 9% wage increase for the members over 3 years and negotiated a reduction in membership's health Insurance contributions. A Train Operator under the agreement will see his/her hourly wage go to more than \$36 per hour over term.

It's Harvard Cleaners group received a \$4.15 per hour increase over the contract term.

Local 241, New York, NY

Local 241 represents workers at Columbia University and other campuses in New York. The Local won a 12% wage boost for Columbia Material Handlers over 3 years beginning July 2024.

At the Julliard School, the Local won a contract featuring a 14% wage boost over 4 years with an additional \$3,250 signing bonus.

The Local won an agreement for its members at the Jewish Theological Seminary valued at 7% increase over 2 years.

Also, the Local won a 3% wage boost for Maintenance, Custodial and Security employees at the Lamont Doherty Earth Observatory.

The Local won an organizing drive for receiving and custodial workers at Cornell University.

Local 262, Houston

Local 262, representing the workers at the Aldinewas Independent School District, is hampered by Texas right-to-work

law. However, it is participating in budget workshops and finance committee meetings for wage increase discussions.

Local 264, New York, NY

Local 264 represents workers at Barnard College including facilities housekeeping, maintenance, safety and security, and food services. The Local scored a four year agreement that providing a 12 percent increase added to base pay, and 3 percent each year thereafter.

Local members at the Chartwells Café won a 4% yearly increase retro from 2021 to July 1, 2026.

The Local also won an arbitration on Critical Employee language for working during Covid. The settled arbitration provided \$2 million dollars for those who worked during Covid. Final distribution has been made to the members.

Local 276, Waco, TX

Local 276 leaders negotiated an excellent agreement for its members at the Waco Transit System amounting to a 22% increase over the 3-year term.

Local 279 Columbia, GA

The Local agreed to a one rate-of-pay for all work, with that rate being increased from \$19.73 to \$21.60 depending on years of service.

Local 282, Bristol Township, PA

The Local represents employees in various departments of Bristol Township. The Local won a contract for the Municipal

workers featuring a 5% increase in each of its 4-year term.

Bristol Township workers at the Department of Public Works settled a three year contract, with a \$5 per hour increase in the first year and then 4% increases in years two and three.

Bristol School District workers won a 19.75% wage boost over 5 year.

Local 289, Upper Darby, PA

The Local won a contract for its Upper Darby School District employees featuring a 20% boost up to \$8,000 in year one, and 6% over years two and three.

The union won a contract for its Aramark food service workers amounting to an 11% wage increase over 3 years beginning July 1, 2024.

Local 271, Corpus Christi, TX

The Local's members are employed by the Corpus Christi Regional Transit company, which refuses a dues checkoff agreement, legal under Texas' right-to-work law. The Local conducted a very successful dues-payment drive to counter the employer's anti-union stands.

Local 320, Bikeshare

Local 320 represents bikeshare workers in New York/Jersey City, Boston, Washington, DC, Chicago, Detroit, Portland, Los Angeles and San Francisco. The union scored a contract with Motivate, the biggest operator of bikeshare stations, with wage increases of 20.51% over 36 months, and an additional \$1.50 annual raise beginning each calendar year.



TWU Local 320 Bikeshare workers in Los Angeles, CA.



International President John Samuelson with our Local 100 members at Liberty Lines Transportation In Yonkers, NY.



The TWU bus tour included a swing by Ann Arbor, MI and Local 171.



TWU Local 320 Bikeshare members in Los Angeles.



Our TUUS Staff and International Administrative Vice President Curtis Tate inside the TWU bus, a fully operational moving union office.



Our Akron, OH members never let us forget who's Number 1; it's TWU Local 1.



International Administrative Vice President Curtis Tate with Local 260 members in the break room in Houston.



Int'l President John Samuelson with the victorious organizing team after the Brightline win In January 2025.

ORGANIZING

The International union's Organizing Department continued an excellent record of success in bringing unorganized workers into the TWU family. One of the Department's signature victories came at the Brightline Railroad in Florida in early 2025 where onboard Leads and Attendants voted overwhelmingly for the TWU. It was the largest organizing win among RLA-covered railroad workers in years, and it opens the door for more organizing victories among the carrier's other titles. The company provides train transport to major destinations in Florida including Miami, Orlando, Fort Lauderdale, West Palm Beach, Boca Raton and Aventura.

The Department put on a full-court press, including heavy one-on-one contact, social media and paid media outreach during the Brightline campaign.

The Department won another big drive among the fuelers at PrimeFlight in Orlando who voted unanimously to join TWU Local 504 in early in 2025. It was particularly gratifying because these workers had been a terribly mistreated group, that turned to TWU for help. The PrimeFlight members also voted unanimously to ratify their first contract which brought dignity and improved wages to all.

In addition to external organizing, the Department ran a number of internal organizing programs to help existing Locals rally around specific goals. As well, the Department began a program of training member/organizers to help during drives that will bring new members to their specific Local unions.

Department staff includes Director Angelo Cucuzza, Assistant Director Sean Doyle, and Organizers Klarissa Principe and Alex Arroyo.



Primeflight Fuelers at Orlando International Airport.



Director Angelo Cucuzza and Organizers Klarissa Principe and Alex Arroyo.

Asst. Director Sean Doyle with Local 579 President Tyesha Best.





Department Director Angelo Cucuzza doing training session for FLOC meeting.

Other wins include:

MV Paratransit Houston/Baton Rouge

-Successfully organized both paratransit properties in late 2022 / early 2023. Member Organizer trainings led to successful organizing of both facilities for these drivers and dispatchers employed by MV Transportation. Current membership in Houston with over 350 members assigned to Local 260. Both properties ratified first time contracts. Unfortunately, the Baton Rouge property later changed vendors thus negating representation.

Bikeshare

Since the last convention, we organized bikeshare properties in Los Angeles (LAMetro,) Columbus, Chicago (scooters added to existing bikeshare property,) WABA (Washington DC Non-Profit.)

Industry leading contract in Los Angeles. Columbus accredited into national contract. Chicago and WABA ongoing.

Centerra/Constellis Firefighters

Private firefighter property in Marietta, GA providing service at Dobbins Air Reserve Base. Contract ratified with group represented by TWU Local 525.

Fort Knox Logistic Readiness Workers

Voluntary card-check victory for workers at three companies who provide military support services at Fort Knox. Organizing drive in conjunction with TWU Local 527.

Columbia University Material Logistics

Assisted Local 241 in organizing Materials Receiving Workers at Columbia University. There are ongoing contract negotiations.

Weill/Cornell Facilities and Related

Assisted Local 241 in organizing over 100 facilities and related workers at midtown medical facility. Contract negotiations have started.

Transdev Instructors

Assisted Local 252 in organizing bus training/safety instructors at NICE Bus on Long Island. Negotiations are ongoing.

OMNI Air Dispatchers

Dispatchers at OMNI Air joined TWU in October of 2022. Successful election and first contract negotiated and ratified. Group assigned to TWU Local 592.

Columbia University Materials Receiving workers joined TWU.



JetBlue Flight Instructors

After an almost two-year wait from the National Mediation Board, JetBlue's simulator instructors voted to join TWU in January 2023. First contract negotiations ongoing.

ERMC Bus Drivers JFK

Won this in-person election in March 2025. Company has challenged the veracity of election with the NLRB. Outcome pending.

PSA Ground/Simulator Pilot Instructors

Won this mail-in election in March 2025.

Avelo Air Dispatchers

We won this election with mail in ballots counted in April 2025.

Internal Organizing

TWU Local 579 – Long term engagement and training by Sean Doyle for the first time elected officers to the Local that included mid-agreement contractual enhancements, arbitration training and proper member engagement. First contract ratified late 2021.

SAG-AFTRA Support – Massive TWU-backed rally in support of striking SAG-AFTRA workers that culminated in a rally at Rockefeller Center.

METRO-NORTH Railroad – Assisted Rail Division in contract fight against MTA. Training of Rail Division Local leadership. Assisted communications department and worked together to organize first-time shop gates, rallies, picketing and direct attacks on MTA leadership.

Keolis (MBTA) – Assisted Rail Division in contract fight against Keolis. Training of Rail Division Local leadership. Assisted communications department and worked together to organize

first time shop gates, rallies, picketing, political engagement and direct attacks on Keolis leadership.

TWU Texas Internal Organizing

TWU Member Organizers and the Transit Division have made internal organizing of our Texas-based Locals a top priority.

TWU Local 271 – Ongoing internal organizing at Corpus Christi Regional Transit continues despite obstacles created by Texas antilabor laws and right-to-work roadblocks. Workers there continue to engage and build membership numbers despite these challenges.

TWU Local 263 – With the 2022 Spring passing of Local 263 President A. Brumley, Transit Division staff and the Organizing Department worked together to rebuild dwindling membership at the Ysleta Independent School District. With new leadership in place, membership has quadrupled and continues to expand with each passing school year.

TWU Local 265 – With newly elected officers in place, TWU Local 265 workers at Conroe, TX are working with Transit Division Member Organizers to increase membership levels at this school bus property.

Training

Trained over 20 Member Organizers since last convention.

Training provided to FLOC Committee. Three sessions focusing on:

- Internal Organizing – Los Angeles
- New Hire Orientation/Closed vs. Open Shops – Brooklyn, NY
- New Member Organizing/Digital Tactics for Engagement – Islandia, N



The Department helped organize a labor rally in support of SAG-AFTRA strike.



International Secretary-Treasurer Jerome Lafragola at his desk at union headquarters in Washington, D.C.



International Secretary Treasurer Jerome Lafragola greets Local 250-A Cable Car Operator during a visit to the Local in San Francisco.



The top five International officers (foreground) with a major meeting of the Future Leaders Organizing Committee.



With one of San Francisco's beautiful Cable Cars as a backdrop, Local 250-A and International Officers gather for photo during 2025 visit to the Local.



International and Local officers from across the country at the TWU 2025 COPE/Legislative Conference.

GOVERNMENT AFFAIRS

Under the direction of the top leadership of the TWU, the Government Affairs department works with elected and appointed officials to generate wins for TWU members.



Zack Tatz
Director

We approach this work practically; just as collectively bargained agreements are a negotiation that has to be agreed to by an employer and ratified by our members, so too must successful legislation, regulation, and other government action be based on which victories are achievable now and how can we set up other victories

in the future.

We take stands on issues, not on political affiliation. we actively recruit allies from across the political spectrum, building personal relationships with elected leaders that work on our issues; and, we connect the theory of government action to its effects on working people. Every TWU member has benefitted from significant wins in Washington, DC and state capitols over the past four years because of this approach.

