



TWA Museum at 10 Richards Road, Kansas City, Missouri 64116



The TWA Archives Department
Preserving our Legacy – Sharing Our Past

Dear Friend,

It's been said that to see the light in front of you, sometimes you have to take a look back. The following document was scanned courtesy of the Archives Department of the TWA Museum at 10 Richards Road in Kansas City, Missouri. The mission of the TWA Museum is to provide information to the public emphasizing the story, history and importance of the major role TWA played in pioneering commercial aviation. From the birth of airmail to the inception of passenger air travel, to the post-WWII era of global route expansion, TWA led the way for 75 years.

It is with great pleasure that we present to you a treasure from the Archives Library in PDF format. Be aware that most of our original print versions are several years old, thus you may notice some wear, page markups, folding, etc. We've tried to enhance the documents as best as we could, and we hope that you will be pleased.

In order to continue our great work, please consider a donation. The TWA Museum at 10 Richards Road is a non-profit 501(c)3 organization and all donations are tax deductible. If you would like to make a monetary donation, please send it to:

TWA Museum
10 NW Richards Road Suite 110
Kansas City, MO 64116

If you would like to make a TWA memorabilia donation: TWA memorabilia donations are very important to us and we thank you for your generosity. At the present time we have limited space in the Archive Department and currently that space is filled to capacity. Because of this temporary situation the TWA Museum request that all TWA memorabilia donations be put on hold until we can process the items we already have on hand. However, please feel free to email us a list, along with any information or photos, of your TWA memorabilia items and we will gladly review them as time permits us. If your donation items are then selected for further review by our archivist, you will be contacted by the museum at a later date. Please, No walk in donations at this time. Thank you for your consideration.

Sincerely,

Carol Emert, Archivist
Zana Allen and the many Archives Department volunteers
www.twamuseumat10richardsroad.org
twamuseum@gmail.com
816-234-1011



Fly the Finest...

FLY TWA
TRANS WORLD AIRLINES
U.S.A. · EUROPE · AFRICA · ASIA

WELCOME
ABOARD!



YOUR NEW JOB
with

TWA
TRANS WORLD AIRLINES

WELCOME ABOARD!

It is a pleasure to welcome you to TWA.

Our company spans half the globe, serving the traveling public from California across the United States to the Far East, and our people will be found in offices throughout the entire world.

TWA, therefore, is a wide-spread organization with many thousand employees; yet it is not so big that the importance of the individual is forgotten. We have a personal interest in you and your problems. The happiness and satisfaction you find in your work is important to us. Above all, we want you to feel at home with TWA.

I hope you will enjoy being with us and I wish you every success in your new job.

Sincerely,

A handwritten signature in dark ink, appearing to read "R. S. Damon". The signature is fluid and cursive, with a long, sweeping tail on the final letter.

R. S. DAMON
President

FOREWORD

This booklet is presented to give you a general understanding of TWA and its policies. It will aid you in recognizing the cooperative relationships which are maintained throughout our organization.

Read this booklet through and keep it handy for it will be a source of general information which you will find useful in your future relationships with the company.

During your first few days here you will become acquainted with many new people and many new things. Because all the older employees remember that they were new employees once, they will make every effort to make you feel welcome. Your supervisor will be glad to answer all your questions and help you to learn your new job as rapidly as possible.

Some groups of employees in the company have entered into collective bargaining agreements through their union representatives. Each of these agreements establishes certain rules and working conditions. Some of these agreements have different working rules from those set forth in this booklet. Any employee in a group subject to the provisions of a collective bargaining agreement should be familiar with the provisions of the agreement which applies to him.

In general, the following information applies to every employee, unless a collective bargaining agreement under which he works specifies to the contrary.

This booklet will give you a source of information concerning the company's policies and regulations as they are now. However, it will be to your advantage to know the changes that may take place from time to time. These will appear in the TWA newspaper, the SKYLINER, and in the company manual which your supervisor will make available to you on your request.

