

INSIDER



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NEW POLL SHOWS MANY AMERICANS ARE CONVINCED UNIONS ARE KEY TO IMPROVING WORKING CONDITIONS

O R G A N I Z I N G

WORKPLACE SAFETY IS KEY ISSUE IN UNION ORGANIZING, POLL FINDS

By Joyce E. Cutler

Workplace safety is the leading factor in a worker's decision to join a union, presaging a possible resurgence in organizing activity, according to a new poll by the Employment Law Alliance released Sept. 6. After safety, which was cited by 64 percent of respondents, the top reasons for workers seeking union representation were getting better benefits (cited by 60 percent), obtaining higher wages (57 percent), and increasing job security (54 percent).

The telephone survey of 1,000 people was conducted the weekend before Labor Day by Reed Group-Research.

Issues related to management and communication were less important to survey respondents, with 42 percent reporting improving conflict resolution as a reason for organizing, followed by lack of respect for employees (39 percent), poor communication with employees (34 percent), inconsistent discipline (33 percent), having a union representative speak to management on your behalf (31 percent), and managers playing favorites (29 percent).

Changing Perceptions

The America at Work survey results are "about 180 degrees the other way" from surveys conducted over the last 20 years in which management and human resource issues led to organizing, according to Stephen Hirschfeld, Employment Law Alliance chief executive officer and a labor attorney with Curiale Dellaverson Hirschfeld & Kraemer in San Francisco.

And the reasons for those changes, Hirschfeld told BNA, are as near as the headlines.

"If you look at what's happened in the last couple of years,



Stephen J. Hirschfeld

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there continues to be a lot of corporate ethics scandals; there's been a lot in the news about executives' power grabs like stock options, outsourcing to save benefits, and serious lapses in workplace safety," Hirschfeld said Sept. 6.

Workers believe that "the government doesn't seem all that interested in health and safety issues," and thus are

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"As a labor organization, we can make a difference if we get out the vote."

AIR TRANSPORT DIVISION DIRECTOR GARY YINGST

VOLUNTEER ACTIVISTS

Our last quarterly International Executive Board Meeting was held September 11 through September 15. During the five day session, we discussed our future not only as a Labor Union, but as citizens and voting members of this great nation. At the meeting, I reflected on the 2005 Convention and the Resolutions we collectively passed, particularly Resolution 7-Organizing and Growth, and Resolution 14 – Politics and Legislation. These two resolutions will affect our future as working men and women in the labor movement. I had to ask myself, what makes these Resolutions a reality and not just words on a sheet of paper. The answer was clearly participation – participation of our members and their desire to affect positive change for themselves and their families. The priorities of a workable structure, vision, and guidance come from the activist members who choose to make a difference. They determine the direction we are going and how we can accomplish getting there. Our Union's volunteers are so very

important to the success of our undertakings; nothing can be accomplished without them!

Presently, we are in the midst of the largest organizing drive in the airline industry – the representational campaign for Fleet Service and associated workers at Continental Airlines. I am proud to report that TWU Local 555, our Southwest Ramp Local, stepped up to the plate by providing many volunteer activists to assist in this vital campaign. Local 555 President, Charles Cerf,

in this election.

You may be asking yourself "What can I do to get involved?" Well, by the time you read this article there may be only a week or so left; we need more volunteer activists that can spend a few hours a week helping us with this campaign. If you have a friend or relative that works the ramp at Continental, please call them and ask them to vote.

This is a crucial period for members of the labor movement. In a few weeks, the Fall elections

will determine control of the U.S. Senate and the U.S. House of Representatives. Please make plans to vote in these elections. Organized labor has been under siege from politicians and legislators that cater to big business and their lobbyists that push corporate agendas through the political approval process. Let's try to elect politicians that create jobs and strengthen our

country, not outsource and bankrupt our nation. As a labor organization, we can make a difference, if we get out the vote, the results of which will determine the direction this country and organized labor are going to take.

Brothers and Sisters, lets be pro-active and vote in these two vitally important elections.