Many of our contracts are inherently political because government officials are involved in their negotiation. Workers covered under the Railway Labor Act cannot exercise their right to strike without the approval of the President of the United

States. Transit and rail workers at public authorities bargain with management appointed by governors and mayors. It is not possible to create wins at the bargaining table for these groups without a strong political program.

Over the past four years, we have won direct intervention from federal and state governments to conclude our contracts, organize new workers, and defend broader labor protections. In an historic victory, the National Mediation Board enforced, for the first time, federal grant conditions that require beneficiaries of federal rail programs to be organized under the Railway Labor Act – a national law that is not subject to right-to-work or other state-level anti-worker actions.

The Biden administration aggressively fought to preserve transit workers' federal protections when the state of Florida attempted to eliminate them. And, in the most direct manner possible, when asked, senior members of the Biden administration directly intervened on behalf of our members to help secure final contracts in every division of the TWU.

Two months after the 2021 TWU Convention, President Biden signed the Bipartisan Infrastructure Law into effect. This landmark piece of legislation included the largest increase in funding ever for passenger rail, public transportation, and other physical infrastructure across the country. Because the law both directly funded projects from the federal government and



Heather Laverty
Legislative Representative



Julio Ceron
Legislative Representative

delivered significant sums to state and local governments for infrastructure projects, this legislation allowed TWU members in every division to benefit from new investments, including updated buses, new rail lines, and airline terminals. The bills also gave TWU transit locals an effective veto over safety projects at their agencies – the first time in forty years that local unions have been vested with formal power in the disbursement of federal funds.

While the Infrastructure Law was passed while the Democratic party held full control of the federal government, the 2024 FAA reauthorization was written by Republicans who took control of the U.S. House of Representatives in 2023. Despite this change in power, TWU was able to win a suite of long-sought statutory

changes that will return airline jobs to the U.S., increase air safety, and increase labor protections across the industry. Issues like offshoring U.S. jet mechanic jobs – an issue which the TWU has been fighting in Congress since 1988 and which the 2021

Convention directed the union to complete work on – were addressed in full by this bill. The sheer number and scope of our victories in this bill, negotiated between a Democratic-led Senate and a Republican-led House, demonstrates the TWU's ability to create wins for our members no matter the circumstances.

VICTORIES IN FAA REAUTHORIZATION

- Reshoring jet mechanic jobs
- Updating safety regulations for ramp workers
- Prohibiting aircraft dispatch-from-home threat and creating new, federal job protections for dispatchers
- Increased penalties on assailants who attack flight attendants, gate agents, and other airline workers

Following multiple resolutions from the last convention regarding preventing on-the-job assaults, TWU was able to deliver new protections for workers both federally and in several states.

The Federal Transit Administration issued its first ever General Directive – an emergency safety rule that sets a new, universal standard – to protect workers from assault. The Trump Administration has since used this Directive to force transit agencies to prioritize worker safety across the country.

Assailants of flight attendants, gate agents, and other airline workers now face significantly increased penalties. Since the last Convention, the TWU has won new protections against assault in every mode of transportation except for commuter rail – a gap we are actively working to close in the near future.

VICTORIES IN BIPARTISAN INFRASTRUCTURE LAW

- Increased federal transit funding by 45%
- Increased federal funding for passenger rail including Amtrak
- Established joint Labor-Management Safety Committees at public transportation agencies which give local unions both proactive safety powers and a veto over safety initiatives
- Prohibited outsourcing of work covered by Amtrak's CBAs
- 5% of every federal grant for zero-emission equipment and facilities set aside for workforce training

We have also won significant victories for workplace safety specific to our members job sites. In the FTA's first ever proscriptive rulemaking, track workers across the country now have federal safety requirements. These new rules include the right of workers, enforceable in federal court, to refuse unsafe work on transit rail tracks. This provision is based on TWU's collective bargaining language and effectively expands one local's contract victory into a national standard.

Looking towards the future, as directed by the 2021 Convention, we have also made significant progress towards establishing pro-worker innovation policies in federal and state laws. Shortly after the previous convention closed, TWU won a 5% set aside of all federal transit grants for zero-emission vehicles and facilities to be spent on training the existing workforce for these new technologies. The FAA now requires commercial drones to be maintained by certified mechanics under the same safety standards that apply to commercial airlines. And we have successfully fended off dozens of attempts from autonomous vehicle operators to set their own rules.

Finally, the TWU has never before been as widely represented with the executive branch as we have been over the past four years. TWU members and staff have received appointments to the highest levels of our government. These appointments

recognize both the breadth of our union's talent pool and our increasing heft in Washington, DC.

While President Trump has shut down all of the advisory committees TWU has previously served on, we are working to restore our representation once these groups are reconstituted.

TWU APPOINTEES TO FEDERAL POSITIONS

- Mike Mayes and Gary Peterson, Transportation Safety Administration Air Security Advisory Committee
- Curtis Tate and Joseph D'Elia, Federal Transit Administration Transit Safety Advisory Committee members
- Brian DeLucia, Federal Railroad Administration Railroad Safety Advisory Committee
- Gary Peterson, Federal Aviation Administration Aviation Rulemaking Advisory Committee
- Brendan Danaher, Senior Labor Policy Advisory to President Biden
- Andrea Wohleber, Senior Advisor, Federal Railroad Administration



The Government Affairs staff helps arrange events with legislators, as the reception shown above on Capitol Hill during the 2023 COPE-Legislative Conference in Washington, DC.



International Executive Vice President Alex Garcia at his desk at Union headquarters in Washington, D.C.



Local 512 members at O'Hare International Airport.



TWU Flight Attendants in Washington, DC for the union's Assault Won't Fly campaign.



TWU Air Division and Local officers at the London conference for Cabin Air Safety in 2024.



TWU scored an important organizing win among JetBlue Flight Instructors.



The 2023 meeting of the TWU International's Joint Presidents' Council meeting.



Local 501 member at LaGuardia Airport



Local and International officers at a presser during Local 556 contract campaign.



Secretary Treasurers
Training Seminar in 2024.

TRAINING AND EDUCATION

The International Union has made training and education of its officers an integral part of the TWU's formula for success as an organization.



Mitch Lieberman
Training and
Education Coordinator

Mitch Lieberman, our Training and Education Coordinator, conducts professional educational programs for Locals across the country on courses from Secretary Treasurer Training, to bargaining, grievance and arbitration, political action and more.

Locals can reach out to their respective Representatives in each Division to request training that is needed, Locals that reach out directly to the Training and Education Coordinator will be cleared by the Director and representatives with approval before training is scheduled. Training classes are held at the Local Union's City or Union Hall.

Training material is edited and adjusted to fit each Local's By-Laws, Contracts / MOU's, policies and any special requests.

Materials are printed and sent to the Locals by our TWU International staff along with a COPE trifold, TWU Constitution, Locals By-laws and TWU branded giveaways.

TRAINING BEING OFFERED AND SUBJECTS COVERED:

OFFICERS / EXECUTIVE BOARD TRAINING SEMINARS

Covering governing documents and law, the TWU International Constitution, duties of the Local President, Vice President, Recording Secretary, Financial Secretary Treasurer, and Local Executive Board. Also, LMRDA compliance, strategic plan to empower the Local, turning goals into realities, internal organizing, action plans, Local By-Laws, and fiduciary and legal responsibilities.

GRIEVANCE / STEWARD REPRESENTATIVE TRAINING SEMINARS

Covering Types of Grievances, Duty of Fair Representation, handling grievances, just cause cornerstones, proper investigations, case preparation, note taking, Janus for Transit, forfeiture language in contracts, union's responsibilities, burden of proof, interviewing witnesses, document management, preparing the grievant, work sheets, CBA timelines for processing grievances, and discussions for the before, during and after process of an investigatory meeting.

Also, will cover the role of a Steward, rights as a Union Representative, mistakes a Union Representative often makes,



Railroad Local 2001 Grievance and Trial training session in 2025.

grounds for a grievance, the 5 W's – Who, What, When, Where, and Why – and writing a grievance, and presentation.

dues, per capita, exoneration, and other local incomes are discussed.

SECRETARY TREASURERS' TRAININGS

This important course is held at the Maritime Institute of Technology and Graduate Studies (MITAG) in Linthicum, Maryland. The Course is a four-day event, offered two (2) times a year, Spring and Fall. Laptops are provided with a trial version of QuickBooks loaded for the participants to have hands-on interactions with the system. Subjects covered include Fiduciary Responsibilities, DOL and IRS requirements, QuickBooks accounting system overview, QuickBooks Local File Installation, QuickBooks Practice Set Transactions, bank and reconciliations, preparing financial statements, credit cards transactions, payroll information and processing, security and multi-user applications, working with reports, QuickBooks Utilities, year-end reporting procedures, and financial planning. Also, the TWU Constitutional requirements, the TWU Guide for Secretary Treasurers, setting up the books, record retention,

ARBITRATION TRAINING

Covering Grievances, Arbitration 101, Basic Arbitral Principles, Case Preparation, Themes and Theory, Investigation meetings, Witness Selection and Preparation, How to choose your witnesses, preparing your witness 101, Statements, Exhibits, Elements, Hearsay vs Facts, Opening Statements, Anticipating the Company's case, Direct Examination, Introducing Facts backgrounds, Credibility of witnesses, Re-Direct, Cross Examination, Rebuttals, Rules of Evidence, Objections, Closing Arguments, and Brief writing with a template provided. Mock arbitrations with class members are conducted for each participant to get a feel for the process.

ELECTION TRAINING

The training breaks down TWU International Constitution Article XV Local Elections, and Local By-Laws Election

Local 290 Grievance and Section Officers training in 2025.



Local 241 shop stewards training in New York City.



Article. Discussions of timeline for notification, nominations, petitions, election committees, ballot requirements and counting of the ballots along with DOL Union Election guidelines are covered.

NEGOTIATIONS TRAINING

This program covers bargaining procedures under both the National Labor Relations Act, and the Railway Labor Act/ National Mediation Board.

Issues covered for air and rail bargaining include Section 6 & 8 notices, direct bargaining, status quo, mediation, arbitration,

impasse rules, cooling off periods, and Presidential Emergency Boards.

For public employees, State Laws PERB, PERC, no Strike no Lockout, expiration dates, and time lines are covered.

Goals, priorities, tactics, member empowerment, resources, surveys, and closing the deal and ratification processes are covered for all.