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Kansas City, Mo.
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TABLE OF CONTENTS

Paydays and Paychecks	1
Your Salary Scale	2
Payroll Deductions	3
Hours of Work	4
Trial Period	5
Promotion and Transfer	6
Vacations and Holidays	7
Free and Reduced Rate Transportation	8
Employees' Insurance Plans	9
Employee Suggestion Plan	10
Employee Publication	11
TWA Club Credit Union	11
Sick Leave Benefits	12
Leave of Absence	13
Service Pins	16
Retirement Plan	17
Time Reserve Plan	18
Safety	18
TWA Employees' Club	19
Military Leave	20
Things to Remember About . . .	
. . . Appearance and Conduct, Absence and Tardiness	21
. . . Personal Mail and Telephone Calls, Change of Address	22
. . . Company Rights and Property	23
. . . Soliciting	24
Rules and Regulations	24
Questions and Complaints	27
The TWA Story, a Brief History of the Company	28

Illustrated By
Emerson Goff — Steve Lispi

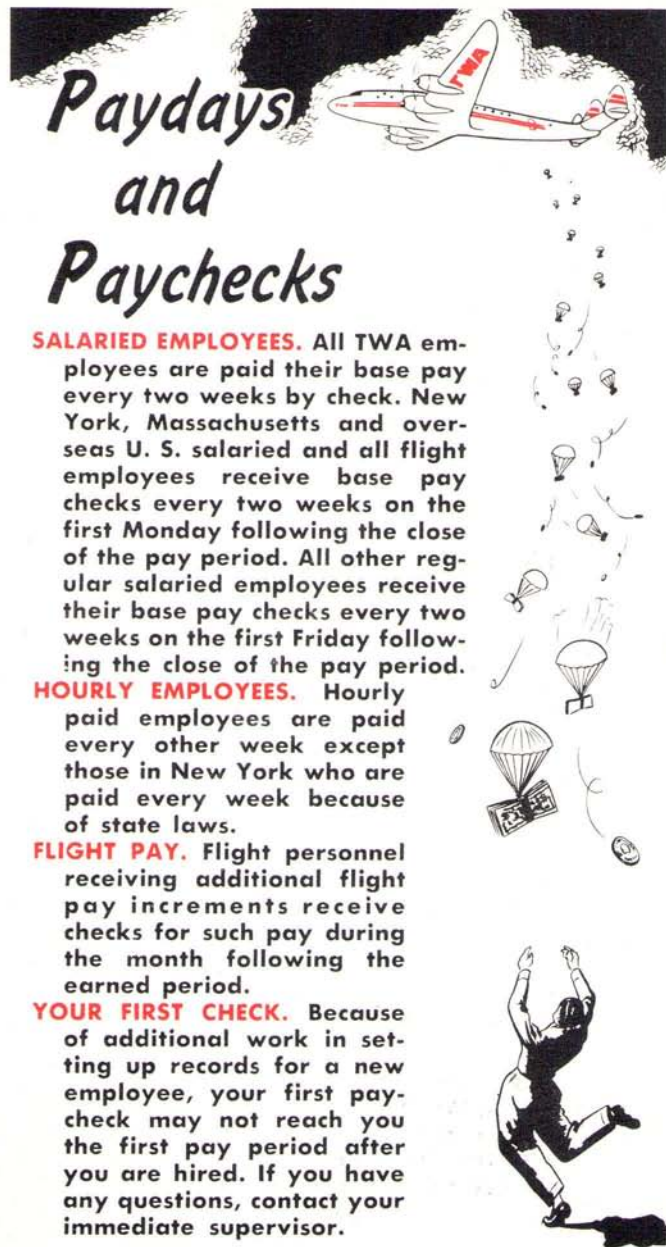
Paydays and Paychecks

SALARIED EMPLOYEES. All TWA employees are paid their base pay every two weeks by check. New York, Massachusetts and overseas U. S. salaried and all flight employees receive base pay checks every two weeks on the first Monday following the close of the pay period. All other regular salaried employees receive their base pay checks every two weeks on the first Friday following the close of the pay period.

HOURLY EMPLOYEES. Hourly paid employees are paid every other week except those in New York who are paid every week because of state laws.

FLIGHT PAY. Flight personnel receiving additional flight pay increments receive checks for such pay during the month following the earned period.

YOUR FIRST CHECK. Because of additional work in setting up records for a new employee, your first paycheck may not reach you the first pay period after you are hired. If you have any questions, contact your immediate supervisor.



Your Salary Scale



EVALUATION. Positions have been carefully evaluated according to their duties. Salary ranges are established in proportion to those duties.

