

# INSIDER

Vol. 8, No. 2 Official Publication of the Transport Workers Union of America, AFL-CIO

July, 2012

## "Me Too"

### Clause Pays Off for TWU Members - \$37 Million

On June 28, TWU and American Airlines signed the "me too" clause affecting Fleet Service, Dispatchers, Simulator Technicians, Ground School Instructors and Maintenance and Control Technicians. TWU leaders insistence on a "me too" clause during bankruptcy negotiations did pay off.

The five work groups had ratified the company's offer which included the "me too" clauses on May 15. Weeks later, the APA was offered a lowered original ask, dropping from a 20 percent consensual target to 17 percent. That reduction triggered the "me too" clauses for TWU work groups. In totality, the savings for TWU members is about \$37 million dollars.

TWU Negotiators met for two days to finalize language and allocate where the money would be applied back into their contracts. However, there are certain areas that were not subject to any changes per the "me too" clause. Here are some of the enhancements from \$37 million:

#### Pay Rates

During these negotiations, the TWU was able to eliminate the Fleet Service 2 percent pay cut, while also gaining pay increases.

#### Profit Sharing

The Profit Sharing formula was changed and the potential of payouts were reallocated to other areas where the value would be realized regardless of whether there is an eligible payout or not. The current 15 percent pool



of pre-tax monies would be adjusted to a 5 percent pool of monies in which the payouts would be based on the member's eligible earnings.

#### 401K

The 401K contributions the Company would match, up to 5.5 percent, was changed to include most gross earnings, such as overtime pay and additional pay from a change of shift (CS).

#### Active Medical

There were reductions in certain premiums, deductibles, out of pocket maximums and prescription costs.

"Those units that reached consensual agreements with the company in May received better terms and protections than they would have if matters had been left to the mercy of the Bankruptcy Court," union President Jim Little said. "Our members appreciate that we were prudent in negotiating me-too clauses and that AMR kept its word."

Maintenance and Related and Stores work groups return to Flagship University July 2-3, to try again for a consensual agreement. It has been reported that the judge will rule on the Companies contract abrogation request, for these TWU work groups and the other unions on August 15 if no progress toward agreements are made.



Local 513 member Mark Grey protests outside the bankruptcy courthouse in New York City

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## Director's Update

I recently had the honor of testifying at the Request for Comments hearings held by the National Mediation Board in Washington D.C. My testimony was regarding proposed rule changes to representational elections held under the Federal Aviation Administration's Modernization and Reform Act of 2012.

The NMB requested comments to new Section 2 Twelfth and its application to the Board's Merger Procedures. The TWU submits that the proposed rule changes do not apply.

You can view the TWU testimony at [http://www.nmb.gov/representation/proposed-rulemaking\\_2012/TWU-Gless-Statement-C-7034.pdf](http://www.nmb.gov/representation/proposed-rulemaking_2012/TWU-Gless-Statement-C-7034.pdf). We will keep you updated on the decisions of the Board on these Merger and Election guidelines as they become available.

On a different note- I was extremely disappointed with the recall outcome of Wisconsin Governor Scott Walker. Walker proved his allegiance to big money "Kochdom's" and their anti worker agenda. The amount of dollars spent for Walkers campaign defense was estimated at 8 to 1. Labor organizations donated what they could, but donations from middle class workers cannot compete with "organized capitalists" hell-bent on destroying collective bargaining rights.

Our members spent many hours and their own money to help the recall effort in Wisconsin, and I thank them for stepping up, despite the outcome. Wisconsin residents and labor activists hoped to send a strong message that Governor Walkers attack on workers collective bargaining rights, was not acceptable.

One positive outcome - the Wisconsin Senate is now controlled by pro labor representatives. Those pushing Walkers agenda will find it harder to capture the required votes to do so. Punishing thousands of Wisconsin's public sector workers is going to become more difficult.

One thing we can thank Wisconsin's Governor for - he helped jumpstart Ohio's SB5 vote. A vote that did repeal legislation aimed at labor from another anti-worker governor, John Kasich. TWU's involvement fighting against the bill in Ohio helped overturn the law against workers. Again, our members were instrumental in this accomplishment. Members from all of our TWU divisions spent time there, helping with door knocks, phone banks and working neighborhood petition booths across the Buckeye state. Thank you all.