The Department conducted more than 50 educational programs since the last convention. Covid affected the department's activities in 2022. In 2023, the department resumed a full schedule, which continued into 2024 and 2025.

COMPLETED SEMINARS

2022

Secretary Treasurers Training Summer

Secretary Treasurers Training Fall

TWU Local 512 Secretary Treasurers Training

TWU Local 579 Grievance / Steward Training

2023

TWU Local 507 Grievance / Steward Training Seminar

TWU Local 513 Grievance / Steward Training /
ASAP Overview at AA

TWU Local 502 Grievance / Steward Training Seminar
(El Segundo, CA)

TWU Local 502 Grievance / Steward Training Seminar
(San Diego)

Secretary Treasurers Training Seminar Spring

TWU Local 525 Grievance / Steward Training Seminar

TWU Local 510 Officers / Executive Board Training Seminar

TWU 571 Officer / Executive Board Training Seminar

TWU Local 510 Grievance / Steward Training Seminar

TWU Local 579 Greivance / Steward / IFC Training

TWU Local 592 Officers / Executive Board Training Seminar

TWU Local 526 Grievance / Steward Training Seminar

TWU Local 264 Officers / Executive Board Training Seminar

Secretary Treasurers Training Seminar Fall

2024

TWU Local 574 Grievance / Steward training Seminar

TWU Local 250A Officer / Executive Board Training Seminar

TWU Local 579 Grievance / Steward Training Refresher

TWU Local 282 Grievance / Steward Training Seminar

FLOC - Grievance / Steward Training Seminar,
Mock Arbitration

Secretary Treasurers Training Seminar Spring

TWU Local 555 Officers / Executive Board Training Seminar

TWU Local 527 Grievance / Steward Training Seminar

TWU Local 502 Grievance / Steward Training Seminar

TWU Local 505 Grievance / Steward Training Seminar /
Overview ASAP

TWU Local 529 Officers / Executive Board Training Seminar

TWU Local 1400 Grievance / Steward Training Seminar

2024 (CONTINUED)

TWU Local 263 Officers /Executive Board Training Seminar
TWU Local 223 Grievance / Steward Training Seminar
TWU Local 575 Officers / Executive Board Training Seminar
Secretary Treasurer Training Seminar Fall
TWU Working Women's / Grievance / Arbitration Seminar
TWU Local 291 Officers / Executive Board Training Seminar

TWU Local 200 Officers / Executive Board training Seminar
TWU Local 260 Greivance / Steward Training Seminar
TWU Local 264 Grievance / Steward Training Seminar
TWU Local 264 Officers / Executive Board Refresher /
Election Overview

2025

TWU Local 592 Officers / Executive Board /
Negotiations Training
TWU Local 512 Arbitration Training Seminar
and Mock Arbitration
TWU Local 241 Secretary Treasurers Training One on One
TWU Local 577 Grievance / Arbitration / Process
TWU Local 575 Grievance / Steward Training Seminar
TWU Local 208 Officers / Executive Board Training Seminar
TWU Local 208 Grievance / Steward Training Seminar

Secretary Treasurers Training Seminar Spring
TWU Local 575 Grievance / Steward Training Seminar
TWU Local 290 Grievance / Section Officers Training Seminar
TWU Local 200 Officers / Executive Board Training Seminar
TWU Local 225 Officers / Executive Board Training Seminar
TWU Local 592 Grievance / Steward Training Seminar
TWU Local 2001 Grievance / Trial Training



Group shot of 2024 Secretary Treasurers training.

TWU leaders shown at the 2025 MLK Day march in Houston.



CIVIL AND HUMAN RIGHTS COMMITTEE

From its establishment in 1934, the TWU's Founding President Michael J. Quill and the early leadership built our union upon a foundation of equality in the workplace.

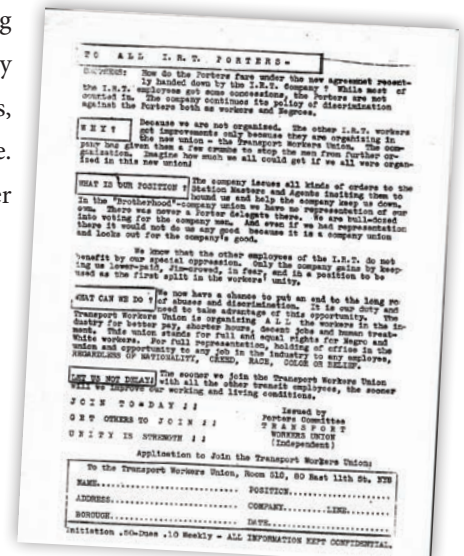


Shirley Duff
Director

The TWU's Civil & Human Rights Department today continues that fight and remains as a bulwark against any slippage of this historic commitment to what is right and just.

The TWU made it clear in its original constitution that a worker's race, religion, nationality, or political affiliation could not bar him or her from membership in the union.

Lofty words can come easy, but action on those words is often quite another thing. But not with Quill and the TWU. In the union's first big organizing drive among 14,000 Interboro Rapid Transit (IRT) subway employees, Quill reached out to the IRT's black workers, who were the lowest paid and relegated to the Porter title. No other attempt to organize in the subways had ever included black workers.



This is a flyer circulated to the black workers on the IRT in 1937 stating that "... only the company gains by keeping us lower paid and Jim-crowded. . ."



TWU participants at the 2024 MLK event in Miami, FL.



TWU'ers ready to board buses to the 1959 Youth March on Washington for integrated schools.

Quill changed that dynamic. TWU organizers worked with activists in the Porter title and formed the Porters Committee for the Transport Workers Union. That group voted 1,452 to 69 for the TWU in the victorious election.

This win catapulted the union not only to a great contract victory on the IRT, but also to organizing wins on the BMT, IND and private bus companies in New York. Other early stands on the right side of history included the support of the 1941 Harlem Bus boycott that broke the color barrier to hiring black workers in Bus Operator and mechanics titles in the private bus companies, and stands against Jim Crow practices in certain southern cities during the fight to organize Pan Am World Airways and American Airlines in the mid-1940's.

We were an early supporter, both financially and organizationally of Dr. Martin Luther King's Southern Christian

Leadership Conference. The union supported the Freedom Rides against segregation in the South; opposed the segregation of the nation's public schools; marched with Dr. King in Selma and supported the Voting Rights Act of 1965. Dr. King gave a memorable speech at the 1961 TWU Convention in New York.

These early stands set our union on a course of countless principled policies in all our divisions and Locals to ensure equality on jobs and promotions in the workplace, as well as equal access to loans, affordable housing, voting rights and a host of other vital concerns in our broader society.

With each passing year, our union's commitment grows stronger and stronger.

Let us touch on a few things that showcase our dedication to preserving the legacy of Martin L. King Jr. and Michael J. Quill.

TWU International Secretary Treasurer Mattie Guinan led the union's contingent to be with Dr. King in Selma, AL in 1965.



TWU volunteers at a community food bank during 2025 MLK Day events in Houston.

AIR DIVISION

Greg Cosey

Local 513 President and
International Executive Board Member

Andrew Rangolan

Local 570 Vice President and
TWU International staff

Thom McDaniel

Local 556 International VP and
TWU International staff

Jose Galarza

International Representative

Derek Moore

Local 502

RAIL DIVISION

Bobby Cifarelli

Local 2055, President

Reese Price

Local 2014

Tony Crapio

Local 2055

TRANSIT DIVISION

Cassandra Gilbert

International Representative

Wil Vera

Local 234

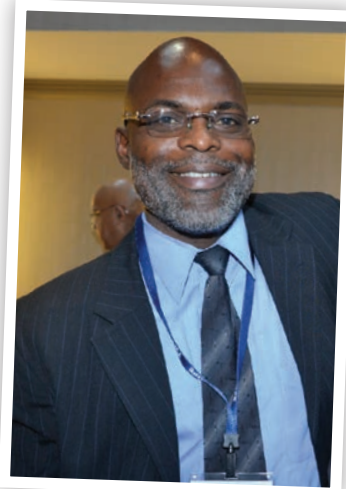
Each year, we host and celebrate Martin Luther King's birthday by giving back to the local neighborhoods through community service. We have helped to distribute food and other supplies from local food banks and collected school supplies.

We wrote letters of support to students in English and Spanish to encourage them to achieve great things in America by study and hard work.

We also attended and supported the Coalition of Black Trade Unionists' (CBTU) convention over the past few years. During this time, we focus on issues affecting our members in their workplace.

We connect with other union leaders and discuss ways of preserving a strong union foundation as the most important building block to economic security in America. We discuss the problems that we all encounter and devise solutions that would benefit all members in one way or another.

The Civil and Human Rights Committee is dedicated to this movement. We will not stop until everyone has a voice at the table.



Our former Director Terry Daniels retired in 2022 after a career of service as a member and officer of the international union and Local 291 in Miami, where he served one term as President. The Civil and Human Rights Committee deeply misses his camaraderie and commitment to the cause of equality in the workplace.



Big group shot at MLK events for 2025.



International Administrative Vice President Mike Mayes (left) at his desk at union headquarters in Washington, DC.



Local 512's Family Day was a big hit.



TWU officers Mike Mayes, Alex Garcia, and Air Division Director Andre Sutton with Brian Galarza, Chair of the Veterans Committee, Jose Galarza, International Representative, and John O'Donnell, Air Division Chief of Staff.



Administrative Vice President Mike Mayes, and Exec. Director Gary Peterson with the Local 577 (Allegiant Airlines) Executive Board.



Admin, VP Mike Mayes, left, and Secretary Treasurer Jerome Lafragola, right, with Local 579 (JetBlue) President Tyesha Best.



Air Division officers and members at LAX.



President John Samuelsen and Admin. VP Mike Mayes at event in NYC.



Local 577 members in Las Vegas.



TWU Officers from across the country at the TWU COPE-Legislative Conference in 2023 on the Capitol steps.

COMMITTEE ON POLITICAL EDUCATION (COPE)

Between 2021 and 2025, the Committee on Political Education (COPE) solidified its role as the political backbone of the Transport Workers Union of America (TWU). Despite post-pandemic challenges, COPE increased political engagement, supported pro-labor candidates, and expanded Federal, State, and Local outreach efforts. By rebuilding trust, restoring political power, and protecting worker rights, COPE has positioned itself as a key player in shaping the political landscape for TWU members.

The COPE Department has demonstrated resilience, commitment, and effectiveness in advocating for TWU members' political needs. With growth in member participation, digital tools, and political engagement, COPE remains a vital force in

amplifying the voices of TWU members nationwide. COPE will continue fighting for labor rights, safety, and security while building a stronger political presence for TWU members.