FIRST INCREASE. If you are a non-supervisory employee, after six months of satisfactory service you will receive a service increase for your position. After the completion of one year and for each year thereafter in that position you will receive a service increase up to the maximum of the salary range established for that job.

MERIT INCREASES. After you are hired, your performance will be reviewed by your supervisor semi-annually. If your work is outstanding you may be given consideration for a merit increase after six months' service and thereafter on your anniversary date.

TIME CARDS. If you are an hourly-paid employee, you will be shown by your supervisor how and where to pick up your time card and how to use it.

COLLECTIVE For employees covered by collective bargaining agreements the rates of pay and schedules of increases are in accordance with the agreement covering the job and are set out in the agreement.



There are certain payroll deductions which will appear on your check stub. You should have this stub to assist you in your income tax returns. It contains the details of your pay deductions.

REQUIRED BY LAW. Deductions required by law are those for:

- Social Security Tax
- Income Withholding Tax

AUTHORIZED BY YOU. Other deductions which you may authorize may include:

- Group Insurance Premiums
- Retirement Contributions
- Credit Union Savings and Loans
- U. S. Savings Bonds
- Purchase of Required Uniforms
- Certain Charity Contributions





WE FLY
**Around
the
Clock!**

YOUR WORKING

For most employees the normal work week is 40 hours. Air transportation, of course, is a 24-hour operation, 365 days per year. This means that many employees' regular work hours will be in the evening and at night and their regular days off other than Saturday and Sunday. Flight crews normally fly a certain number of hours during a given period.

OVERTIME. Sometimes it may be necessary to work overtime. When this occurs, you may receive your regular rate of pay plus the overtime rate applicable, or you may be given compensating time off with your supervisor's permission. Overtime normally begins after 8 hours' work or on the sixth or seventh day of work.

SHIFT PREMIUMS. The company pays a shift premium in addition to regular base pay for office and ground employees who regularly work any shift other than the normal day shift. You may work one shift regularly or you may be required to rotate shifts depending upon the nature of your work.

Trial Period...



TESTING! TESTING! After satisfactorily completing your first six months you are considered a regular member of the company. (Certain technical positions require longer.)

AFTER SIX MONTHS. Completion of your first six months entitles you to such privileges as:

- Service Pay Increase
- Sick Leave Benefits
- Vacation Benefits
- Free and Reduced Rate Transportation
- And Others



Promotions



BETTER JOBS. When better jobs are open within the company, it is TWA's policy to make every effort to fill these positions by promotions from within our own ranks.

Checking our past records shows that more than 90% of our present supervisors have progressed to these positions through promotions within TWA. If you have special skills or interests, it will be to your advantage to let your supervisor and your regional Industrial Relations office know about them.

PERFORMANCE REVIEW. To assist in the selection of employees for promotion and to help place the employee on the proper job, each individual's performance is reviewed periodically.



Transfers If you should desire a transfer from one department to another or from one city to another, it will be to the advantage of both you and TWA if you discuss this with your supervisor.

FAMILY EXPENSES. If you transfer at your own request, you will have to take care of your own expenses but TWA will furnish you with subject-to-space transportation. If TWA asks you to transfer at any time, the company will allow you and your family certain expenses.



Vacations

and holidays



TWO WEEKS. All employees are eligible for annual paid vacations based on number of months worked during the preceding calendar year. An employee must complete at least six months of service to be eligible. Vacation time is normally based on one day for each month worked in the preceding calendar year, not to exceed 10 work days for employees with less than 10 years' service.



AFTER 10 YEARS. Employees who complete 10 years' service are entitled to 11 days vacation the following calendar year, with one additional day each year thereafter to a maximum of 15 work days or three weeks' vacation the year after their 14th anniversary.



CAN'T STACK UP. Vacations must be taken during the calendar year in which they are due.

HOLIDAYS. The following paid holidays are recognized by the company for office and ground employees in the U. S.:



- New Year's Day
- Washington's Birthday
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

If you work on the holiday you will receive overtime pay.

Passes

**FREE AND
REDUCED RATE
TRANSPORTATION**



FOR YOU AND FAMILY. After you have completed six months with the company you will be eligible for a generous number of free passes during the calendar year. These may be used by you, your parents or your spouse (allotments are also made for each child) for round-trip transportation between any two points on TWA routes in the U. S. Overseas employees use their passes on overseas routes.