"This is a crucial period for members of the labor movement. In a few weeks, the Fall elections will determine control of the U.S. Senate and the U.S. House of Representatives."

the Officers and members of Local 555 have 29 members at various locations around the country pounding the pavement in a "get out the vote" campaign. Many of our 22 American Airlines Locals have provided activist volunteers in their respective cities, and they are talking to our future Brothers and Sisters working the ramp concerning the importance of voting

NEW OFFICES

FOR GROWING

LOCAL 556

Over a year ago, the Executive Board of TWU Local 556 began looking for a larger, and hopefully more modern office, for their growing membership. The old offices were located in a converted warehouse constructed in 1958 and were in need of repairs regularly. The Local had leased 5,000 square feet of the 7,600 square foot facility since 1996. The landlord who had purchased their existing space was only interested in selling the building at a grossly inflated price or negotiating significantly higher rent, while accepting little responsibility for repairs and maintenance of the building. The Executive Board began to investigate options to lease, lease-purchase, or purchase outright. They went to work exploring many locations and finally settled on seeking a lease-purchase option pending Membership approval.

Unfortunately, the owner of the original building, chosen by the previous Board, refused to negotiate in good faith. After a new Executive Board was elected, they agreed to withdraw a lease-purchase offer which would have included substantial renovation costs. Another site was located in a much newer building, that was a little further away from Love Field. Michael Massoni, 1st Vice President and Gayle Ross, Treasurer, negotiated an eight year lease with the owner that included many cost saving incentives for their local and that helped to finalize their choice. There is ample room for growth with over 6,500 square feet, all on one floor. Modern heating and air conditioning systems and the latest ergonomic



Visitors Work Center for SWA Flight Attendants

lighting made this office space selection a great choice. There are additional meeting rooms for holding Boards of Adjustment and Arbitration cases in the same office location. Previously, the Local would incur extra costs by having to lease rooms to hear those cases. The new office space contains private offices for the Grievance Staff, as well as cubicles for out of town Board Members who attend monthly Executive Board meetings. The Executive Board agreed to upgrade the 10 year old phone system to provide greater accessibility for the members. The old phone system was outdated technology and could not handle the

increased call volumes of such a large local. The move was completed in early August and the new offices are located about 1.5 miles west of Love Field at 7979 Brookriver Drive, Suite 750; not far from the intersection of Mockingbird Lane and Stemmons Freeway.

TWU Local 556 represents over 8,500 Flight Attendants at Southwest Airlines, including seven different domiciles; BWI, DAL, HOU, MCO, MDW, OAK, and PHX. As Southwest continues its expansion, Local 556 averages swearing in 70 new members each month. Presently, Local 556 is the largest local in the



(from left) Stacy Martin, Jerry McCrummen, Gary Drummond, Amye Thompson, Denny Sebesta, and Becky Parker



Catherine Rea - Grievance Staff

Air Transport Division. In late 2004 they negotiated and secured an industry leading contract for Flight Attendants after a lengthy hard fought campaign against a very successful airline.

Local 556 President, Thom McDaniel, and his Executive Board are preparing their members for the future. By placing an emphasis on education, union activism, communications, and organizing skills, they have acknowledged their members need for growth potential and job security. During the TWU International Convention last September, Thom was elected as a TWU International Vice President and is currently serving his third term as President of Local 556. Thom's goal as a union leader "is to build strength and solidarity of the Membership through involvement and activism for the good of all Flight Attendants and all working people."

The Officers and staff at Local 556 invite you to drop by their new digs. If you are in town on business or just in the neighborhood, come by and say hello.



Amy Montgomery - Receptionist



Front from left: Gary Gill - Catcher & 3rd Base, Neal Denicole - Right Field, Brett Houck - Official Bat Boy, Tom Pickle - Utility, and Fernando Gonzales - Utility

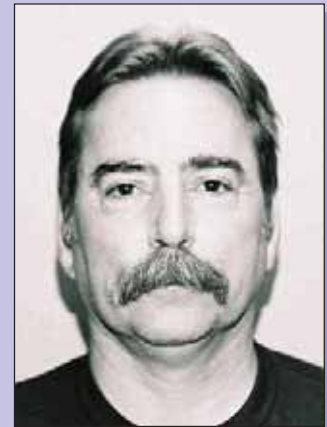
Back from left: John Brady - 3rd Base, Larry Corn - Pitcher, Chad Gillis - Short Stop, Jeff Milleville - 2nd Base, John Romero - Left Field, Hank Houck II (564 Mechanic) - Left Center, Dane Tribbett - Designated Hitter, Damion Ward - 1st Base, Willie Sosa - Right Center