Andrew Rangolan
COPE and State
Conference Director

COPE Mission & Values

COPE advocates for policies that benefit TWU

members by supporting candidates and initiatives that promote fair wages, job security, retirement benefits, and safe working conditions. Contributions from TWU members are voluntary and directed toward candidates who uphold the union's core values:

- Opposition to Right-to-Work laws
- Support for pro-worker legislation
- Advocacy for transportation worker protections
- Defense of workers' rights in negotiations and organizing drives

Key Achievements (2021–2025)

- Contributions Raised: \$5.21 million, with steady annual growth in voluntary financial support from our TWU members.

- **Member Participation:** By 2025, 24% of TWU members (35,000) contributed to COPE, aided by digital engagement tools.
- **Disbursements:** Over \$4.61 million allocated to federal and non-federal committees supporting labor-friendly policies and candidates.
- **Compliance:** Full adherence to Federal Election Commission (FEC) regulations, ensuring transparency in fundraising and disbursements.

Contribution Annual Overview Data (2021–2025)

2021:	\$1,170,423.59
2022:	\$1,233,019.98
2023:	\$1,119,927.61
2024:	\$1,176,245.71
2025:	\$859,078.00 (YTD) On track for \$1.4 million contributions.
Grand Total:	\$5,199,616.89

Total Members: 35,000 | Participation Rate: 24%

We are continually improving our COPE Dashboard database to identify and engage members who are not yet participating in COPE. By sharing valuable insights about the importance of supporting COPE, we aim to inspire greater involvement. Our efforts include active participation in committee meetings and events to educate members on COPE's mission and its positive impact. Simultaneously, we are utilizing our COPE Dashboard to analyze and track participation rates, providing a detailed breakdown by locals and TWU committees. This approach allows us to highlight areas of intense engagement and identify growth opportunities, ensuring our members are well-informed and empowered to support COPE's vital work.

Division COPE Participation (2025)

- Transit, Universities, Utilities, and Services Division (TUUSD): 25,760 participants
- Rail Division (RD): 320 participants
- Air Division (AD): 8,912 participants

Disbursements by Year and Committee Data Type (2021–2025)

Year	Total Disbursements	Federal Committee	Non-Federal Committee
2021:	\$177,300.00	\$136,500.00	\$40,800.00
2022:	\$1,393,627.76	\$1,083,500.00	\$310,127.76
2023:	\$1,031,940.25	\$913,000.00	\$118,940.25
2024:	\$1,527,630.75	\$1,167,000.00	\$360,630.75
2025:	\$483,335.19	\$406,500.00	\$76,835.19
Grand Total: \$4,613,833.95			



Matt Hettich
COPE Field
Representative

International President John Samuelsen chats up former House Speaker Nancy Pelosi at legislative reception in 2024.



COPE Participation Rate | Celebrating Success: Locals Achieving 44 %+ COPE Participation

We proudly acknowledge the locals who have attained or surpassed 44%. This is an exceptional achievement and a testament to their dedication!

Participation Rates: 44 - 56%

- Local 234 56%
- Local 208 53%
- Local 100 51%
- Local 502 44%

COPE Dashboard Data - Components:

- Member COPE Data Profile
- Locals' COPE Dashboard Data
- COPE Dashboard Update (9-26-2019) Next Steps:
Advancing to Phase Two of the Dashboard Data Initiative

COPE Event

TWU Locals and committees continue to invite COPE to participate in their events, helping to educate members about COPE and the importance of political engagement. Below is a summary of events:

Counts by Year

2021: 5 Events (Pandemic challenges)

2022: 11 Events

2023: 20 Events

2024: 28 Events

2025: 10 Events (YTD)

Challenges & Lessons Learned

Challenges:

- Inconsistent or outdated data from locals hindered member participation and contributions tracking.
- Employer delays or non-processing of COPE cards impacted the timely processing of COPE deductions.
- Engagement gaps existed between perceived participation and actual contributions.

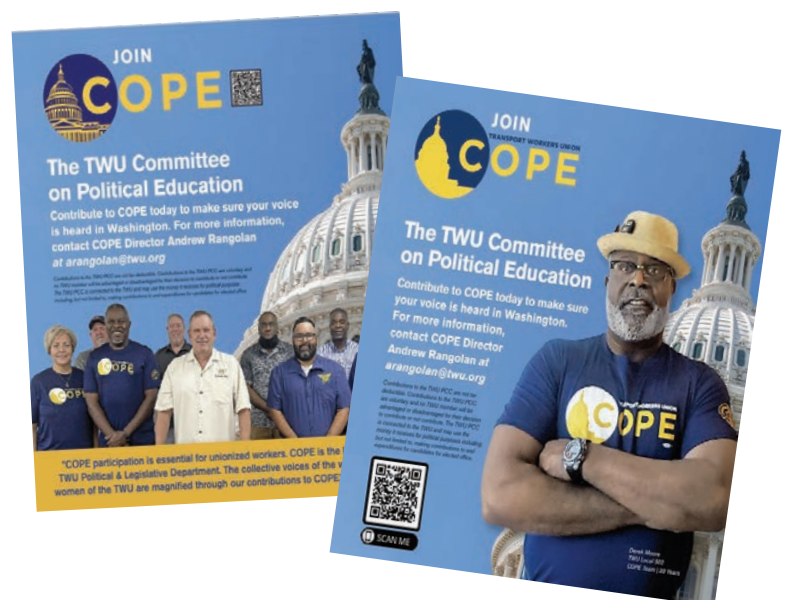
Lessons Learned:

- Strengthened collaboration with the Secretary-Treasurer's Training to improve data accuracy and processing.
- Locals' monthly COPE participation report to update the COPE dashboard data.

- Rolled out centralized COPE Dashboard tools for seamless participation.
- Over the years, we've discovered that COPE cards submitted to employers or locals are often not processed for deductions. To address this, we've initiated an audit process to ensure COPE deductions are correctly handled and to identify any COPE cards that were not processed after submission. We also continue to work with employees to set up COPE deductions. We have worked closely with the following employers to set up their COPE deductions through their payroll system, COPE deductions, ACH setup, and dashboard data integration, and they have already started the COPE deductions: JetBlue Airlines, Allegiant Airlines, and Spirit Airlines.

Milestones (2021–2025)

- COPE Drives: minimum of 20+ COPE events annually, targeting low-engagement areas.
- Contribution Minimum: Increased monthly minimum contribution to \$2.50 for sustainable support.
- Digital Tools: COPE launched the Digital COPE Card, mobile-friendly sign-up forms, and QR codes to centralize information in one location. You can sign up for COPE anywhere in the world.
- Education & Outreach: Featured COPE in TWU Express, developed promotional materials, and launched Political Education Workshops.
- TWU Express: Feature Members, Executive Boards COPE Ad, on the back page of the Express.





- Materials: We are continuing our efforts to collaborate and develop materials that educate our members about COPE. These tools are key in encouraging greater participation and engagement from our members:
 - PDF Authorization Form
 - Annual Contribution Form
 - Customized COPE Cards, COPE Flyers, COPE Digital ads, and Flyers.
 - COPE Stickers, and COPE Names Sticker with QR code for data link resources.
 - COPE Trifold, for all TWU Division, locals, and committees, customizable
 - COPE Video, and COPE Snapshot Videos: Coming Soon!
 - COPE Website, with representatives answering COPE questions 24 hours a day. (twucope.org)

Looking Ahead (2025–2026 Goals)

- Expand digital organizing efforts with mobile platforms and QR-driven campaigns.
- Strengthen political education programs to build a pipeline of future union leaders.
- COPE Participation and Recognition: Our union's key goal is to increase COPE participation among our members. COPE funding plays a crucial role in supporting our political advocacy efforts.
- Highlight Members' and Local executive board COPE Contributions and recognize their volunteer hours at COPE events across TWU divisions.
- Defend TWU values in elections at all levels to ensure pro-labor candidates are elected by working with the TWU State Conference and affiliates.



Director Andrew Rangolan with award recipient Gisela Alvarez of Local 556 at 2023 session.



Director Andrew Rangolan (right) presenting RR Local President Robert Ceferelli with COPE award at 2024 meeting, as RR Director John Feltz looks on.



INFORMATION TECHNOLOGY

The IT Department serves as the foundation of the TWU International's technical operations, providing mission-critical support across a wide range of domains. From network infrastructure and cybersecurity to data management and communication systems, the IT team ensures that the technologies relied upon daily by TWU leadership, staff, and TWU Locals function smoothly, securely, and efficiently.



David Moses
Director

Much of this work takes place behind the scenes, proactively maintaining and troubleshooting systems to prevent disruptions and ensure seamless operations. Whether managing email security, maintaining databases, or providing user support, the IT Department operates as an invisible yet indispensable force, enabling TWU members and leaders to focus on

their core responsibilities without technical obstacles.

As technology rapidly evolves, so does the TWU International. The IT Department continuously adapts to emerging technological advancements, integrating state-of-the-art solutions while maintaining strict industry standards for reliability and security. This forward-thinking approach ensures that TWU's technical environment remains consistent, adaptable, and future proof, allowing for enhanced productivity, collaboration, and data security across all levels of the organization.

Beyond maintaining core technologies, the IT Department plays a strategic role in supporting Local operations, ensuring that all TWU

Locals, regardless of their size or available resources, have access to modern, effective, and secure digital tools. From troubleshooting issues and implementing new systems to offering consulting services and managing critical IT infrastructure, the department serves as a trusted resource and partner for TWU Local leaders.

The IT team's commitment to innovation and continuous support ensures that TWU International remains technologically resilient and well equipped to meet the challenges of an increasingly digital and interconnected world. By staying ahead of industry trends and proactively addressing technological needs, the IT Department empowers TWU's leadership with the tools and resources they need anytime and anywhere to carry out their mission and strengthen the union.

The IT Department provides essential support in the following key areas:

EMAIL SERVICES

At TWU International, email remains the most essential communication tool, serving as the primary channel for internal and external correspondence. Whether facilitating coordination between TWU leadership, supporting Local representatives, or distributing critical updates, email plays a vital role in maintaining smooth and efficient operations.

To ensure secure and uninterrupted communication, the IT Department assigns each TWU Local a dedicated, secure email address. This guarantees that sensitive information, including union updates, contract negotiations, arbitration details, and organizing efforts, are transmitted in a protected and efficient manner.