PASSES NON-POSITIVE. Your free transportation is subject to available space (non-positive)—so as not to displace a paying passenger. Your passes may not be accumulated from one year to the next and can only be used in the year authorized.

OTHER AIRLINES. We also have arrangements with many other U. S. airlines for use of free transportation over their routes.

REDUCED FARES. Company employees may purchase positive TWA transportation at half the regular published fare.

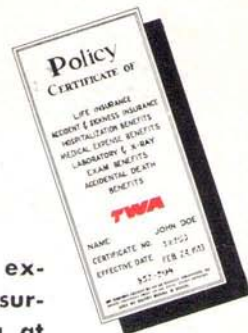
MORE WITH SERVICE. After you have been with TWA a greater length of time, the number of passes you receive increases each year. Overseas passes also are available after 10 years' service.

EMERGENCIES. You, and your eligible family members, may be authorized free passes when there is an emergency involving certain members of your family.

EMPLOYEES'

Insurance

PLANS



GROUP POLICY. TWA has an excellent employee Group Insurance plan available to you at a nominal cost. Life insurance, accident and sickness insurance; medical expense benefits; and family catastrophe insurance are available to you under this plan. Your family members are also eligible for certain hospital and surgical expense benefits. Premium rates and benefits are based upon your salary.



SEE INSURANCE BOOKLET. More specific information on the plan may be obtained from the insurance booklet which you have received.

PROTECTION WHILE TRAVELING. If you are required to fly on company business, TWA will cover you under a master insurance policy if you hold an annual company business pass or allow you to secure air insurance at no cost to you if you travel on a company business trip pass.



Suggestion PLAN



CASH AWARDS. Your ideas and suggestions about improvements or changes in TWA may be of value to the company and can be brought to the attention of TWA management through the Employees' Suggestion Plan. If your suggestion meets the rules of the plan, you may be eligible for a cash award of from \$10.00 to \$1000. The company welcomes your ideas and urges you to use the Suggestion Plan.

IDEAS FOR IMPROVEMENT.

A suggestion is an idea for improvement in TWA or in your job and may bring about:

- Increased Safety
- Improved Service
- Added Revenue
- Reduced Costs
- Improved Personnel Relations
- Improved Public Relations

BLANKS AVAILABLE. General rules of the plan may be found on the Suggestion blanks available in all offices and shops.

NO LIMIT. Send in as many ideas as many times as you feel they would benefit TWA. Every suggestion is given individual attention.



COMPANY NEWS. Latest company developments and personalized news stories about employees over the entire TWA system are published weekly in the company's employee newspaper, the SKYLINER. The SKYLINER has complete coverage because local field editors report the news from their stations or departments.

TWA Club Credit Union

The company does not own or operate the Credit Union but it does encourage its employees to practice thrift and cooperates by arranging for salary deductions payable to the Credit Union at the employee's request.

U. S. TWAERS ELIGIBLE. All U. S. national employees and their immediate families are eligible for membership.

START SAVING NOW. You may begin to save immediately with payroll deductions. After three months you are eligible to

make a loan. Rates of interest on loans are lower than can generally be secured elsewhere.



SHARE IN EARNINGS. All members share in the earnings as well as having the privilege of borrowing at reasonable rates.

There is a Credit Union Representative at Your Location



Sick Leave

BENEFITS

FOR ILLNESS OR INJURY. After you complete six months of continuous service and it is necessary for you to be absent from your job because of serious illness or injury, you will be granted sick leave at your regular pay. Our sick leave plan is like a credit and debit account—you build up a credit for each month of service and the number of days taken off for illness is deducted from your credit.

ONE DAY PER MONTH. Sick leave credits accrue at the rate of one work day for each month you are with TWA up to a maximum of 60 work days.

AFTER THREE YEARS. If you are absent from work during your first three years because of sickness or injury, you may receive pay for any days you are absent after the first three days. After three years you will be entitled to pay for absence for sickness beginning the first day.

DURING VACATIONS. If you become ill while on a vacation or on a holiday, your sick leave pay will not begin until after your holiday or vacation is over.

NOTIFY SUPERVISOR. In any event, always notify your supervisor as soon as possible if you are unable to report for work because of sickness or injury.