Just this week, the Supreme Court announced in a 5-4 ruling that the Affordable Health Care Act would stand, and is constitutional. That's some welcome news for millions of working families and under-employed middle class Americans.

The anti- union agenda endorsed by big business continues and big money is as serious a threat today, as it was in the early nineteenth century. It is clear - we must set our sights on the November elections. We have to elect politicians that represent workers and their collective rights to bargaining.

Our struggles continue with several bankruptcies that effect TWU members, potential merger possibilities and ongoing negotiations for several work groups at Southwest Airlines.



**Robert Gless**  
**Deputy Director ATD**

I want you to know that we are doing everything humanly possible to protect jobs, your wages and negotiated benefits whether or not your employer is in bankruptcy. Corporate Americas mandate for low wages and increased productivity is the wrong approach. Dismantling collective bargaining rights for workers is wrong too. Misguided political legislation aimed at our members, is an attack on all of us, and we will not waiver in our efforts to succeed. Our members should use their voice and their votes wisely this November.

## Union Leaders Meet with U.S. Airways CEO Doug Parker

Labor leaders from AA's three unions met with Doug Parker on June 14 during the U.S. Airways Shareholders Meeting in New York. The three were invited to discuss a possible merger between U.S. Air and American Airlines as an alternative plan to American's stand alone plan.

Industry analysts don't believe American can be successful under a stand alone plan.



from left: Captain David Bates, APA President; John Conley, TWU International Vice President; Doug Parker, CEO U.S. Airways and Laura Glading, President APFA

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[www.twu.org](http://www.twu.org)



## AMR Bankruptcy Timeline

- Nov. 29, 2011 - AMR files for Chapter 11 Bankruptcy
- Dec. 5, 2011 - TWU earns seat on the Unsecured Creditors Committee
- Feb. 1, 2012 - AMR presents 1113 "ask" eliminating over 9,000 TWU positions by outsourcing jobs
- Feb. 13, 2012 - TWU hosts telephone town hall Q and A about AMR bankruptcy process
- Feb. 15, 2012 - TWU negotiators propose Early Out/Separation to AMR
- Feb. 27, 2012 - American Airlines' workers stage nationwide protests at airports across the country over job cuts and pension termination
- March 7, 2012 - TWU negotiators Win Freeze on AA Pension Plans
- March 8, 2012 - Letter from James C. Little to the National Mediation Board proposing binding arbitration for the parties. APA and APFA also proffer arbitration via NMB
- March 8, 2012 - AMR asks the bankruptcy judge for six month extension to file its restructuring plan, giving AMR to Sept. 28, 2012
- March 19, 2012 - AMR declines binding arbitration offers from TWU, APA, and APFA
- March 21, 2012 - AMR presents its 1113 "ask" for reorganization of American Eagle
- March 27, 2012 - AMR files 1113(c) motion to reject all CBA's at AA
- April 2, 2012 - Follow up hearing in New York court to establish trial schedule
- April 10, 2012 - Union's responsive pleadings to rejection of CBA's
- April 23, 2012 - 1113(c) trial begins in New York to reject unions CBA's, TWU and APFA members protest outside U.S. Bankruptcy Court
- May 7 - AMR presents its case for rejection of all CBA's at American
- May 10 - TWU members begin voting on company's "Last Best Offer" covering seven work groups
- May 14 - APA begins presenting their case to keep labor contracts
- May 15 - Vote results are announced. Five of seven TWU work groups accept AA's last offer. Maintenance and Related, Stores reject
- May 16 - APFA begins their case before the court
- May 18 - TWU attorneys begin presenting union's before the court
- May 24 - TWU attorney's conclude unions case against abrogating contracts for Maintenance and Related and Stores members
- May 25 - Judge Lane refers APA, APFA and TWU to short mediated sessions in attempt to reach a deal
- June 11-12 - TWU negotiators for M & R and Stores begin expedited mediated sessions in New York
- June 12 - Mediated talks end without an agreement
- June 18 - Labor leaders representing APA, APFA and TWU, meet with Dallas based editorial boards in support of merger between U.S. Air and American Airlines as an alternative business plan
- June 21 - Judge Lane delays contract abrogation decision, extends date by one week to June 29
- June 27 - APFA and company agree to resume talks again, July 3-5
- June 27 - APA Board recommends sending out the company's enhanced offer
- June 28 - The five TWU bargaining groups with ratified contracts, enforced their me too clauses
- June 28 - TWU announces that Maintenance and Related and Stores negotiators will resume talks with AA July 2 -3 at FSU