LOCAL 502 MEMBERS WORKING TO BUILD UNITY WITH OTHER AIRPORT WORKERS

Submitted by: Sharon Polk - Recording Secretary Local 502

This past summer, members from TWU Local 502 in Los Angeles, representing Fleet Service Clerks at American Airlines, competed in a soft ball tournament against other airport workers from DHL, Quantas, America West, American Eagle, and the Airport Police Department. The TWU/AA team won the tournament! Fleet Service Clerk, Willie Sosa expressed his admiration of the players assembled to take on the others. John Romero was pulled out of retirement and was their secret weapon in winning the tournament. The tournament was lots of fun with many different employees showing support for their teams. Local 502's softball team looks forward to playing other TWU softball teams around the system. Way to go guys, congratulations.

"For those of you who just want to come to work and do your job, I suppose that's O.K, but let me put this thought in front of you. Where do you think this country would be if throughout history that is all anybody did? I'll tell you. We would all be bowing to the King and we would not be working on airplanes. I believe, if we don't challenge ourselves and others, we will never make any progress towards making things better for those that follow in our footsteps."



Chris Baker - 2nd VP - Local 530 - Kansas City



Tim McAninley
ATD-Communications Coordinator

TWO AMERICAN DREAMS

The American lifestyle that our parents and grandparents worked and sacrificed for is under assault. Their dream to raise a family and retire some day with a pension and health care benefits was something many generations have come to expect. Things have changed. There are thousands of immigrants arriving here daily; many of them have the same expectations too. They are not to blame. New immigrants, both legal and illegal, are in search of the same opportunities the early immigrants yearned for. Generations of immigrants have made the American dream a reality for so many. It was not an easy road to take. After all, they were just immigrants.

They took a chance that life would be better in America. They endured sixteen-hour shifts, some even longer, miserably unsafe working conditions and pitiful wages. There were no laws to protect the workers, no minimum wage, and no benefits like we have today. Many children were abused and forced to work in factories at the whims of greedy unscrupulous owners. Oftentimes the immigrant workers were or-

dered to bring their eldest son or daughter to work or they themselves would lose their jobs. These immigrants realized they were being exploited, but were torn between a job and their dignity - they needed a voice.

Working the extremely long shifts, they started to band together. They saw each other at work more than their loved ones at home. The time spent together was their ally and many knew certain work situations could be under their control by sticking together. There is strength in numbers. Over time, their demands for better wages and respect would come at a price. The early unions formed because of human exploitation, desperation and hopelessness. The workers ability to organize as a collective body - a union - was their only voice. It was a brutally bloody time for many union members and their families. Workers were threatened with retaliation, blackmailed, kidnapped, deported, beaten and some were murdered.

As the organized labor struggle evolved many immigrant workers became citizens, and a few became active in law and politics. The importance of a good education was becoming obvious to many. The laws protected the wealthy business owners and their constituents; businessmen and politicians had all the money and power. The workers began to realize how political power drove the legislation that would affect them. The cards were stacked against them. People were speak-

ing out in protest and became involved because they wanted change; labor was growing its legs and finding its voice. Much of the early worker friendly, anti-trust legislation, was passed during the administration of then President Theodore Roosevelt (1901-1909). There were other workers, however, that joined the ranks of the corrupt politicians selling their integrity for a dollar or a position of prominence. Over the last seventy years, most Americans have benefited from organized labor's early struggles for equality and respect on the job. The new immigrant union members had sacrificed for the generations that would follow. Union negotiated health plans, pensions, vacations,

paid sick time, and annual pay increases raised the bar for all - immigrants, legal and illegal and citizens - union and non-union alike.

Today, many baby-boomer citizens in the U.S.A. are fearfully approaching their retirement years. They are

disgusted with the thought of having to work longer than they had anticipated or not being able to retire at all. Their retirement dreams are vanishing with every bankruptcy, outsourced job, and company defaulted pension plan. With the ever increasing cost of living, exorbitant medical costs, and escalating crime rate, they have good reason to be alarmed. Will their Social Security checks be enough to take care of them? Will they even have one? What about their pensions? Will they be there when the time comes?