Leave of Absence



REQUEST IN ADVANCE. If it becomes necessary for you to be away from your work for an unusual length of time, write to your supervisor ahead of time, stating the reasons for requesting a leave of absence and the length of leave that you desire.

ELIGIBLE AFTER SIX MONTHS. You may be eligible for a leave of absence without pay after you have been with TWA for six months. However, your request must be approved before you may be given such a leave. The personnel and operational requirements of your department are considered when reviewing your request.

NINETY-DAY LIMIT. A leave normally may be granted not to exceed 90 days. During such time your company service credit continues. However, re-assignment and return to duty will be subject among other things to the availability of a position at the time you return to service.

While on leave of absence, you will normally not be permitted to engage in other employment. If you do this, your leave is automatically canceled and you are terminated.



a World of Service

Back in 1929 when commercial aviation was trying its wings and TWA's parent company introduced the nation's first coast-to-coast air-rail system, the tiny airline set one goal—to serve the public to the best of its ability. Since those early days of commercial air transportation, our company has grown until its planes are now a familiar sight in cities halfway around the globe. And today, more than ever, Trans World Airlines is recognized for its outstanding service to the traveling public.

No business can maintain such a reputation of superior service without personnel of the highest quality. TWA, therefore, takes great pride in its finest asset, the people in scores of cities throughout the world who, by doing their daily work efficiently, safely and courteously, help make TWA service the finest anywhere. Your continued good performance on the job, whether you are a cargo agent, a member of the flight crew, a mechanic, a stenographer or statistician, is our guarantee that TWA service will never be excelled!



Service Pins

EMBLEM OF HONOR.

In recognition of valuable and loyal service with the company a service pin is presented each employee when he completes his

first six months, fifth, tenth, fifteenth, twentieth and twenty-fifth year of service.

THREE-BLADED PROPELLERS. These emblems are three-bladed propeller pins with the initials T-W-A between the blades. To indicate the length of service the pins are designed as follows:

-  After Six Months..... Gold blades with TWA in center
-  Five Years..... Silver blades with figure 5 in center
-  Ten Years..... Gold blades with figure 10 in center
-  Fifteen Years..... Gold blades with ruby in center
-  Twenty Years..... Gold blades with diamond in center
-  Twenty-five Years..... 10K gold pin with diamond in center



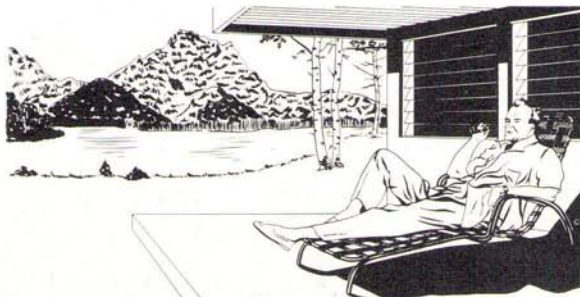
Retirement PLAN

LOOKING AHEAD. TWA has an established Retirement Plan for U.S. nationals who have been with the company one year and are age 25 or over which will help you provide a steady income for your old age.

BOTH CONTRIBUTE. Your own contributions, handled through payroll deductions, together with the amounts paid by the company, will provide a retirement income far greater than you would be able to purchase with your contributions alone. Income under the plan is in addition to benefits under the federal social security act.

BOOKLET EXPLAINS. The booklet—"Retirement Plan for Employees of TWA"—which you will receive when you become eligible, explains the plan. Your supervisor will be glad to answer any questions you may have.

OVERSEAS BENEFIT PLAN. Employees overseas not eligible for the U. S. Retirement Plan may be eligible for the International Benefit Plan which is paid for by the company and provides benefits upon the employee's retirement. Further information will be found in the pamphlet presented you when you are eligible.



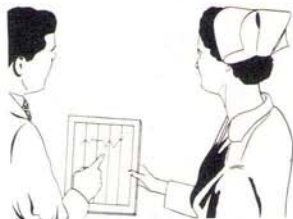


Time Reserve Plan

EXTRA TIME OFF. Certain employees may volunteer for the "Time Reserve Plan" which permits employees who work overtime during peak periods to take time off during slack periods.

ASK THE BOSS. Your supervisor can advise you of the details of the plan.