Managing email infrastructure on such a large scale is no small task. The IT Department currently oversees 762 individual email accounts, monitoring performance, security, and accessibility to prevent downtime or disruptions. To support the union's high volume of correspondence, TWU International's email system handles over 10,084 outgoing emails and more than 22,264 incoming emails each week.

Beyond basic email management, the IT team continuously enhances security protocols to safeguard TWU communications against cyber threats, phishing attacks, and data breaches. Regular security updates, spam filtering, and encryption mea-

sures are in place to protect confidential information and ensure compliance with industry best practices.

Additionally, the IT Department provides ongoing support to TWU Locals, assisting with email setup, troubleshooting, password management, and access recovery to ensure that every user can effectively communicate without disruption.



Nick Otrompke
IT Headquarters Staff

By maintaining a robust and secure email system, the IT Department ensures that TWU International and its Locals can stay connected, informed, and responsive to the needs of the members, ultimately strengthening the union's efficiency, advocacy, and organizational success.

MANAGEMENT OF DOCUMENTS

Another key responsibility of the IT Department is ensuring the security, accessibility, and organization of document storage across TWU International. Managing vast amounts of critical information, the department plays a vital role in maintaining a structured and reliable document management system.

Currently, the IT Department oversees:

- 370,243 documents stored in the Washington, D.C. office
- 215,295 documents housed in satellite offices



- 40,147 documents securely stored on SharePoint

As part of document retention initiatives, the IT team maintains an additional 199,275 documents on behalf of various TWU Locals, ensuring that important records, contracts, reports, and historical data remain easily accessible and well protected.

The IT Department has also undertaken the challenging and time-consuming task of digitizing and archiving historical documents. While the technical aspect of scanning and converting paper records into digital formats may not be overly complex, the process itself requires meticulous attention to detail, careful organization, and significant administrative effort. Ensuring the accurate preservation and accessibility of these documents is a critical step in modernizing TWU International's record keeping and safeguarding important historical information for future use.

By implementing secure storage solutions, regular backups, and controlled access protocols, the IT Department guarantees that all TWU related documents are readily available while safeguarding them against unauthorized access, loss, or data breaches.

DATABASE ADMINISTRATION

Databases are an essential tool for organizing, managing, and retrieving critical information at TWU International. The master database, a central hub for union records, contains over 214,289 individual entries, ensuring that vital data is readily accessible and efficiently structured. This extensive database includes:

- 148,235 membership records, tracking union member information and status
- 9,882 searchable arbitration cases, providing easy access to dispute resolutions and case histories
- 56,172 records related to organizing campaigns, helping to monitor and manage ongoing efforts

Beyond the master database, additional information is continuously fed in from multiple sources, including SharePoint, DocuSign, website forms, the AFL-CIO, and active organizing

initiatives. These integrated data streams help streamline operations, enhance decision-making, and support TWU's mission by ensuring that all critical records are maintained, updated, and utilized effectively.

EQUIPMENT UPKEEP

TWU staff rely on a wide range of devices to perform their daily tasks, all of which are monitored, maintained, and supported by the IT Department. Ensuring these devices remain operational, secure, and up to date is a key function of IT, allowing seamless communication and productivity across TWU International.

Currently, the IT Department manages and oversees a total of 295 devices, including:

- 37 cell phones, 15 desktops, and 81 laptops, providing mobility and workstation access
- 27 servers, 9 routers/hubs, and 34 MiFi/Aircards, ensuring a stable and secure network infrastructure
- 18 printers, 4 copiers, 2 fax machines, and 28 tablets, supporting administrative, communication, and documentation needs

By maintaining and optimizing this diverse array of technology, the IT Department ensures that TWU staff have reliable access to the tools they need to perform their roles effectively.

USER ACCESSIBILITY

Security technology is only effective if users can access their data when and where they need it. The IT Department plays a critical role in managing and safeguarding login credentials, ensuring that TWU leadership and staff can securely access essential systems and resources without disruption.

To maintain a secure and efficient digital environment, the IT Department oversees:

- 656 user profiles within the email system
- 484 active accounts on SharePoint
- 79 profiles on the internal domain network
- 2943 individual user accounts across TWU websites

By implementing strict security protocols, regular access reviews, and authentication measures, the IT Department ensures that user credentials remain protected against unauthorized access, while allowing TWU members to seamlessly connect to the tools and information they need.

WEBSITE HOSTING

The IT Department is responsible for managing and maintaining 51 websites, each serving a distinct purpose in supporting TWU International's mission and operations. These websites provide essential digital infrastructure for communication, organizing, and member engagement. The breakdown includes:

- 33 TWU Local websites, ensuring individual Locals have dedicated online platforms
- 6 organizing campaign sites, supporting outreach and advocacy efforts
- 7 general portals, facilitating access to key union resources and services
- 5 committee websites, including those for the Veterans Committee and Working Women's Committee, providing specialized support and information

Through continuous updates, security monitoring, and technical support, the IT Department ensures that these websites remain functional, secure, and accessible, helping TWU members stay informed and connected.

PRINTING

The IT Department's in house printing service plays a crucial role in producing a wide range of printed materials essential for TWU International's operations and outreach. This service ensures that high quality, professional materials are readily available for union activities, training, and communication.

Materials produced include:

- Business cards, membership cards, training materials, and organizational flyers
- Contracts, bylaws, and constitutions, ensuring members have access to governing documents
- Large scale print projects for conferences, training sessions, and organizing campaigns

To support high volume print production, the IT Department offers advanced finishing capabilities, including folding, trimming, and mail inserting. Additionally, it produces full bleed booklets in both full and half sizes, ensuring that TWU's print materials are not only functional but also professionally formatted and visually impactful.



TECHNICAL SUPPORT FOR TWU LOCALS

Many TWU Locals, especially those without dedicated IT staff, rely on TWU International's IT Department to support their daily technical operations. To ensure smooth and efficient functionality, the IT team provides comprehensive technical support and consulting services, including:

- System maintenance and troubleshooting, resolving technical issues to minimize disruptions

- Infrastructure and technology consulting, recommendations and optimizing essential IT systems
- Telephone system programming and management, ensuring reliable communication networks

By offering expert guidance and hands on support, the IT Department helps TWU Locals maintain secure, efficient, and cost effective technology solutions, allowing them to focus on their core mission of serving TWU members.



ECONOMIC ANALYSIS AND RESEARCH

Management comes to the table armed with data and cost analyses to underscore its case for contractual goals, i.e. smaller economic packages for the workforce. TWU Locals must be armed with no less sophistication.



Rich Pantoja
Director

This important department, provides comprehensive economic analysis and strategic research support across all divisions of the TWU. This involves developing detailed economic models for contract negotiations, creating comparative analyses of industry standards, supporting organizing campaigns with targeted research, and providing

data-driven insights to support union leadership decision-making.

Department Responsibilities

- Conducting economic and other data analyses to support contract negotiations, organizing, and other International and Local goals and initiatives
- Developing comprehensive economic models to cost proposals and assess their impact during negotiations
- Creating and maintaining industry wage and benefit comparisons to strengthen bargaining positions

- Participating directly in negotiations for major contracts and providing advice to committees.
- Meeting regularly with employer labor analysis teams to align costing methodologies and ensure fair comparisons during negotiations
- Supporting bargaining committees during ratification with detailed analyses of tentative agreements and prepared educational materials for presentation to the membership
- Participating in membership education sessions and town halls
- Providing research support for organizing campaigns and strategic initiatives
- Tracking employer compliance with contractual obligations
- Supporting union leadership decision making with data and research

This work directly supports TWU Local negotiating committees by preparing proposal valuations, conducting industry wage and benefit comparisons, and developing educational materials that explain sometimes-complex economic concepts to the membership.

The Department contributed significantly to numerous successful contract negotiations since the last convention. For example, in supporting Local 577's negotiations with Allegiant Airlines flight attendants, the Department created comprehensive

Wage Rate	Current Annual Wages at Guarantee (75 hrs/mo)	Tentative Agreement Year 1 Wages at Guarantee (75 hrs/mo)	TA avg Ratification Bonus ¹	Total TA Wages and Bonus
Year 1 (1-6 mos)	\$20,835	\$26,307	\$0	\$26,307
Year 1 (7-12 mos)		\$29,178	\$1,500	\$30,678
Year 2	\$26,928	\$32,634	\$1,500	\$34,134
Year 3	\$28,197	\$34,182	\$2,026	\$36,208
Year 4	\$29,736	\$35,685	\$3,039	\$38,724
Year 5	\$31,842	\$38,214	\$4,052	\$42,266
Year 6	\$32,823	\$39,384	\$5,065	\$44,449
Year 7	\$33,768	\$41,535	\$6,078	\$47,613
Year 8	\$35,550	\$43,110	\$7,091	\$50,201
Year 9	\$37,008	\$44,910	\$8,104	\$53,014
Year 10	\$38,133	\$47,475	\$9,117	\$56,592
Year 11	\$39,978	\$49,545	\$10,130	\$59,675
Year 12	\$40,815	\$51,723	\$11,143	\$62,866
Year 13		\$57,645	\$15,309	\$72,954

economic analyses and helped secure a contract that included a 25% average wage increase upon implementation, with top-of-scale Flight Attendants receiving a 41.2% increase. This agreement also included a \$10 million ratification bonus and improved health insurance language.

Similarly, our work with Local 555 Ramp and Provisioning Agents at Southwest Airlines helped achieve a contract valued at \$7.9 billion, representing an additional \$1.8 billion in total compensation compared to status quo.

For Hawaiian Airlines Dispatchers in Local 592, our work helped secure significant wage increases, including an initial 25.2% increase for top-of-scale Dispatchers (compared to the carrier's initial 3.4% proposal) and enhanced retirement benefits through improved 401(k) matching.

Our help during and after negotiations involves not only analyzing economic and compensation data but also developing effective educational materials and presentations that help members understand sometimes-complex contract proposals. For example, during the Envoy Airlines negotiations, the department created a specialized calculator that showed individual members exactly how the proposed changes would affect their specific compensation, taking into account factors like location-based premiums and seniority levels. This detailed, personalized approach helped secure strong member support for the agreement and demonstrated the tangible benefits of union representation.

Beyond airline negotiations, support is given to the TUUS and Rail Divisions with specialized research and economic analysis tailored to their unique circumstances. For Transit locals, the Department researched transit authority governing

boards and prepared analyses of contractor relationships that impact bargaining leverage. We created retroactive pay calculations for tentative agreements and developed valuation tools that clearly illustrate the economic impact of proposed contract terms. These tools have proven particularly valuable during ratification campaigns, helping members make informed decisions about complex agreements with multiple economic components. For instance, health insurance costing workbooks were produced for Local 229 negotiations; analysis was provided for MTA budget transfers for Local 106, and proposal valuations for Metro North and Amtrak agreements were provided.