There are millions of Americans who live day to day and are desperate and struggling. There are only so many ways to stretch a dollar and that is a challenge for many families.

This country is comprised of immigrants - past and present. Immigrants continue coming to this country, both legally and illegally. Most of them are still willing to take any job offered, much like our forefathers had done. Many of our forefathers arrived here illegally too; just ask a Native American about that. The U.S. borders are finally getting the scrutiny they deserve, but that should have been happening years ago, long before 9/11. Immigration is a good thing and should be a fair and calculated process, not a free-for-all. Our country's immigration laws and policies have not been enforced, and that makes them ineffective. This political charade harms both the citizens of this country and the legal immigrant applicants that have completed the required criteria to legally enter and work here. Many of them eventually become proud U.S. citizens.

The influx of today's immigrants is from the Middle East, Africa, Central America and Mexico. Their dream is still pos-

sible; they just want to get here. Our American free market system provides many opportunities for those willing to work. The new immigrants take jobs that cannot be outsourced and that most American citizens are unwilling to do. Some companies, however, have started a new trend by in-



Enron CEO, Kenneth Lay

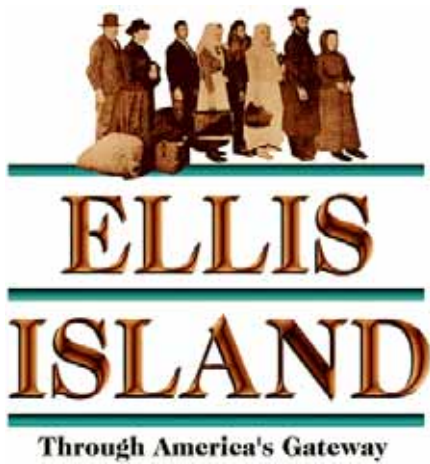
sourcing immigrants to higher paying, skilled, technical jobs, but they are often paid less and offered fewer benefits than American citizens. The companies that hire these immigrants are seeking cheap labor, with minimum liability for the company. That equates to major cost savings and higher

returns for their shareholders and continued exploitation of the immigrants. Most of them do not realize they are being exploited. Just getting to this country is one step closer to realizing their dream. But today, many an American's dream of retirement has been shattered.

How could this happen? For starters, corporations and the men who run them have run amok. Companies like Enron, WorldCom, and Health South have given new meaning to the term "obscene greed." The majority of legal business statutes in this country still favor corporate entities. Corporate businessmen are connected to a politician somehow. Organized labor has lost ground compared to those early years. Legislation today has hammered worker's rights and benefits to the point of collapse. With the aid of bankruptcy laws, corporate America and its ruthless politicians are on a roll. There are countless political scandals too, like Jack Abramoff, and others. Congressional investigations are exposing the greedy businessman and their corrupt political connections. There are many in Congress who share the blame. Bribery, conspiracy, and fraud seem to be there forte. Both political par-



Ellis Island - New York



ties are involved, Democrats and Republicans alike. They should be held accountable. This year alone, House Majority Leader Tom Delay R-22nd- Texas, stepped down because of an ongoing investigation and Randall "Duke" Cunningham R-50th - California, left office in disgrace. Duke is a decorated veteran of the Vietnam War and an "Ace" fighter pilot who was highly regarded by his peers. Cunningham is presently serving an eight year sentence in jail. House of Representative William J. Jefferson D-2nd - Louisiana also came under investigation this year. Some will say that a free market system provides many business opportunities, but at whose expense? Look at the fraud uncovered within FEMA and the hurricane Katrina debacle. Do today's new immigrants know what they are in for?

The aspiring global economy lures American corporations to foreign shores with an unlimited amount of cheap labor and minimal governmental interference. Does China have to deal with the EPA or OSHA? That is one example of why corporations find it so lucrative to do business abroad, exploiting their workers is the other. Meanwhile, corporate profits soar. The emerging third-world economies offer these two dynamics for U.S. corporations,

and the investor/owners that are willing to take the risk. Our country was like that once too. In the last ten years here at home, Corporate America has declared that wages and governmental regulations have "topped out." They go overseas for cheap labor and unimpeded profits. Today our trade deficit is over 65 billion dollars. If the CEO's can't outsource the operation, they file for bankruptcy and cut jobs, workers wages and benefits, while protecting their own.