Safety and First Aid



AT ALL STATIONS. Your company maintains first aid facilities at all stations. In the larger work places registered nurses will provide first aid treatment.

FOR YOUR PROTECTION. Always take advantage of this first aid service when you become injured on the job—no matter how insignificant the injury may be. Immediate first aid may prevent painful and costly complications.

SAFETY BOOKLET. Your safety and well-being are of vital concern to the company. So much so that this subject is discussed in a separate booklet, "Words to the Wise." All maintenance employees should read it carefully.



ORGANIZED BY EMPLOYEES. Local employees clubs have been organized by TWA people to foster goodwill throughout the company and to promote and sponsor social, recreational, welfare and educational activities.

CLUBS SELF SUPPORTING. Clubs are permitted to operate various vending machines and concessions in company offices and may sometimes charge admission to some functions as a means of offsetting expenses. In some locations small membership fees are assessed to help provide club funds.

COMPANY HELPS. Employee clubs also receive financial aid from the company in many of their programs.



MILITARY

LEAVE OF ABSENCE

Therefore report to the State
ion Center to take
acceptance physical
ation. Thence you will
rt to the Commanding
officer.

John Smith
Capt. U.S. Inf.

LEAVE GRANTED. A TWA employee entering the military service will receive a leave of absence from the company and his company seniority will be protected.

CERTAIN BENEFITS. During his military service an employee may receive certain company benefits such as free passes.

JOB RIGHTS. An employee returning from military leave will receive a position with the company in accordance with company policy and federal statutes.



TWA



Things to Remember about...



... APPEARANCE AND CONDUCT

Inasmuch as TWA is a service organization, we must at all times strive to do our best on our individual jobs. The public's opinion of TWA service will be influenced by our appearance and attitude while on duty. An orderly work area also reflects neat and efficient workmanship.

While on duty or when appearing in a company uniform on or off duty, you are representing TWA and your actions should do credit to both the company and yourself.

... ABSENCE AND TARDINESS

The importance of getting to work on time and being present every day needs no explanation. However, if you must be absent, it is your responsibility to notify your supervisor at once. In this way he can reassign your work without undue loss of time.

Things to Remember . . .

. . . PERSONAL MAIL AND TELEPHONE CALLS



Your personal mail should be delivered to your home—not at your TWA address.

Do not use company stationery for your personal correspondence.

Personal telephone calls should not be made from a company telephone except in an emergency. If it is necessary for you to receive a personal phone call, be sure to supply the party with your correct extension number. The volume of business calls makes it difficult to locate individuals by name rather than extension number.

. . . CHANGE OF ADDRESS AND PHONE NUMBER

If you change your home address or telephone number; if a birth or death occurs in your family; if you are married, separated or divorced; if you acquire additional dependents, notify your supervisor so that corrections may be made in your personnel file or in your payroll deductions.



. . . COMPANY RIGHTS AND PROPERTY

No materials, supplies, circulars, instructions, manuals or other property of the company are to be loaned, given or sold to an outside person or concern by an employee without written approval of a major department head of the company.

You may be permitted to engage in outside activities providing they do not affect your availability for duty or efficiency in your TWA job, do not prevent your transfer from one TWA point to another if required, do not embarrass the company in any way either directly or by implication, and do not result in acceptance of commissions or remuneration in cash or in kind for services rendered to outside agencies when such services are affiliated directly or indirectly with your position.

If you are a representative of or have an effective management interest in any outside company, you are not permitted to solicit or do business with TWA in behalf of your interest, nor may TWA do business with that company.

If some outside firm should ask you for information concerning passengers' names, days flown, gasoline or oil prices, prices of other items purchased under system contract, inventories and property values, insurance coverage rates, tax data, payroll data or other information of like nature, please refer them to your supervisor who will relay the request to the proper person.

If you write a story, article, speech or other material for publication where TWA is mentioned or indicated, please submit the work to the Public Relations department before publication. This insures the material as being a correct presentation of TWA and the air transport industry and in keeping with TWA's policies.



Things to Remember . . .

. . . SOLICITING

If a salesman should call upon you during working hours, please refer him to TWA's Purchasing department. Salesmen attempting to make a sale of merchandise to employees personally, however, should be informed courteously that an interview during working hours is not permitted.