Organizing support includes creating comprehensive research profiles on potential organizing targets, investigating company leadership structures, and analyzing competitor unions.

We regularly collaborate across departments to maximize the impact of research and analysis. Working with the Government Affairs team, we provided data for congressional testimony on issues like transportation worker assaults and analyzed proposed regulatory changes that could affect our members. With the Communications Department, the department translated complex economic achievements into accessible content for union publications, ensuring members understand the significant gains secured through collective bargaining. Economic data informs all aspects of the union's work, from bargaining to organizing to political advocacy.

Additionally, we track industry trends and employer compliance with contractual obligations. For example, work with the American Airlines Outsourcing Committee involves helping the committee to monitor scope-related metrics to ensure the carrier remains within the contractual limits on outsourcing. We have started to develop more industry knowledge on emerging aviation technologies by attending industry conferences like Aerospace Tech Week and reporting findings to division leadership, ensuring our union remains informed of industry changes that could affect our members.

Overall, we help TWU members receive fair compensation and strong contractual protections in bargaining while also working with our organizing, communications, and government affairs departments to support our union's growth and give more workers a chance to better their lives and join a labor union.

CONTRIBUTIONS IN SUPPORT OF INTERNATIONAL DEPARTMENTS

Transit & Utility Division Work

- In 2022 provided information and guidance to the division reps regarding state and federal vaccine mandates and their potential impact on TWU members
- Researched various transit authority governing boards, budgets, and anti-union activities
- Provided background research, company documents, and collective bargaining agreements related to MV Transportation, Inc., for use by Local 252 during the RFP process for the Nassau County transit system work
- Research into Barnard College in support of bargaining for Local 264 in December 2022
- Provided financial information regarding the Nassau Department of Public Works and NICE in support of TWU Local 252 negotiations with Transdev Services, Inc. in 2023
- Provided wage comparisons for bus operators nationwide
- Researched contractor relationships and government funding for transit systems
- Supported Local 248 negotiations with RaptDev in Winston-Salem with regional wage comparisons
- Provided bargaining support to Local 229 Hudson Bergen Light Rail, including information on the company's leadership, ownership, governance, as well as pay scales for comparable light rail employees in NJ, namely the Newark Light Rail and River Line.
- Researched Herzog and ACI joint venture for Hudson Bergen Light Rail contract takeover
- Developed health insurance cost workbook for Local 229 negotiations to help model different health insurance proposal scenarios during bargaining
- Analyzed MTA operating revenue transfers to capital budgets for Local 106

Rail Division Work

- Proposal costing for Locals 2001 and 2055 in support of bargaining with Metro North in May 2022
- Provided retroactive pay estimates for Metro North tentative agreement ratification

- Created agreement valuations in support of Amtrak negotiations and member education in 2023
- Conducted analysis of BRC-CSX tentative agreement wage rates for division reps
- Researched decades of rail carrier organizing data to provide context on Brightline campaign for use in Government Affairs and Communications Department work
- Ongoing support for Brightline negotiations including analysis of existing health insurance plans and general carrier economic analysis

Air Division Work

Local 592 Hawaiian Airlines Dispatcher Negotiations

- Helped secure a tentative agreement for Dispatchers in April 2022 with significant wage increases:
 - 25.2% increase for top-of-scale wages upon signing (versus carrier's initial 3.4% proposal)
 - 30% increase for starting rates
 - Overall average wage increase of 22.7% at signing

Local 555 Southwest Airlines Ramp and Provisioning Negotiations

- Supported Local 555 (Ramp and Provisioning) negotiations from July 2022 through two tentative agreements finally ratified in April 2024
- Created comprehensive total cost models and wage analyses comparing proposals to industry standards
- Prepared industry comparisons showing how TA would position members at the top of the industry
- The final agreement included:
 - Total value of \$7.9 billion, an additional \$1.8 billion in total compensation
 - \$600 million in additional value between the failed TA and ratified agreement
 - \$140 million ratification bonus, more than double the first failed tentative agreement

Local 577 Allegiant Airlines Flight Attendant Negotiations

- Supported Local 577 (Flight Attendants) from initial preparations in July 2022 through two tentative agreements finally ratified March 2024

Coverage Tier	UHC Choice Plus HDHP Plan	UHC Choice Plus PPO Standard Plan	UHC Choice Plus PPO Premium Plan
Single	\$541	\$3,045	\$4,435
Single + child(ren)	\$1,652	\$5,773	\$8,317
Single + Spouse	\$1,875	\$6,932	\$10,170
Family	\$2,527	\$9,312	\$13,681

Coverage Tier	HDHP/SO	PPO	All
Single	\$1,259	\$1,495	\$1,368
Single + child(ren)	n/a	n/a	n/a
Single + Spouse	n/a	n/a	n/a
Family	\$5,662	\$6,609	\$6,296

- Created comprehensive economic analysis showing how proposals would make Allegiant FA wages the highest among low-cost carriers (15.5% to 40% initial increases)
- Prepared educational materials and participated in pre-vote town halls
- The successful agreement secured significant compensation improvements:
 - 25% average wage increase upon implementation
 - 41.2% increase for top-of-scale Flight Attendants

Locals 570, 572, 574, and 576 Envoy Airlines Negotiations

- Supported Locals 570, 572, 574, and 576 (Mechanics) through successful contract negotiations
- Conducted cost-of-living analyses for various maintenance stations to evaluate location-based premiums
- Created specialized calculator tool for ratification process showing individual member impacts
- Developed educational materials explaining the complex wage structure across different locations

Local 525 Negotiations (various)

- Regularly provided automated bespoke wage scale development excel workbooks for negotiator use during bargaining

Local 592 Air Wisconsin Dispatchers

- Participated in negotiations with the carrier at the National Mediation Board and supported a status update presentation for NMB Members
- Final contract included 22% average pay increase and ratified unanimously in April 2024
- American Airlines Mechanic and Related, Fleet Service, MLS et al Negotiations
- Beginning in July 2024, began preparations for section 6 negotiations, including submitting a comprehensive information request and developed a preliminary costing models
- Met with carrier to discuss industry comparators and economic considerations
- Extension agreement reached in September 2024 and ratified in October
- Included 12 to 15% increases for top of scale members

AMFA Campaigns

- Provided research and data support for campaigns at Southwest Airlines and defensive campaign at American Airlines
- Authored a comprehensive strategic campaign memo on AMFA for use in strategic decision making and

communications throughout the campaigns. The memo was the culmination of many hours of independent research

- Participated in creating campaign communications, including Express articles
- Developed materials specifically targeting non-AMT mechanic classifications that AMFA has historically excluded
- Met weekly with TWU representatives and communications consultants
- Developed improved matching methods in Excel to pair addresses from the FAA Airman directory with names in various seniority lists
- Campaign successfully beat back growing support for AMFA at American Airlines

Other Air Division Work

- Republic Airways Dispatchers tentative agreement bonus review in October 2022
- Review of the Horizon Dispatchers Wage Review in December 2022
- Participated in the American Airlines Outsourcing Committee, tracking scope-related metrics and compliance with CBA provisions
- Attended Aerospace Tech Week to track emerging aviation industry technologies and reported findings to leadership
- Supported JetBlue Mechanic and Related organizing with targeted research and developing responses to common issues raised on the floor and crafting merger-related messaging. As well as produced detailed contract to policy/handbook comparisons in support of JetBlue organizing
- Created and provided a wage scale comparison and scale creator workbook for use in KLM maintenance negotiations.
- Developed comprehensive comparison of JetBlue and Spirit FA contracts
- Compiled analyses of wage rates for simulator technicians across the airline industry
- Analyzed profit-sharing models at American Airlines, collaborating with AFL-CIO counterparts





TWU Veterans and Working Women's Committees held joint meeting in 2025 to dramatically demonstrate the growing number of women veterans among the TWU membership.

TWU VETERANS COMMITTEE REPORT

The Transport Workers Union (TWU) Veterans Committee continues its proud mission of supporting our union's veterans through advocacy, service, education, and recognition.

Through tireless work, volunteerism, and advocacy, the TWU Veterans Committee continues to be a powerful force in uplifting and honoring the veterans within our union and beyond.

Below are key initiatives and activities that demonstrate our unwavering commitment to veterans and their families.

Education and Support for Veterans' Benefits

DAV Training in Tulsa, Oklahoma: DAV (Disabled American Veterans) Representatives conducted a training session to educate TWU members on how to evaluate and assist fellow veterans in filing VA disability claims. This initiative strengthens our ability to provide accurate and timely support to those seeking assistance.

Service Officer Spotlight: Local 514 Veteran Committee member Scott Chisum, a DAV Service Officer, has personally assisted over 200 TWU members in filing their VA disability claims—ensuring our members get the help they need and deserve.



Veterans Committee officers, from the left: Local 513's Denmark Masumoto, Vice Chair; Local 501's Brian Galarza, chair, and Local 100's D'Artagnan Magana, Recording Secretary.



Vets Committee meeting in Dallas in January 2025.



Veterans Committee members are shown at the meeting in September 2024 in Phoenix, AZ at the statue of hero soldier Pat Tillman.

High-Profile Advocacy and Outreach

Support for Trevor Reed: The TWU played an active role in supporting the family of Trevor Reed, a Marine wrongfully detained in Russia. TWU helped amplify their voices and petition for his release. A photo of Reed proudly wearing a TWU shirt appeared in the Fall 2020 Express, symbolizing our solidarity.

Veteran Transition and Wellness Support

The Veterans Committee has been instrumental in assisting veterans as they transition into civilian life. Key areas of focus include:

- Mental and physical health issues
- Homelessness
- Access to healthcare
- Financial instability

These efforts work to ensure that no veteran is left behind in their time of need.

Honoring Military Service and Legacy

- **Wreath Laying at Arlington:** Committee members honored fallen service members by laying a wreath at the Tomb of the Unknown Soldier at Arlington National Cemetery.
- **Arlington Cemetery Tour:** During the Summer 2023 Express, members toured the hallowed grounds (photo right), visited significant historical gravesites including those of John F. Kennedy and service members from the Iraq and Afghanistan conflicts, and gained insight into the historical and cultural legacy of U.S. military service.



Legislative Advocacy

Committee members actively participated in Legislative Conferences in Washington, D.C., where they, met with lawmakers, learned strategies for addressing legislative issues,

and advocated for veteran-related policies. This experience provided critical skills to ensure TWU's veteran voice is heard on Capitol Hill.