## Local 550 Dispatchers Ink New Contract with Southwest

**O**n June 15, TWU Local 550 members ratified a new three year contract with Southwest Airlines. Local 550 represents over 180 flight dispatchers at Southwest Airlines.

The dispatcher's last contract was negotiated back in 1997 and became amendable in 2009. Contract negotiations lasted over two and a half years with the last 11 months under federal mediation, before the parties reached an agreement.

The contract returns Southwest Airlines flight dispatchers to the "top of industry" wages and includes significant improvements in work rules, working conditions and benefits for its members. The new contract becomes amendable in November 2014.

"After all this time, we're glad we were able to reach an agreement that won overwhelming support from our membership," said Local 550 President Mike Connor. "Thanks to the efforts of our bargaining team and our members, Southwest Airlines has recognized our licensed and dedicated dispatchers, who are guardians of safety for every flight and share equal responsibility with Southwest captains in Safety and Federal Aviation Regulations. I look forward to the day when other airlines in the industry show the same regard for their respective dispatchers."

Looking to the future, Southwest Airlines plans to fly internationally and has committed to renovating the terminals at Houston's Hobby Airport to accomplish that. Additionally, the Wright Amendment, which limits the number of nonstop destinations from Dallas' Love Field, is being phased out by 2014, except for some gate limitations on air carriers serving Love Field.



**Dispatch - "The Heart Of The Airline"**





## Houston approves Southwest's proposed airport terminal

Southwest Airlines has received approval from the Houston City Council for a proposed international terminal at William P. Hobby Airport. "There is still work to do, but today we are one step closer to increased competition and lower fares for Houston's international travelers," a representative for Southwest said.

A representative for United, which is against the proposal, said "splitting Houston's international air service is the wrong decision for the city's future, but we respect the fact that City Council did not agree."

United says \$600 million in planned infrastructure investment at George Bush Intercontinental Airport is now in jeopardy.

~ from A4A Smartbrief - May 31

## Local 555 Members Fight Back - Leaflet Midway Passengers

Transport Workers Union Local 555, representing 8,400 ramp, operations, provisioning and freight agents working nationwide at Southwest Airlines, leafleted passengers at Chicago's Midway Airport on Tuesday, June 19<sup>th</sup>. Members sought public support in opposing Southwest's proposal to outsource their jobs and use temporary contract workers. Local 555 represents almost 700 TWU members at Midway Airport.

Contract negotiations began July 2011 with Southwest Airlines. So far, there has been little progress



Midway Airport - Chicago, Ill.

made in reaching an agreement. "Our members have a long history of providing outstanding service to Southwest Airlines passengers, and while job security is a priority for our members, we are very concerned about the long-range effect contract workers will have on our airline and our customers," said TWU Local 555 President Charles Cerf. "For over 40 years, our culture has focused on the highest quality customer service delivered by dedicated, career employees who have a vested interest in providing the best service possible to our customers," said Cerf.

Randy Barnes, TWU Local 555 district representative explained, "Our members here in Chicago perform a variety of duties on the ground that directly impacts our customers. Our work is crucial to, on-time departures, flight safety, baggage and freight handling and providing our customers with the Southwest Airlines' legendary service. Our members will thank customers for flying Southwest Airlines and to encourage customers to tell Southwest Airlines not to outsource our work."