While thousands of companies have done away with respectable paying jobs with benefits, those affected are forced to take almost anything to pay the bills. A tremendous shift has occurred in our country, and it may be a long time before it can be reversed. It can't be reversed without the labor movement and its members becoming politically active. In the past, labor unions helped workers and their families keep up with inflation through higher salaries and improved benefits. Trying to maintain the status quo today is tremendously challenging, if not impossible, because of bankruptcies and the

rampant outsourcing of quality jobs. All of this has an adverse effect on our cost of living. Now a worker's future is at the mercy of the politicians, courts, CEO's, and their Boards of Directors. Our American dream is in jeopardy because of a number of reasons. It began nearly thirty years ago with a designed political paralysis that propagates unethical business practices. While almost nothing is being accomplished in Washington D.C., the corporate profiteering continues. This paralysis is good for business and bad for consumers, taxpayers, and employees. The next generation of Americans may be tomorrow's new immigrants forced to look abroad for a better way of life.

The rush to embrace a global economy led to a paradigm shift in the way corporations compete. Our government was negligent and foolhardy by not fully understanding the consequences to our own economy. Creating jobs here at home provides money to run our government and build infrastructure, while keeping taxes in check. Worker's payroll taxes fund the Social Security system. The results are sobering and have

(cont. page 11)





*Linda Dill - Reporter
Air Transport Division*

RECOGNIZING OUR STOCK CLERKS

I would like to take a moment and share with you my experience as a Stores Clerk. They are a group of TWU members that are seldom seen by their co-workers or the flying public. Our Stores/Stock Clerks perform a pivotal role in an airlines daily operation. Some of their co-workers know the value they bring to the operation while others do not.

The Stores/Stock Clerks perform many assorted jobs such as shipping, receiving, unpacking, checking, storage, and tracking merchandise and materials. They

keep important records on items entering or leaving the stockroom and inspect for damaged goods. They sort, organize, and mark various parts and supplies with identifying codes. In some stations, Stock Clerks use hand-held electronic scanners that are connected to computers and keep inventories accurately up to date. This allows for tracking of costly parts and timely re-order of those parts. The system



they use allows for expedited location and delivery of AOG's parts (Aircraft on Ground). Timely delivery of AOG parts is critical to an airline's operation. Stock Clerks receive inbound inventory and stock shelves and racks. They are trained to operate a forklift and stacker system safely, and to recognize fire safety and chemical hazards.

Some Stock Clerks require a CDL (Commercial Drivers License) to do their jobs. They operate, load and unload 18-wheeler trucks. Some trucks carry aircraft engines and assorted maintenance parts. Stock Clerks store smaller materials in bins and larger items on pallet racks and shelves.

Working conditions will vary considerably by work location. Most jobs for Stock Clerks can involve duties that include heavy lifting of up to 50 lbs, bending, stooping, carrying and pulling stock items. They operate motorized vehicles and manual pallet jacks in confined areas. Some can weigh up to 1 1/2 tons. They work in extremely challenging areas that are dusty, noisy and may contain toxic chemicals that require them to

wear protective gear. They also identify company part numbers, invoice bill of lading, and shipper numbers as required. Stock Clerks must be able to operate standard transmission vehicles that include various trucks, vans,

tractors, and forklifts. New Stock Clerks usually learn the job by working closely with an experienced senior co-worker or Crew Chief. The company provides training lessons and mandatory recurrent training yearly. The laws governing the shipment of goods are always changing and Stock Clerks have to be in compliance with the latest revisions. Physical strength, stamina, good eyesight, and an ability to work repetitive tasks, sometimes under pressure, are important character-

istics. On the job training in the use of automated equipment, if done properly, works best. As our occupation becomes more automated, workers may need more time and



training to master the new equipment. Stock Clerks held about 1.6 million jobs in 2004. Employment prospects for Stock Clerks are projected to decline through 2014, mainly due to advances in automation and technology. Numerous job openings will occur each year to replace those who transfer to other jobs or leave the labor force. The human element will always be necessary regardless of the advances of automated warehouse machinery. Many exciting improvements are happening in Supply for Stock Clerks today. Several great ideas have come from our own members, and some of those ideas have made our jobs easier and more efficient.