Community Service and Volunteerism

Soldiers' Angels Food Bank – Spring 2024 Express: Veterans Committee members volunteered at a VA-funded food bank in Decatur, Georgia, (photos left) organized by Soldiers' Angels, helping to fill 1,250 bags of groceries for 250 veteran families.

Spartan Pledge – Summer 2024 Express: Veterans participated in a solemn and empowering "Spartan Pledge" event, (photo below) hosted by Local 525, reinforcing commitments to peer support and suicide prevention. Vets Spartan pledge



Honors and Recognition

Uniform Patches: Thanks to the Committee's advocacy, employers like American Airlines, Envoy Air, and Suffolk County NY Transit added special patches to their work uniforms to publicly honor TWU veterans.

Pentagon Visit – Fall 2024 Express: Committee members received a private Pentagon tour and met with Retired Colonel Gregory D. Gadson, (photos below) a double amputee, inspirational leader, and actor in the movie Battleship.



Veterans Committee Voices

In a special Q&A featured in the Spring Express, committee members Brian Galarza and Sheena Belton shared their personal stories and discussed the committee's goals, challenges, and vision for the future.



Administrative Vice President Curtis Tate at his desk and TWU headquarters in Washington, DC.



From left, Curtis Tate, Jerome Lafragola, Shirley Duff and John Feltz, at MLK march in Houston.



TWU officers at the AFL-CIO summit on technology in Jan. 2025.



Local 100 families at the union's Family Day event in Brooklyn.



Local 208 officers with Administrative VP Curtis Tate and the TUUS staff.



Local 100 members at Quill Bus Depot along with the area's Congressman, Rep. Jerry Nadler.



That's Administrative Vice President Curtis Tate waving to members at MLK event in Miami.



Local 100 President John Chiarello leads rally outside MTA headquarters in Lower Manhattan.



Int'l President Samuelson (right), Sec'y Treasurer Jerome Lafragola (left) and Admin. VP Make Mayes (3rd from left) at FLOC meeting in 2024.

FUTURE LEADERS ORGANIZING COMMITTEE

Delegates to the TWU Convention in 2021 passed a resolution urging the International Union to expand the scope of the Future Leaders Organizing Committee (FLOC) from its origins in the Air Division to include TUUS and Railroad Division recruits. Beginning in 2022, all Divisions participated in all meetings of FLOC.

Since then, the committee has organized and educated new and young members from across the spectrum so that they are properly indoctrinated into the TWU culture of industrial unionism and militancy.

By doing so, these members become equipped with the tools and relationships to become active, informed, engaged, and in turn creating and strengthening future stewards, committee members and leaders on the local level.

Committee members from all divisions from across the country meet three times a year. As part of the process, they have participated in a picket alongside their TWU sisters and brothers for a better contract. Together, they have received numerous trainings, such as contract negotiations and mock arbitrations so they can better understand the process and experience how different it can be for different contracts.

FLOC conducted training in internal organizing for when members need to fight on an issue at the workplace, and on how to identify and organize new TWU members who want a

better workplace. The committee members have also learned about the history and importance of safety laws and regulations while recounting their own safety issues.

Each meeting brings in professionals and real life experiences to the training session so those TWU members can go back and share what they have learned.

With FLOC, the TWU has continued to demonstrate that this committee is an opportunity to bridge the gap between its long-standing members and its newer/younger members by teaching them the strength of the TWU as a whole and reminding the committee members it's always us, the TWU members, against the bosses.

As the TWU continues to grow (now at 160,000 members), FLOC does as well. We hope to see even bigger numbers with greater participation from transit and railroad locals so members can continue to see the vastness of the TWU and solidarity across the divisions.



FLOC Spring 2023 meeting.

THE 3 PILLARS OF FLOC

Educate and Empower:

Educational resources and trainings on union basics, the history of the labor movement, TWU and why member participation matters.

Recruit and Mentor:

By recruiting passionate individuals, we create an environment where young and new union members can develop mentor based relationships that hold each other accountable.

Organize and Take Action:

The TWU provides young and new union members the tools and relationships to help establish their own committee locally and work with the local leadership to build unity from within.



Int'l leaders meet with FLOC participants.



FLOC meeting March 2025.



Working Women's Committee meeting
in June 2024 in Los Angeles.

WORKING WOMEN'S COMMITTEE

The TWU has long fought for equality for women members in the workplace in both traditional and non-traditional jobs

From its earliest days the union has advanced that the great equalizer for fairness for women in the workplace is a strong union contract that guarantees equal pay for equal work, secure, comfortable crew quarters, and a safe work environment free of sexual and other forms of harassment.

TWU men and women took to the streets in 1941 (archival photos below) to denounce the New York City transit practice of paying women token booth clerks 15 cents per hour less than men in the same job. While it doesn't seem like much today,

15 cents in 1941 translates to \$3 per hour in today's money, a significant difference that the union did not allow to stand.

Fast forward to today, and women now make up more than half of the American workforce, and nearly 47 percent of union members overall. As a result, more and more women are serving as elected shop delegates and union officers.

The TWU's Working Women's Committee was created to give women union leaders new tools to better serve their locals. It also provides an avenue for women leaders in the TWU across



Cassandra Gilbert
Chair





Committee meeting in Atlanta in 2024.

divisions to learn from one another and hear from the top TWU leadership.

Since our last convention, the committee, under the leadership of Chair Cassandra Gilbert, has seen a significant growth in participation in the committee's activities and meetings.

TWU women put in 40 plus work hours each week and then go home to take care of their families as a mother, and often times as the main or only breadwinner.

They are committed to balancing a family and a job, and still find time to encourage others to get involved, and do not stay silent.

The International Working Women's Committee meets quarterly. The Local's Working Women's Committees sponsors the meeting with the approval of their Executive Board.

During these meetings, participants discuss issues in the workplace and how they can improve them for everyone. Participants volunteer in the communities. They talk about mental health and self-care, which is very important to everyone.

Over the past few years, these women have organized local-wide back-to-school drives that each local schedules on the same day to collect school supplies for families needing help. This is just one of the projects that came up in our meeting that we put into action.

The women have all supported the Rail Division's contract negotiations by handing out flyers in New York at Grand Central Station. They have also participated in the political arena by going to Washington, DC to lobby for the federal PUMP Act (the Providing Urgent Maternal Protections for Nursing Mothers Act). It was signed into law on December 29, 2022, as part of the Consolidated Appropriations Act of 2023. The PUMP Act expands workplace protections for nursing mothers under the Fair Labor Standards Act.

The committee will also discuss issues associated with being the only woman, or one of a few, in an otherwise male-dominated shop.

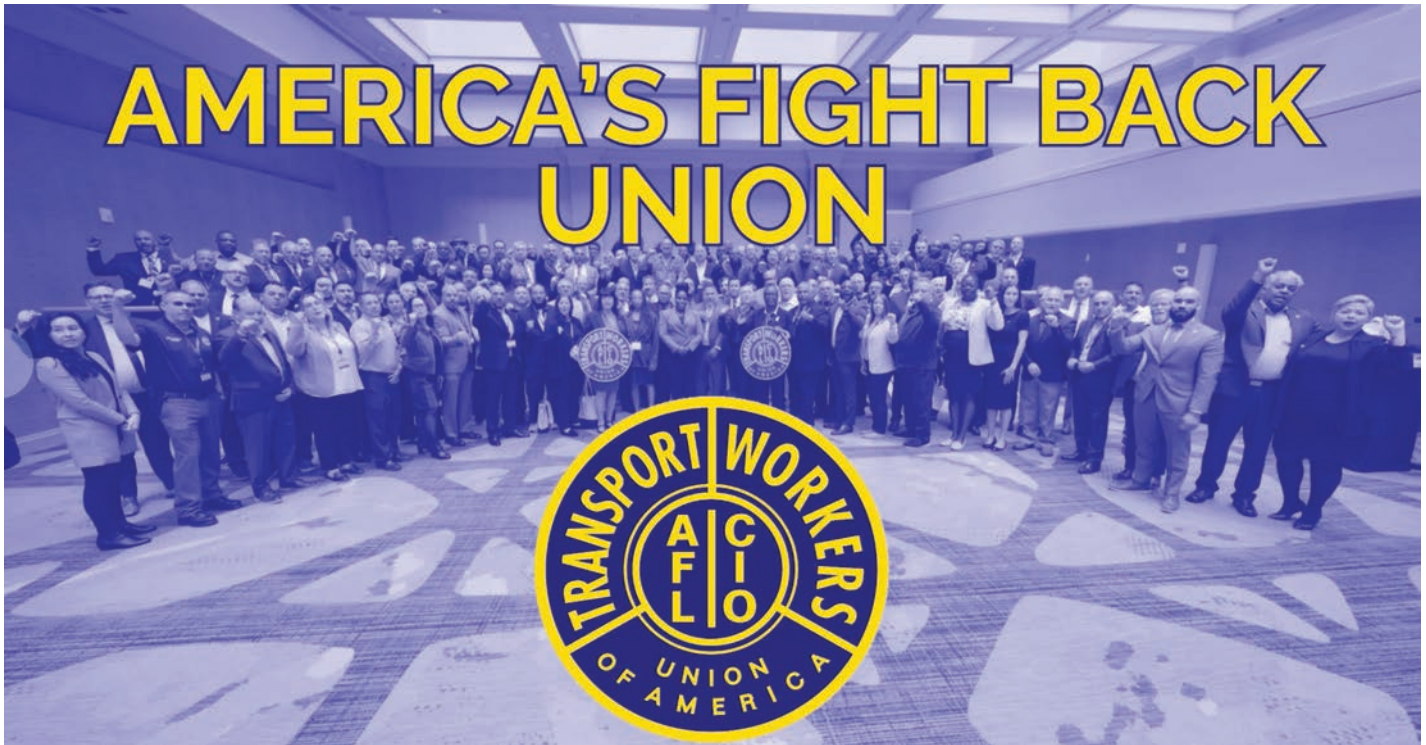
This summer, the Working Women's Committee participated in a joint meeting with the TWU Veterans Committee, recognizing the growing number of TWU women veterans.

The Committee's motto is: "If you need us, ask, we will show up and show out."



Group shot of meeting in Detroit in early 2025.

AMERICA'S FIGHT BACK UNION



COMMUNICATIONS

The Communications Department is crucial to the International union's overall strategy for success and standing as "America's Fightback Union."