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## A Look at 401(k) Plan Fees

*From the Department of Labor: [www.dol.gov](http://www.dol.gov)*

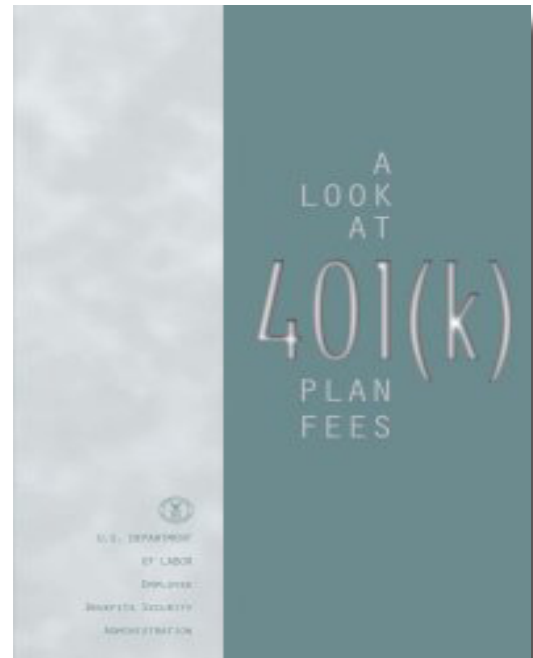
**M**ore and more employees are investing in their futures through 401(k) plans. Employees who participate in 401(k) plans assume responsibility for their retirement income by contributing part of their salary and, in many instances, by directing their own investments.

If you are among those who direct your investments, you will need to consider the investment objectives, the risk and return characteristics, and the performance over time of each investment option offered by your plan in order to make sound investment decisions. Fees and expenses are one of the factors that will affect your investment returns and will impact your retirement income.

The information contained in this booklet answers some common questions about the fees and expenses that may be paid by your 401(k) plan. It highlights the most common fees and encourages you, as a 401(k) plan participant, to:

- Make informed investment decisions;
- Consider fees as one of several factors in your decision making;
- Compare all services received with the total cost; and
- Realize that cheaper is not necessarily better.

Keep in mind, however, that this booklet is a simplified explanation of 401(k) fees. It is not a legal interpretation of the nation's major pension protection law, the Employee Retirement Income Security Act (ERISA), or other laws, nor is this information intended to be investment advice.




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## ***EBSA Issues Two New Rules:***

**T**he Employee Benefits Security Administration has issued two new rules to help plan participants make more informed investment decisions and to help plan fiduciaries (your employer) avoid overpaying plan service providers.

One rule requires the plan's administrator (often your employer) to provide plan, investment, and fee information to you. As a result of these new rules, you can determine the reasonableness of the costs you're being charged to save for retirement and compare the costs associated with different investments.

The other rule, which takes effect on July 1, 2012, requires service providers to provide fee information to the plan fiduciaries (again, typically employers) to help them make better decisions about the service providers they select and the investments made available under the plan. Better employer decisions should lead to more efficient pricing and lower costs to retirement plan participants, thus preserving more of the savings you have available for your retirement.

You could encourage your employer to shop around for other providers willing to offer the same services, but at a much lower cost. And, just so you know, the law is on your side: plan fiduciaries have an obligation to consider the fees and expenses paid by your plan – and to operate the plan in your interest.



# SAFETY NEWS – HEAT STRESS

Working in the heat can be risky to your health. Life-threatening problems can occur if your body is unable to stay cool enough in hot temperatures or high humidity. Heat stress causes a range of health effects, which can lower your job performance and become life-threatening if left untreated.

## Health Risks

- **Heat stroke** is life-threatening. Your body can no longer cool itself. You may have hot, dry skin, experience confusion, convulsions, or loss of consciousness. **Heat stroke can kill. If you or a coworker experience symptoms, call 911 and get emergency medical help!**
- **Heat exhaustion** develops when your body has lost too much fluid. Signs of heat exhaustion include damp, flushed skin, feeling tired, nauseous, headachy, or giddy.
- **Heat cramps** occur when salt your body loses from sweating isn't replaced. They affect the muscles you use most and can set in after you've left work.
- **Heat rash** occurs when sweat can't evaporate from your skin. It can make work activities difficult to perform.

