

Contractually Speaking

Did you know that it is a contractual right for you to have Union Representation when ever a supervisor asks a question that may lead to discipline or when written statements are requested? We highly recommended any union member to seek union representation if an investigation should occurs. It is difficult to exercise your right to representation once you have declined and a meeting/investigation has progressed.

A Union Representative has certain rights that the member doesn't have such as, ask questions, object to questions, ask for recess and even postponement for reasonable just cause. Although you may not be the subject of the investigation, you still may have to testify at arbitration and without notes and witness, your words may be different or used against you. Furthermore, it is your right to bring an extra union member in as a scribe (person strictly to take well written notes) during the meeting.

One of the first questions to ask a supervisor is, "Do I need representation?" If the supervisor says no, then no discipline can occur from the meeting other than a CR1 entry under the PPC program of coach and counseling.

Article 29, TWU-AA Agreement

(f) The Union does not question the right of the Company supervisors to manage and supervise the work force and make reasonable inquiries of employees, individually or collectively, in the normal course of work. In meetings for the purpose of investigation of any matter which may eventuate in the application of discipline or dismissal, or when written statements may be required, or of sufficient importance for the Company to have witnesses present, or to necessitate the presence of more than one Company supervisor, or during reasonable cause or post accident drug/alcohol testing as provided in Article 29(h), the Company will inform the employee of his right to have Union representation present. If the employee refuses representation, the supervisor's record will reflect his refusal

Local 514 Classification Chart

Title 1

Inspector	348
Crew Chief Mechanic AMT	341
Mechanic AMT	2,805
AMT / OSM position	86
OSM	454
Crew Chief Part Washer	6
Part Washer	68
Crew Chief Aircraft Cleaner	12
Aircraft Cleaner	116

Title 2

CC Mechanic Plant Maintenance	27
Mechanic Plant Maintenance	278
Plant Maintenance Man	30
Crew Chief Building Cleaner	7
Building Cleaner	69

Title 3

Crew Chief Fleet Service	25
Fleet Service Clerk Full Time	136
Fleet Service Clerk Part Time	74

Title 4

Crew Chief Ground Service Man	3
Ground Service Man	2

Title 5

Crew Chief Stock Clerk	42
Stock Clerk	403

5,332

March on D.C.

October 2, 2010 – Some 175,000 union members, human rights, faith and workers rights activists rallied in Washington D.C. for One Nation Working Together for Jobs, Education and Economic Justice. “*We come together today because America needs jobs. Good jobs that support families, all families,*” said AFL CIO President Richard Trumfka speaking from the steps of the Lincoln Memorial.

The TWU was proud to join the thousands of union members, activists and students who gathered at the Lincoln Memorial in Washington DC in a rally to put America back to work and pull America back together. TWU members from around the country mobilized to join the historical event and voice their support for jobs and justice. We came to DC from places as far away as Florida, Texas, Oklahoma, Pennsylvania and New York to hear labor leaders, civil rights pioneers and workers speak.

Local 514 was represented by political coordinator Teresa McMillian, Dennis Hall, Inspector out of Landing gear, Brad Chancellor, mechanic on the pulse line and Rick Allen, Machinist from manufacturing shop.

The message being sent out is that the work needs to stay home and to keep it here. Everyone need to tell their family, neighbors, friend, coworkers that a change is needed. And the way to start that change is to vote for all who support labor and keep the slogan “Made in America” Alive. We can keep the momentum going by getting out the vote on November 2.

Article written by Rick Allen a TWU volunteer activist and has served as Sergeant-of-Arms in the past.



Committees

Being a union member is more than paying dues. The union cannot function without members who get involved and work for the good of their co workers and themselves. Get involved and help manage the direction and future of our organization.

If you can help by serving on one of Local 514's committees, please complete the information below and return it to the Union Office by Friday, October 15.

<input type="checkbox"/> Affirmative Action/Human Rights	<input type="checkbox"/> Grievance	<input type="checkbox"/> Safety
<input type="checkbox"/> Building Committee	<input type="checkbox"/> Insurance (Benefits)	<input type="checkbox"/> Trade Tests
<input type="checkbox"/> Community Services	<input type="checkbox"/> Insurance (LTD)	<input type="checkbox"/> Veterans
<input type="checkbox"/> COPE	<input type="checkbox"/> Publications	<input type="checkbox"/> Welfare & Entertainment
<input type="checkbox"/> Education Committee	<input type="checkbox"/> Retirement	<input type="checkbox"/> Workers Compensation
	<input type="checkbox"/> RO	

Emp No _____ Name _____ Contact No. _____

Email Address _____ Date _____