I have been a Stock Clerk for 20 years at American Airlines. I remember hiring on, working side by side with stock clerks that had 20 - 30 years seniority. WOW! Working at a company that long and in the same job title! Well, I

did it, and I am very proud. The pride I have in my job title is well earned. These intelligent, upbeat individuals are amazing at adapting to all work environments. I firmly believe that Stores and Stock Clerks represented by the TWU are an integral part of any



airlines operation. We work in all kinds of weather to ensure correct delivery of parts. We build kits for our Mechanics to get their jobs done and the aircraft back in the air. I could go on and on, but the real story is the TWU members, who have faced adversity in a changing industry and succeeded.

It is all about working together. No job title is any more special than another with TWU members. We work as a team and our solidarity binds us together. So the next time a Stock Clerk hands you a part, delivers an engine, provides you a tool, or finds that elusive "rotatable part," tell 'em Good Job!

Thank you to all our Stock Clerks out there, keep up the excellent work you perform, 24/7!



(cont. from cover - Organizing)

looking to someone else to help, he added.

The sentiment is coming from both union members and nonunion employees surveyed. Sixty-one percent of survey respondents never belonged to a union, 22 percent are former union members, and 17 percent are current members.

Given the increasing numbers of corporate scandals, outsourcing, safety concerns, and the fact that 40 percent of responding Americans say unions have had a substantial impact on improving the working conditions of the average worker, it is logical to conclude that employees may be looking to unions, Hirschfeld said.

Increasing Interest in Unions

Hirschfeld warned that employers "really need to wake up and understand if they don't take these issues seriously and proactively, they are vulnerable to union activity. I think it's particularly true even in Silicon Valley," where the conventional wisdom is that the independent-minded technology workers were not interested in unions. "I certainly have seen the last few years a dramatic increase in unions' interest in trying to organize white-collar workers. They're higher paid. Some of that has to do with an issue of job security. There's a perception among white-collar jobs that if we don't band together our jobs might" be outsourced, Hirschfeld said.

Hirschfeld credited companies with effectively responding to human resource issues such as respect, communications, and discipline in part for the changing reasons why workers would join a union.

Even with the favorable perceptions, more than a third of

respondents strongly agree that unions need to spend more time organizing and less time on electoral politics, the survey said.

Those living in the West are more likely to agree that organizing should take precedence over politics (43 percent) than those living in the South (32 percent). Union members are more likely than former union members and those who have never belonged to a union to believe that unions really care about improving working conditions of American workers, the survey found.

One-third of American workers surveyed strongly agree that high union wages are at least partly responsible for forcing companies to outsource jobs overseas, and 28 percent strongly agree that union-initiated work rules and procedures are at least partly responsible for forcing companies to outsource jobs overseas.

One quarter of those surveyed said if more American companies were unionized, wage rates would be higher and this would attract more Americans to apply for jobs currently held by illegal immigrants, the survey found. Current union members are more likely than nonmembers to believe higher unionization rates would mean higher wages for such jobs.

Union membership is significantly higher in the Midwest (21 percent), the West (20 percent), and Northeast (19 percent), than in the South (10 percent), the survey found. The Midwest and Northwest have higher percentages of past union membership, at 28 percent each, than in the South, where 14 percent are former union members, the survey said.

The Employment Law Alliance is a network of 3,000 management lawyers in 50 states and 75 countries.



David Moses
Air Transport Division

TECHNOLOGY TODAY

Computers are the dumbest things in the world, yet they can do many magnificent things. This is what I normally tell people who are novice computer users. The computer illiterate are rapidly becoming fewer and fewer in today's environment. The burgeoning of a computer savvy society is causing those who are lacking in basic computer skills to shy away from learning for fear of being exposed as unintelligent - this is unfortunate. I know many highly intelligent people who do not know the first thing about a computer. One's computer skills in no way correlates directly to one's astuteness.

What makes a computer so dumb is the fact that it is just a machine carrying out preprogrammed instructions. From the very beginning, human beings have been the ones who have input all those instructions. Over time, computers have become more powerful, yet it is people (aka. programmers) who tell it what to do. What makes a computer appear to be smart is the fact that it can carry out millions of these instructions per second. The point is, your computer still relies on instructions created by

thousands of programmers which have taken many years to input. If one of the multitudes of instructions is given at the wrong time, the poor user is usually faced with a frozen screen, unresponsive mouse, or the infamous "Blue Screen of Death."

