

Brothers and Sisters of District 7,

I submit my name for consideration to be your next **District 7 Representative** and primary advocate on our Union's Local Executive Board. For those of you who do not know me, I started with the Company on August 1st, 1999. I am married with 5 children. My first born Dillon sadly passed away when he was only five, back in 2003. My other children are Zach (21), Collin (16), Elsa (5) and Oliver (4). Also important to note, my amazing wife Melissa has embraced our cause and is happy to hold down the fort whenever travel is necessary to perform the necessary duties in representation of our District. I have served as a **Captain to our local AFL-CIO**, have been an **Alternate Station Representative**, an **Alternate District Representative** and the **Arbitration Consultant** for the Union grievance staff. In 2016, I was proudly elected to be your **Vice President** but unfortunately lost a very close election for 1st Vice President in 2018. Following my return to the RNO Ramp, I became the elected **RNO Station Rep** in 2019. I have, personally, been through every aspect of the grievance process (through my own termination which was overturned with full back pay and overtime) and have represented brothers and sisters (throughout the system) their own terminations, disciplinary proceedings and contractual disputes with the Company.

I believe the District Representative should be visiting stations regularly and getting a chance to engage members on a personal level, while providing support to your elected station reps in their defense of your contractual rights. Union leaders need to hear from members just as much as members need to hear from Union leaders. I have presented system boards, med/arbs and arbitrations and have written over fifty post arbitration briefs for the Union. I have been active in the Union since 2003, and have a habit of taking calls at any hour of the day (even while on vacation). My professional training comes via an American Bar certified Paralegal course. My background in Paralegal studies makes me a candidate who can use legal training to identify and frame contractual issues and stand toe to toe with the Company Labor Relations Managers, Southwest General Counsel and Outside Counsel (I've beaten Company advocates from each group).

Our Union needs to establish culture and loyalty to counter that of the Company. I intend to put District 7 at the forefront of such an effort. The Company bombards us daily with their information via the break room propaganda screens. I have organized and assisted Facebook group pages to help educate and inform members over the last couple of years and I'm anxious to work with the upcoming board, the education & negotiating committees and whoever is selected to be our Communications Director. I was responsible for the creation of the **Negotiations Suggestions button** on the Union website during my time on the Board. I now have a vision for a 555 app that would feature interactive and annotated contractual articles & interpretations as well as optional push notification communications for the membership. We need to find ways to increase member participation outside of the grievance process. Increased member participation translates to better election turnout which will directly impact leverage for our negotiators. **We need leadership that will emphasize communication, embrace technology and be present in their roles both in person and online** in order to achieve this. I have previously walked picket lines in RNO, LAS, PHX, HOU & DAL. I not only bring the most dedication towards the job itself (and towards bringing our local into the 21st century), but I also bring the most extensive resume of any candidate for the position.

CORT HEYWOOD
for
DISTRICT 7 REPRESENTATIVE



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