Able led by Communications Director Pete Donohue and Media Relations Director Alex Daugherty, the Department publishes the TWU Express Magazine and creates content for the TWU website, Facebook page, Twitter account, and Instagram. It secures press coverage of the TWU's activities and priorities. It produces videos and static-image ads to advance TWU causes, creates internal and external communications for union leaders and staff, and performs many other communications-related functions.

Through those and other efforts, the department has supported

leadership in building a bigger and stronger organization that continues to secure industry-leading contracts, advancing the livelihood and economic security of our 160,000 members. The department has worked closely with TWU International leadership and staff to fight the bosses, organize the unorganized, and keep members up-to-date on union affairs.

The department has greatly helped elevate the TWU's national profile as a leading champion for working men and women in multiple areas, including combating the epidemic of assaults inflicted upon transport workers and tackling the challenges posed by emerging technology.

The International was rocked when Communications Director Denise Romano died suddenly in December 2022. Denise, just 38 years old, was a beloved, hardworking communications professional. She is sorely missed by many throughout the union. Denise's deputy, Jonna Huseman, led the department for approximately one year after Denise's passing.



Senior Communications Director Pete Donohue, left, assisted the Organizing Department during Brightline drive.



Communications Staff

Donohue was hired as Senior Director of Communications in October 2023. A veteran journalist, Donohue worked at the New York Daily News for 23 years as a reporter and columnist.



Pete Donohue
Senior Director of Communications

For a majority of that time, he covered transportation in New York City, along with labor, crime, and politics as related to his 'beat.' After the Daily News, Donohue worked in TWU Local 100's communications office for approximately seven years, rising to the directorship before joining the International. Alex Daugherty joined the TWU as Media Relations Director in 2024. He also previously worked in journalism, spending six years as the Miami Herald's Washington Correspondent covering high-priority beats: Congress, foreign policy, and politics. He also worked for more than two years writing Politico's Morning Transportation newsletter, a daily report from Washington, D.C. The newsletter focuses on federal policies, regulations, and legislation related to highways, roads, bridges, automobiles, railroads, transit systems, and airlines.



Alex Daugherty
Media Relations Director

The Communications Department's work can be broadly sorted into three categories:

- Informing the membership
- Supporting Contract, Organizing, and other Fightback Campaigns.
- Advancing TWU goals and brand through publicity.



Informing the Membership

The TWU Website: twu.org

The department regularly posts articles on the website covering topics and developments of interest across the Air, Rail, and Transit divisions, while offering valuable information about other departments and opportunities for engagement.

To better serve the members, the department this year completed an extensive facelift and update of the TWU website, starting with the homepage. It now has a brighter, cleaner, and more engaging look. Visitors first see a video montage of members at work, participating in rallies, and demonstrating union pride.

The homepage also features a companion video, scripted and co-produced by the department, that celebrates The TWU while informing non-unionized workers why they should join our ranks. The punchy and inspiring spot is narrated by President Samuelsen, who says:

"The TWU fights the bosses for our 160,000 members across the economic spectrum: airlines, rail, mass transit, school buses, bikeshare, tourism, universities, and utilities, even the Central Park horse carriage drivers. If you want a strong voice in the workplace, if you want to improve your life, join us. We are The TWU – America's Fightback Union."

In addition, the revamped homepage also has a new display for the "TWU In The News" section and an updated "Issues" section drafted with the Government Affairs Department. Union Plus, which offers members discounts, and recent editions of the TWU Express magazine, are now more prominently displayed.

TWU IN THE NEWS



After updating the look and homepage, the Communications Department went through the rest of the site, removing long-outdated content and providing new content. Highlights include a new page recounting recent organizing and contract victories across all divisions. The department will continue to make revisions and improvements.

The TWU Express

The department produces its 28-page magazine, The Express, four times a year. Over the last two years, the department has added new features to the magazine: image of TWU Express front pages

Member Stories. Each edition includes an article about an individual union member with a compelling or interesting story, such as:

- Ashlyn Gault, a fifth-generation railroader working for Norfolk Southern in Enola, Pennsylvania. A member of Local 2016, Gault is following in the footsteps of her father, grandfather, great-grandfather and great-great grandfather.
- Vincent White, a sharp-eyed and quick-thinking Houston Bus Operator who saved a young girl who wandered into the middle of a deadly thoroughfare. White is a member of Local 260.
- Lidia Reyes, a formerly homeless Miami woman who turned her troubled life around. She trained to become a Bus Operator and getting a good union job with that city's transit agency. She is represented by Local 291.
- Local President Spotlight. Local presidents in their own words describe their career path, the uniqueness of their local, the biggest challenges facing their group and what advice they have for younger members seeking to get involved with the union.
- Around the Union. Photos and captions from locals across the country.



A greater emphasis is also now being placed on more in-depth coverage of issues in the Express. The Winter 2024 edition, for example, has a front-page article on TWU Local 234 taking a strike-authorization vote to pressure the Southeastern Pennsylvania Transportation Authority – and a second article on the local's militant history. It has waged strikes 10 times since 1975.

The edition included a two-page spread on TWU Flight Attendants taking advantage of an industry-first contract benefit: paid leave for mothers and fathers following the birth of a child. In another example, the Spring 2025 edition has two pages dedicated to TWU's efforts regarding the job-killing potential of emerging technology.

Content in the Express and on the website is often also shared on Facebook and Instagram. Twitter serves as a more outward-looking platform, primarily targeting elected officials as its audience.

Supporting Contract, Organizing, Political, and Issue Campaigns

The Communications Department was involved in many campaigns since the last convention, including the “Assault Won’t Fly” initiative (*photo below*) addressing abuse and assaults against Flight Attendants, the ongoing fight for transit funding in Pennsylvania, and the contract battle in Boston.



Two fightback campaigns against NY Gov. Kathy Hochul and the Metropolitan Transportation Authority between 2023 and early 2025 highlight how Communications is an integral part of a multi-faceted effort waged on behalf of members.

In back-to-back contract negotiations, the MTA sought horrific givebacks and wanted to saddle Locals 2001 and 2055 with economic patterns established with other railroad unions. Communications collaborated closely with President Samuelsen to maintain a constant barrage against the MTA and the governor through free media (news coverage), paid media (attack advertisements), flyers distributed to riders, and social media.

Free publicity came from successfully pitching stories about a potential strike to the media. Television stations and newspapers ran reports featuring images of members distributing flyers to passengers about a possible strike. The department also successfully pitched an Op-Ed by President Samuelsen to the New York Daily News: NY Daily News.

The two campaigns ended victoriously. The TWU defeated the MTA's concessionary demands and secured economic packages significantly better than the patterns the authority tried to impose.

Advancing TWU goals and the TWU brand through publicity

The Communications Department has successfully encouraged the media to cover TWU issues, actions, and priorities. The International and officers have been mentioned or quoted across the media landscape, including The Dallas Morning News, The New York Times, Politico, The New York Daily News, Forbes, the Philadelphia Inquirer, the Miami Herald, The Sun Sentinel, The Orlando Weekly, Newsweek, The Hill, national and local television affiliates of NBC, ABC, CBS, and Fox News, National Public Radio, and Spectrum News channels.

Several Op-Eds penned by International officers were published, including a piece by President Samuelsen in The Hill calling for federal action to combat assaults and another in Newsweek supporting legislation that would increase operating funding for mass transit operations.

The Communications Department launched the TWU Tech Newsletter several years ago. The goal is to demonstrate that The TWU is a leader in addressing emerging technology to elected officials, regulators, the media, and the membership. The current leadership has completely revamped the newsletter, featuring more selective topics along with more in-depth reporting and analysis. A new and more extensive mailing list has been created for greater outreach. The most recent edition focuses on speeches by John Samuelsen and Curtis Tate at the AFL-CIO's Technology Summit in Las Vegas, as well as TWU's opposition to automation in the transportation sector, which aims to replace jobs.



This was an aggressive, gloves-off effort involving the President, Communications, the Organizing Department, and local leadership. One full-page advertisement featured a banner headline, "Stop Thief!," and creatively depicted MTA Chairman Janno Lieber as a pickpocket stealing from a worker at Grand Central Terminal.

Videos scripted by the Communications often had slogans such as "Gov. Hochul is a Disaster for Democrats, a Disaster for New York." President Samuelsen narrated several spots attacking the governor as anti-union and anti-worker. Ads ran on digital news outlets and local television station in Hochul's hometown and the state capital.



MAY THEY REST IN PEACE

Our International Officers Who Passed Away Since Our Last Convention



Sonny Hall

Sonny Hall, on January 22, 2022 at age 89; retired TWU International President, 1993-2004; President TWU Local 100, 1985-1993, and past President of the AFL-CIO Transportation Trades Department; Bus Operator, MTA MABSTOA; Veteran U.S. Marine Corps.



Edward R. Koziatek

Edward R. Koziatek, on April 29, 2025 at age 91; retired International Vice President and Director of the Air Division; former President Local 512; Aircraft Mechanic, American Airlines; Veteran, U.S. Air Force.



Fred Fink

Fred Fink, on May 4, 2022 at age 65; retired Railroad Division Staff Representative; former President Local 2019, Cleveland, OH; member International Executive Board; Carman, Penn Central RR.



Garry Lee Drummond

Garry Lee Drummond on February 19, 2024 at age 73; Retired International Vice President and Director of the Air Division. Former President, Local 590, Nashville, TN. Ramp Agent, American Airlines.



Steve Roberts

Steve Roberts, on August 19, 2025 at age 68; Retired Director TWU International Organizing Department; 40-year member Local 500, Miami, FL. Ramp Agent, Pan American World Airways.



Joseph Wendel "J.W." Johnson

Joseph Wendel "J.W." Johnson, on March 15, 2023 at age 72; Retired International Vice President and TWU Staff Representative, former President Local 291, Miami, FL. Bus Operator, Metro Dade Transit.

NOTES

[illegible]



International President John Samuelsen, who also serves as President of the James Connolly Irish American Labor Coalition, at St. Patrick's Day March in 2024.



International President John Samuelsen at his desk at TWU headquarters in Washington, DC.



International President John Samuelsen greets Local 100 member at Michael J. Quill Bus Depot in New York City.



International President John Samuelsen congratulates Organizer after signature win at Brightline in January 2025.



Massive crowd of JetBlue informational picketers in NYC in 2024.



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Alex Garcia – Executive Vice President
Jerome Lafragola – Secretary Treasurer
Curtis Tate – Administrative Vice President
Mike Mayes – Administrative Vice President



Transport Workers Union (TWU)



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