If you think about computers in this way, it is hard to feel intimidated by them. Learning how to use a computer is not difficult. Like all things, it does require a certain level of commitment, dedication, and patience in order to become proficient. The biggest mistake most people make is to not gain a thorough understanding of basic computer skills.

Basic computer knowledge is key in developing a full understanding of computers. I have known many people who are very capable with one or two software applications, yet lack any other computer skills when faced with a situation outside their normal user experience. Had these individuals taken the time to learn some basic computer skills, they would be better equipped to deal with anomalies when they arise. When one begins to learn a musical instrument, the first steps most instructors focus on are the basics. How well the student masters the

basics, more often than not, translates into how well they can ultimately play.

My advice to new computer users is to make a commitment to learn the basics before tackling more specialized software programs. The most important area for a novice user is file and data management. Your computer is like a large walk-in closet; if you do not have a systematic way of managing your data, you will forever be misplacing, searching, or losing your data.

If you are one of those who feel intimidated to ask others for fear of being labeled as "computer illiterate," there are many books available today that will teach you the basics. In addition, many community colleges and electronics stores offer this training.

For those who have developed their skills in specific areas, yet are lacking in some of the basics, my advice is to begin applying some of the same dedication you had when learning those applications. You will find that once you have grasped a complete understanding of a computer, many of the things that were once a cause of frustration will be eliminated.





HELP WOUNDED VETERANS

Severely injured service men and women and their spouses are seeing doors open to meaningful civilian careers thanks to a partnership between the Department of Defense's Military Severely Injured Center and Military.com which are co-sponsors of "Hiring Heroes." Through regional job fairs, Hiring Heroes helps connect service members with Department of Defense and other federal agencies, as well as civilian companies, that have significant positions to fill. For more information about upcoming Hiring Heroes events, contact Karen Hannah, the Hiring Heroes program manager, at 1-888-363-4872 or by e-mailing her at:

karen.hannah@cpms.osd.mil

VETERANS DAY NOVEMBER 11, 2006

Many TWU Locals have established Veterans Committees that assist those in need. Do you know of a business that can help by hiring a wounded veteran? Call your Local Veterans Committee Chairman and find out how you too can help.

Please remember these brave men and women deserve our help.

(cont. from page 7 - Two American Dreams) taken a sizeable toll. Senior citizens who are on fixed incomes can't afford the prescription medications they need. The American middle class is evaporating. Inflation and unemployment indexes are rising. The national debt, now over 7.5 trillion dollars, could have future generations living at or near poverty levels.

Are we headed backward, back to the late 1890's? Can labor unions in this country stop the hemorrhaging of wages, jobs and benefits?

Organized labor is in the fight of their life right now; they are battling companies and politicians trying to hang on to everything

they can. Can organized labor embrace a need for change and help organize today's immigrants? Many of today's immigrants will become tomorrow's union members. Their struggle today is much the same as our forefathers.

The upcoming Fall elections are an opportunity that many citizens originally came to this country for – the right to vote. Please don't ignore that valuable right. The politicians, judges and CEO's should be put on notice, that working men and women

have had enough. You can help keep your families dreams alive by voting in your local elections this November.



For more information visit:
www.twuatd.org



INFO-LINKS:

WWW.TWUATD.ORG

WWW.UNIONPLUS.ORG

WWW.AFLCIO.ORG

WWW.PBGC.GOV

WWW.PBS.ORG

WWW.FAA.GOV

WWW.TTD.ORG

WWW.TWU.ORG

Air Transport Division Staff

Gary Yingst	Int'l VP, ATD Director
Mike Bakalo	Int'l Adm. VP
Garry Drummond	Int'l VP
Joe Gordon	Int'l Rep.
John Conley	Int'l Rep.
Bobby Gless	Int'l Rep.
Tim Gillespie	Int'l Rep.
Gary Shults	Int'l Rep.
Cindy Dunson	Executive Scty.
Karen Avants	LTD Rep.
LeeAnn Hartness	Secretary
Cara Steelman	Clerk