It is requested that employees refrain from asking the Purchasing department to purchase merchandise from any company in order to obtain a discount for the employee's personal benefit. Laws prohibit a company such as TWA from selling merchandise if it is not used in the course of TWA business.



RULES AND REGULATIONS

In any place or situation where people work together certain guides are necessary in order to provide proper working relationships. The following are typical regulations which all employees are expected to observe:



- TO BE AT WORK** on assigned work days at the proper starting time.
- TO REMAIN** at assigned work place unless permission to leave has been obtained from supervisor.
- TO USE CAREFULLY** and keep in proper condition tools, machines, cars, and other company property and equipment.

- TO PUNCH TIME CARD** (where required) in accordance with the instructions issued by the company.
- TO ASK SUPERVISOR'S PERMISSION** prior to being absent from work.
- TO OBTAIN SUPERVISOR'S** permission before soliciting funds, selling tickets, passing petitions, or distributing literature on company property.
- TO REPORT** for First Aid if injured and report any accident.
- TO USE BULLETIN BOARDS** only with permission of supervisor.
- TO COOPERATE** in keeping the premises and equipment clean and in maintaining sanitary conditions.
- TO REMAIN AT WORK** until quitting time and to wash up or put away tools at the specified time.
- TO CARRY OUT** specific orders or instructions from supervisor or other members in charge.
- TO INDULGE ONLY** in authorized activities during working hours.
- TO FOLLOW ESTABLISHED** safety practices and safety rules.
- TO SEE THAT** there are no garnishments or wage attachments.
- TO PERFORM** a full day's work in an efficient and workmanlike manner in accordance with the methods and standards required by the company.
- TO GIVE ALL** pertinent facts on records prepared.
- TO PROMOTE** harmony among fellow employees.
- TO CONDUCT** oneself in a commendable manner on company premises or in uniform bearing company insignia.
- TO REPORT** all mistakes to supervisor.
- TO SMOKE ONLY** in authorized areas.
- TO NOT REPORT** for work under the influence of liquor.
- TO SECURE PERMISSION** to climb in or on planes.



RULES AND REGULATIONS

Failure to observe the foregoing regulations may result in varying degrees of disciplinary action. Listed below are some of the activities toward which the company takes a serious view and violations may subject an employee to immediate suspension pending a hearing to determine appropriate disciplinary action.

- Unauthorized introduction, possession or use of intoxicating liquors or habit-forming drugs on company premises.
- Any willful damage to or unauthorized removal of property belonging to the company or to another employee.
- Committing any act of violence or fighting.
- Conviction of a major crime.
- Refusal to perform work as directed, or willful neglect of duty.
- Willful disobedience to instructions or directions issued by management or supervisory employees.
- Deliberately altering your own or punching another employee's time card or allowing another employee to do the same for you. This applies to any employee's attendance record.
- Excessive garnishments or wage attachments.
- Thievery from fellow employees or the company.
- Deliberately permitting another person to use, or yourself using, another person's company badge or transportation pass.
- Unauthorized entry on company property.
- Dissemination to unauthorized persons of company information or records of a restricted or confidential nature.
- Willful concealment of defective parts or defective workmanship.
- Possession or removal of company property off of company premises without permission of supervisor.



Questions

AND COMPLAINTS



If you have a question regarding your working conditions or the manner in which a particular company rule or procedure has been applied to

you, or if you do not fully understand the reasons behind any company action affecting you, you are encouraged to meet with your supervisor immediately and request an explanation.

Letting your supervisor know about the problems which concern you and giving him an opportunity to help solve some of them will be mutually beneficial.

If the supervisor and the employee have been unable to settle the problem after a frank and thorough discussion, an employee may present a formal grievance in writing.

Under this formal grievance procedure, if you have completed your probationary period, are not covered by a collective bargaining agreement, and your complaint has not been adjusted to your satisfaction through discussion with your supervisor, you may use the grievance procedure set forth in the company manual which you may refer to at any time.

The company will not discriminate against an employee who uses the procedure. This procedure permits the employee under certain conditions to obtain a final review of his grievance by a neutral party not connected with the company.





A Brief History of the Company

Trans World Airlines was formed by the merger of four predecessor companies whose histories date back to 1926—Aero Corporation, Western Air Express, Maddux Air Lines and Transcontinental Air Transport.

