

the Connection

MARCH 2019

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A Message from our President

Greetings

Brothers and Sisters,

It's been one year since I became President of CWA Local 13301. It has been a year of becoming familiar with the



Gwen Ivey

processes of CWA Main Line, CWA Piedmont Airlines, and of American Airlines Corporation. But during this time we, the local leadership, have accomplished much.

Primarily we meet with management on a weekly basis to make improvements. Our committees are up and running. CWA Local 13301 has secured a new office, which includes a large meeting space for quarterly meetings.

I am fully committed to representing the members of Local 13301 and making this local the most successful in CWA history. Many members of the local have shown their commitment by volunteering to become shop stewards, committee members, training facilitators, web designers, and traveling to other stations to help educate other union members about the union process. Many more members have given words of encouragement to our leadership team and we are grateful for their support. We appreciate you all.

I look forward to each member utilizing his/her talents to further the advancement of the local and the union. One of our major goals for the future of the local is to maximize and increase member engagement thus bringing UNITY to all. Union engagement and your support is important to the overall SUCCESS of each member.

Remember we are stronger when unified.

You are the Union. ■

“I look forward confidently to the day when all who work for a living will be one with no thought to their separateness.”

—Dr. Martin Luther King Jr.



CWA Local President Gwen Ivey presides over an executive board meeting.

Executive Thoughts

“Unity, strength and one for all. I have been ABE's area VP for the last 15 years. I have been in ABE 23 out of 29 years, I have also worked in PHL and DCA. My career US/AA is enjoyable. Every day is different, one never knows what you may encounter working in the airline business. At times I find it challenging however for the most part I do enjoy coming to work. Allentown is small but pleasant. We strive to make our station the best it can be. Getting to know our customer is pleasant and our weekly customers are delight. That's a plus working in a station.”

—Joann Roscoe, AVP Allentown

“Union is coming together as one, with different views, opinions and dedication to agree to a solution with a result of unity.”

—Alissa Smith-Harris, Treasurer

Member Tips: It's not just the "Union Contract"

Don't be misled by the term "union contract." Understandably, people call it that because the union negotiates it, but every contract is a deal struck by *two parties and is binding on both*. In the case of a collective bargaining agreement, this means that your employer and your union have gone through a process of give and take. At the end, they reached an agreement under which employees and the employer have both rights and obligations. So it's not really just the "union contract," it's the "union and employer" contract, and both sides have to live by it. Understand, too, that a union contract is fundamentally different from other contracts you're used to—say, a contract to buy a house. A collective bargaining agreement reflects the relative power between the union and the employer. *You and your union may not be pleased with some of the terms in a contract settlement, but you may not have the ability to reject a deal on those terms.* Sometimes all that can be done is to take the deal this time and organize more effectively for the next round of bargaining. **Always remember this: without fail, the stronger the union, the stronger the union contract.** ■

Committees and Their Mission

Finance: Reviews the financial records of the local and make a written report annually to the local.

Next Generation: Network of members aged 35 and younger, and seasoned mentors will assist in bringing new energy and insight to the task of advancing economic and social justice; building a movement dedicated to a better future for all workers.

Membership/Mobilization: Puts in place a mobilization structure that enables communications, education, and action.

Legislative/Political: Assist in developing and pursuing the program of the union and the local in the legislative field.



Join a Committee

It shall be responsible for the locals' program to register each qualified voter.

Organizing: Assist the local offices and stewards in organizing all members within the local jurisdiction.

Health/Safety: Study workplace health & safety issues and coordinate the local efforts in joint union/management health and safety programs.

Community Service: Assist in developing all community service programs.

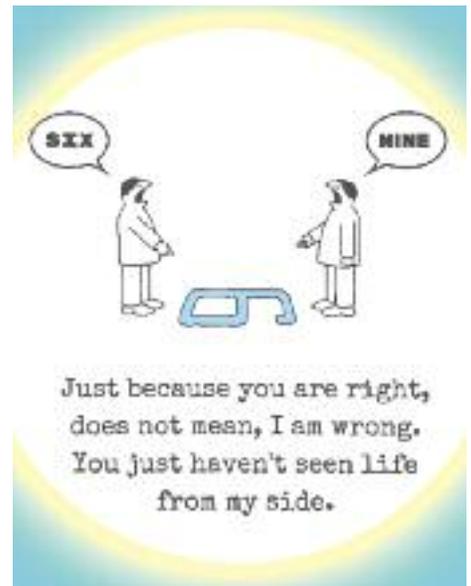
Equity: Study and report to the local on ways and means of eliminating discrimination on the basis of sex, race or any other basis.

Education: Assist in developing the locals education program and with the local officers, be responsible for effectuation of the union and local education program.