## PROTECT YOURSELF!

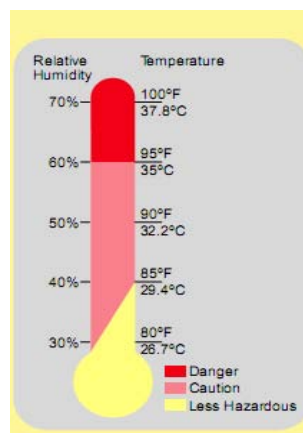
- **Know and report early signs and symptoms.**
- **Drink water frequently.**
- **Take breaks** in cool, shaded areas.
- **Wear light-colored, loose-fitting clothing.**
- **Report problems** with heat, AC or drinking water.

**Spotlight on Breaks:** No OSHA standard exists on heat breaks. However, the chart below provides **U.S. Army guidance** for work/rest cycles and hydration practices based on the combined temperature and humidity (shown as the WBGT Index below left) and physical exertion. Remember, these are minimum guidelines, not strict rules. **Take action as soon as you or a coworker begins to feel symptoms of heat stress!**

Detach along dotted line and bring to work

## Fluid Replacement Guidelines for Warm Weather Training

HEAT CATEGORY	WBGT INDEX DEGREES F	EASY WORK		MODERATE WORK		HARD WORK	
		WORK/REST MIN	WATER INTAKE QT/HR	WORK/REST MIN	WATER INTAKE QT/HR	WORK/REST MIN	WATER INTAKE QT/HR
1	78-81.9	NL	1/2	NL	3/4	40/20	3/4
2 (GREEN)	82-84.9	NL	1/2	50/10	3/4	30/30	1
3 (YELLOW)	85-87.9	NL	3/4	40/20	3/4	30/30	1
4 (RED)	88-89.9	NL	3/4	30/30	3/4	20/40	1
5 (BLACK)	> 90	50/10	1	20/40	1	10/50	1



Take breaks and be alert to signs of heat stress when > 85°F. Implement all precautions when ≥95°F – the **DANGER ZONE** for heat exhaustion and stroke.

# I Gotta Get Away!

By: Catherine Chacon

I love the outdoors and definitely enjoy my employers reduced travel benefits that help take me there. I work as a flight attendant for Southwest Airlines and when I'm not flying, I use my travel benefits as often as I can. Some coworkers like to travel to exotic beaches, golf resorts or Las Vegas, but for me, getting out and visiting America's wilderness areas and National Parks is at the top of my "to do" list.



## Zion National Park - Utah

I recently took a whirlwind hiking trip that led me into the back country of several of our nation's most beautiful National Parks. I visited Bryce Canyon National Park in Utah, a serene place with dazzling arrays of colored stone and oddly shaped rock formations known as Hoodoo's.



Catherine Chacon  
Local 556 member

While hiking Zion National Park, also in Utah, I had the chance to take a very popular hike inside the Virgin River called The Narrows. On both sides of the river are towering canyon walls. I also hiked up the backside of a peak called Angel's Landing. A significant part of that trail was negotiated on a narrow ridge line with over a thousand foot drop on either side. I would have loved to photograph all of it, but was more focused on keeping my footing. I believe that Zion National Park is one of our greatest natural treasures.

The north rim of the Grand Canyon is another spectacular sight that offers a panoramic snapshot of nature's most sculpted beauty.

To fully appreciate its scope, one should hike along the canyon rim and winding trails, carefully. You can look thousands of feet down into the canyon and see the dynamic Colorado River. The Colorado has carved its

path over thousands of years, exposing ancient layers of rock that geologists estimate are half the age of our planet.

My hiking vacation wouldn't be complete without mentioning the help and graciousness of the National Park Rangers I met during my travels. They are highly trained men and

women, most with a college education and wonderful personalities, the kind that really enjoy interacting with tourists, campers and the like. You can feel it.

Our National Park Rangers perform many duties, from ecological research, park development and maintenance, to educating park visitors. Rangers are responsible for law enforcement functions too, including Search and Rescue (SAR) inside the parks.

I've often thought that if I weren't flying for Southwest Airlines, I would like to be a National Park Ranger working SAR missions and helping rescue people.

The online journal, "Wilderness and Environmental Medicine," reports that between 1992 and 2007, Park Rangers helped with

SAR missions involving over 78,000 people. In some parks, it's not difficult to get lost and sometimes even harder to get found.

In the late 1800's America's natural resources lacked protection from the logging industry, miners, cattleman and the railroads. This was an era when our nation's natural resources were being exploited wholesale by big business.

Outdoor adventurers like John Muir and other nature lovers and artists became advocates for us, and our land. Legislation began to emerge that protected our resources, as Muir and the others helped educate the public back east. In Washington, the corporate interests fought back against any regulations. Sounds familiar doesn't it?

Harry Yount, a veteran of the Civil War, became the first National Park Ranger hired by the federal government back in 1880. Yount worked in the Yellowstone National Park which was established by the U.S. Congress and signed into law by President Ulysses S. Grant on March 1, 1872. Yellowstone was the first National Park of 58 to date. The last park dedicated was the Great Sand Dunes National Park in southern Colorado dedicated in 2004.

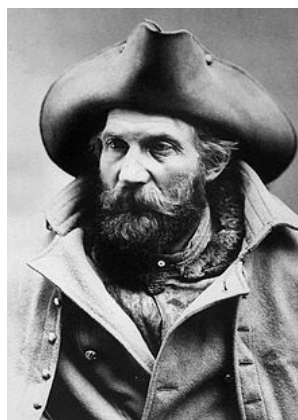


The National Park System today employs thousands of Park Rangers. Looking back, I sometimes wonder if we would have even one National Park today, if not for the "nature activists" and legislators in the 1800's that spoke up when they did.

Threats to our land and natural resources continue today - gas well fracking, oil drilling, mining and building massive pipelines across the country all come at a price. Our water supply is always at risk of pollution; will the next generation be able to sustain itself?

After returning home, I saw the TV reports covering the complete devastation wrought by wildfires in New Mexico and Colorado. They have been burning for weeks now and seem to be unstoppable. How defenseless the Park Rangers and firefighters must feel. Mother Nature's fury can be humbling - I felt horrible.

It took a visit to a National Park for me to focus on those entrusted with its care, to remind me that I too have been entrusted with invaluable treasures of my own. I chose to share a piece of that with you today.



Harry Yount, first Park Ranger at Yellowstone National Park



"The Narrows" in Zion Natl. Park



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## Protecting Homes from Foreclosure

from the AFL-CIO website

For many of us, our home is their largest financial asset. But for many, our home is only a paycheck away from being threatened by foreclosure. Loss of income is the leading reason homeowners seek mortgage modifications. Refinancing would have provided a solution for many families not long ago, but in recent years real estate prices have fallen and many homeowners now owe more money on their mortgages than their homes are worth, making refinancing unavailable.



If you can't pay your monthly mortgage payment, you are at risk of losing your home to foreclosure. But it's important to know you are not alone. You may be having trouble paying the mortgage because of unemployment, illness, disability, and divorce, a death in the family or a predatory loan. These challenges should not cost you your home.

### What Should You Do? If you have difficulty paying your mortgage, here are a few tips:

#### *Start Early*

The sooner you take action, the more likely you will be able to save your home. You have more time to explore options if you contact the bank that services your mortgage when you first have financial difficulty, rather than waiting until you receive a notice of foreclosure.

#### *Seek Help*

Although it is possible to get a mortgage modification by yourself, it's best to work with an expert who can help you. Free help for homeowners is available from federally approved housing counseling agencies and nonprofit legal services organizations. *Be wary of scams offering help for a fee.*

#### *Stick with It*

Persistence is key. The mortgage modification process should be quick and straightforward, but in reality, it can take many months to complete. Keep a copy of everything you send in because banks may require you to submit the same documents several times. Don't give up hope, and stay in contact with your housing counselor or lawyer.

### Whom Should I Contact for Help?

#### *Housing Counselors*

A federally approved housing counselor can help you figure out the best course of action for you and your family. Here are a few federally approved housing counseling programs that can help you contact the bank that services your mortgage to request a modification:

**The Union Plus Save My Home Hotline (866-490-5361)** The Union Plus Save My Home Hotline, provided through the nonprofit Money Management International, provides free counseling in person or by phone for union members facing foreclosure.