Member Engagement: To evaluate, prioritize and increase employee involvement and moral by boosting innovation and improving employee culture and comradery.

Nurture & Care: be aware of, discern and act upon the needs of individual members and/or members of their immediate family.

Election: Conduct all nominations elections and referenda of the local. ■



"Union means you're never standing alone in the workplace. We live in a world in which companies believe more work and low pay equals profit. The union is here to say 'Not on my watch.'"

—Anthony Early, Executive V.P.

It's Women's History month



I am opposed to 'right to work' legislation because it does nothing for working people, but instead gives employers the right to exploit labor.

—Eleanor Roosevelt

The PIEDMONT Page!



New Appointments

The Executive Board has Appointed the Following:

Jose Rivera, Scranton/AVP,
Regional Chief Steward.

Assisting all 8 Piedmont stations in our local:

ABE, AVP, CRS, ERI, IPT, MDT, PHL & SCE.

Robert Hersh and Renee Shields,
PHL,
Administrative Coordinators in PHL

NEW Contract/Collective Bargaining

Jose Rivera and Tameka Norman were instrumental as mobilizers for our Local.

The result was a resounding NO to the original TA in January 2018, forcing the company to renegotiate. Then ratifying the new contract, which was approved on September 2019. ■



Renee Shields, pictured above, received a graduation certificate, after attending Political Legislation training in Hershey, PA



Steward Leadership Training January 2019 Held in CLT, Hosted by Local 3645

Six Chief Shop Stewards (pictured above) attended the intensive hands on program developing skills for writing grievances, preparing for System Board Hearing, creating relationships with management and developing a better understanding of Company Handbook & Policy and Procedures.

Many thanks to Local 3645. ■

Members Helping Members

Robert Hersh attended Safety and Health Conference.

Robert Hersh is working on the Step 1 of the grievance process with **Executive Vice President Anthony Early**.

Piedmont Chief Shop Stewards & Shop Stewards are now sitting in on system board hearings.

Upcoming new Shop Steward training will be in the next quarter.

“Your positive action combined with positive thinking results in success.”

—Shiv Kherra

Piedmont Chief Shop Stewards PHL

Robert Hersh	267-992-3184
Terez Land	267-205-7816
Tameka Norman	215-391-2261
Isaac Osei	610.453-1768
Renee Shields	267-240-2353
Eliza Taylor	267-259-3919
Tylanda Whitney	267-690-2672

Committees

We are looking for volunteers for each of the committees. Please see the article on page 2 on Committees for the list and descriptions.

Contact a Chief Shop Steward to volunteer.



Quarterly Tip! YOU HAVE RIGHTS!



These rights are **guaranteed** to you in **Article 25** of the **CWA-IBT Agreement** with American Airlines.

If a manager wants to meet with you, you should:

ALWAYS Request Union Representation prior to that meeting.

REMAIN SILENT until the Union Representative is Present.

member SPOTLIGHT

Congratulations!



Kimberly Brown graduated from Temple University with her Bachelors of Arts degree in Criminal Justice. Despite her trials and tribulations she accomplished her goal. She is currently enrolled at Weidner University pursuing her Masters degree.

Chrissy Castro won the AA All Star Award. The All Star award is presented to members who are leaders among their peers They seek to elevate the everyday experience for customers and colleagues alike and strive for professionalism in everything they do.

Rosalind Miller graduated from Spellman College Magna Cum Laude with her Bachelor's degree in comparative Women's Studies all while commuting to Atlanta. ■



Recipe of the Quarter

Fruit to Die For!

Ingredients:

- 1 can (s) Pineapple chunks, in their own juice
 - 1 can (s) mandarin oranges, drained
 - 1 bunch green grapes, halved
 - 2 bananas
 - 1 pkg strawberries, sliced small
 - 1 small box of vanilla instant pudding
- (You may use other fruits that you like as well)

Directions:

Pour the pineapple juice and all into a bowl. Add the pudding mix and stir until creamy. Stir in the DRAINED mandarin oranges. Add additional fruit and stir in completely until covered and creamy. Serve immediately or chill... Enjoy



Your Stewards are your lifeline!

A shop steward is an essential part of the balancing act between the wishes of management and needs of organized labor. A shop steward works as a facilitator and mediator. Remember: CWA advises the membership to ALWAYS take a steward into a meeting with any manager.

Chief Steward Structure & Specialty

Each Chief Shop Steward has an area of specialization. Depending on the area of your greivance, you may be directed to a steward who is working with the following:

John Carasquero / 267.738.8956
Training/IC (Auditors coupons)

Ron Isaac / 215.605.5857
Manning (Station movement/OT)

Thomas King / 267.226.9525
Lost Time (Attendance)

Laurie Marks / 267.977.3471
FMLA

Byron Williams / 610.505.3000
Facilities ■



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