**Affordable Housing Centers of America (888-409-3557)** Affordable Housing Centers of America's Home Equity Loss Prevention program has established relationships with 43 major lenders and has provided counseling to more than 65,000 families to help them restructure their mortgages to save their homes.

**Neighborhood Assistance Corporation of America (888-404-6222)** Neighborhood Assistance Corporation of America's Home Save program has agreements with all the major lenders, covering more than 90 percent of homeowners, to achieve affordable mortgage payments.

## Bankruptcy – no guarantee of success

By: Tim Gillespie  
International Representative



In my 30 plus years with American Airlines, I never imagined them filing for bankruptcy. American Airlines was considered a leader in the industry, they developed innovating business plans that worked and made money. For years they led the industry.

Employees were proud to work at American, and we made money; there were bonus checks for workers, not just executives. Profit sharing plans paid off during the good times and layoffs descended on employees during the lean. But intense competition from low cost carriers was the beginning of the end for most of the legacy carriers, including American.

In this century alone, airlines suffered financially in many detrimental ways, all of which had devastating effects on their profitability. The terror attacks on 9/11 were the first, followed by a downward spiral of the economy. Fuel prices and unpredictable weather events around the world added to the instability. Hurricanes, earthquakes and volcanic ash clouds cost the airlines billions of dollars in lost revenue. Continued attempts to blow up airplanes kept everyone on edge and still do. And, the Transportation Security Administration airport security screenings make flying anywhere about as much fun as a root canal on your birthday.

That said, our members and our customers, have suffered tremendous hardships as a result of unmanageable industry externalities. And, Americans business decisions.

All combined, they have negatively affected profitability and running a successful airline for the last 10 years.

Now, here we are – bankruptcy. It is an ugly experience. It's humiliating and demoralizing for employees. The choices in bankruptcy negotiations are few and not easily made. When this dreadful experience is over, some kind of healing has to take place.

If American does merge with U.S. Airways, other critical issues arise, like seniority, a major sticking point for union represented members and their families.

Bankruptcy wounds are slow healers and if history proves anything at all, so are airline mergers. Journalist Douglas A. McIntyre wrote an article in the *24/7 Wall Street* blog that said, "American Airlines will disappear in 2013 because of its inefficiency. It was the premier carrier in the United States for almost 30 years -- even surviving through periods when most other carriers went bankrupt."

I don't agree with him; but will American survive or fail like so many others? Bankruptcy is no guarantee of success.



## Congratulations to the Michael J. Quill Scholarship Winners

*Air Transport Division*

Christina Colon (Local 571)  
Jake M. Callahan (Local 563)  
Amanda D. Zessin (Local 563)  
Kim V. Weaver (Local 545)  
Sean T. Rowland (Local 501)  
Amanda H. Barahona (Local 568)  
Kallie A. Woodruff (Local 565)  
Anthony J. Cava (Local 567)  
Jake A. Kelly (Local 565)  
Estefania Saavedra (Local 555)

### Alternates:

Daniel A. Medina (Local 568)  
Travis R. Williams (Local 567)  
Emma F. Colangelo (Local 512)  
Weisam S. Ayoubi (Local 513)  
Andia D. Narcis (Local 568)  
Tyler J. Nunley (Local 541)  
Carly J. Danek (Local 512)

# Find **quick, easy savings** at our **NEW** Union Plus Coupon Center!

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The image shows three overlapping coupon cards. The top card is for Teleflora's Flower Club, offering a 20% discount on flowers and gifts. The middle card is for Avis Budget and Hertz, offering up to a 25% discount on car, van, and truck rentals. The bottom card is for AT&T, offering a 15% discount on the regular monthly rate for individual and family cell plans. Each card features the Union Plus logo and a 'PRINT COUPON' button.

**Save 20%** Teleflora's FLOWER CLUB  
on Flowers and Gifts!

**Save up to 25%**  
on car, van and truck rentals!

**Save 15%** at&t  
on the regular monthly rate for individual and family cell plans\*  
AT&T is the only unionized wireless service company!

\*Excludes additional lines for family plans, AT&T Unity plans and unlimited plans.  
The Union Discount FAN# is

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