In February of 1926 Aero Corporation of California was organized as a combined flying school, service and maintenance base and airplane sales agency, but in 1927 it went into the airline business by forming Standard Air Lines, operating one passenger plane between Los Angeles and Tucson, Arizona. In April of 1926 WAE was carrying both passengers and mail between Los Angeles, Calif., and Salt Lake City, Utah.

The third predecessor, Maddux, came into being in 1927, operating the world's first fleet of all-metal planes — Ford Tri-Motors — between Tijuana, Mexico, San Diego, Los Angeles and, later, on north to San Francisco and southeast to Phoenix.

In 1929 TAT was organized and plans were immediately launched to inaugurate the nation's first high-speed, coast-to-coast air-rail service.



FORD TRI-MOTOR

When the new service became a reality, TAT had 209 employees. The Ford "Tin Goose" was the airline's standard equipment and it had 10 of them, total cost \$650,000, about half the price of one TWA Constellation today.

For the first air-rail service of TAT in 1929, one flight was to be between Columbus and Waynoka, Okla., and then, after a train trip, another flight from Clovis, N. M., to Los Angeles. All flying was done in the daytime, with the train trips between New York and Columbus and between Waynoka and Clovis made at night.

Shortly after inauguration of service, TAT obtained control of Maddux Air Lines, thereby extending its service to San Francisco. Soon Western Air Express absorbed Standard Air Lines. Then, on October 1, 1930, WAE completed a merger and Transcontinental & Western Air, Inc., — TWA — was born.

Only 25 days after formation of the new company, TWA gave up its rail connections and began operating an all-air transcontinental service. Even though passengers flew only in the daytime, staying overnight in Kansas City, the new service cut the coast-to-coast time to 36 hours.

By April of 1931 TWA's passenger fleet included the tri-motor Fords, both single- and tri-motor Fokkers, and two big lumbering 32-passenger Fokker 32's, the first four-engine airplanes ever

DC-3





BOEING "STRATOLINER"

THE TWA STORY . . .

flown by a U. S. airline. In the same year Northrop mail planes were acquired by the company and TWA took a competitive lead in mail flying.

In 1932 TWA had solved the problems of night flying and the line began transporting passengers as well as mail from coast to coast in 24 hours. A year later TWA took delivery of the first Douglas commercial transport plane, the DC-1, forerunner of the DC-2, DC-3 and DC-4.

Recognizing the need for an airplane suitable for "over weather" flying, TWA was instrumental in the development of the Boeing Stratoliner, a four-engined, 33-passenger plane with a pressurized cabin which cruised at 230 miles per hour 20,000 feet high—well "above the weather." On July 8, 1940, five of these new Stratoliners were inaugurated into service on TWA's routes.

When the United States entered the war in 1941, TWA offered its services to the Army Air Forces and by February, 1942, was operating regular flights across the Atlantic under Army direction, carrying urgently needed men and supplies to the Allied forces in Europe and Africa. In the ensuing 18 months more than 1,000 trans-Atlantic crossings were completed by TWA crews under the Army's Air Transport Command.

This war-time operation, set up as TWA's Intercontinental division, was actually the predecessor to TWA's regularly scheduled international service following the war. On July 5, 1945, the Civil Aeronautics Board certified the airline to fly

THE TWA STORY . . .

across the North Atlantic to Europe, North Africa, the Middle East and India, and on December 3, 1945, the first over-ocean flight took off from Washington, D. C., for Paris.

Many of the TWA employees who had spent the war years in the uniform of the ATC became the nucleus for the company's International division. Hundreds of overseas nationals were employed and now perform the functions of operating the international stations with American personnel.

During the war plans were also completed for another TWA airliner, the Lockheed Constellation. These big four-engine, 300-mile-an-hour planes span the United States in 10 hours. Later models, the Super Constellations, are now scheduled non-stop coast to coast in eight hours.

In 1952 TWA assets exceeded \$145 million and total revenue for the year amounted to \$160 million. The airline today employs more than 15,000 people from San Francisco east to Tokyo and operates a fleet of some 150 airplanes, including Constellations, Super Constellations, twin-engine Martins, DC-4s and DC-3s. The five Boeing Stratoliners, the first "over weather" planes, were retired from TWA service in 1951, and last year the DC-3s were withdrawn from passenger service.

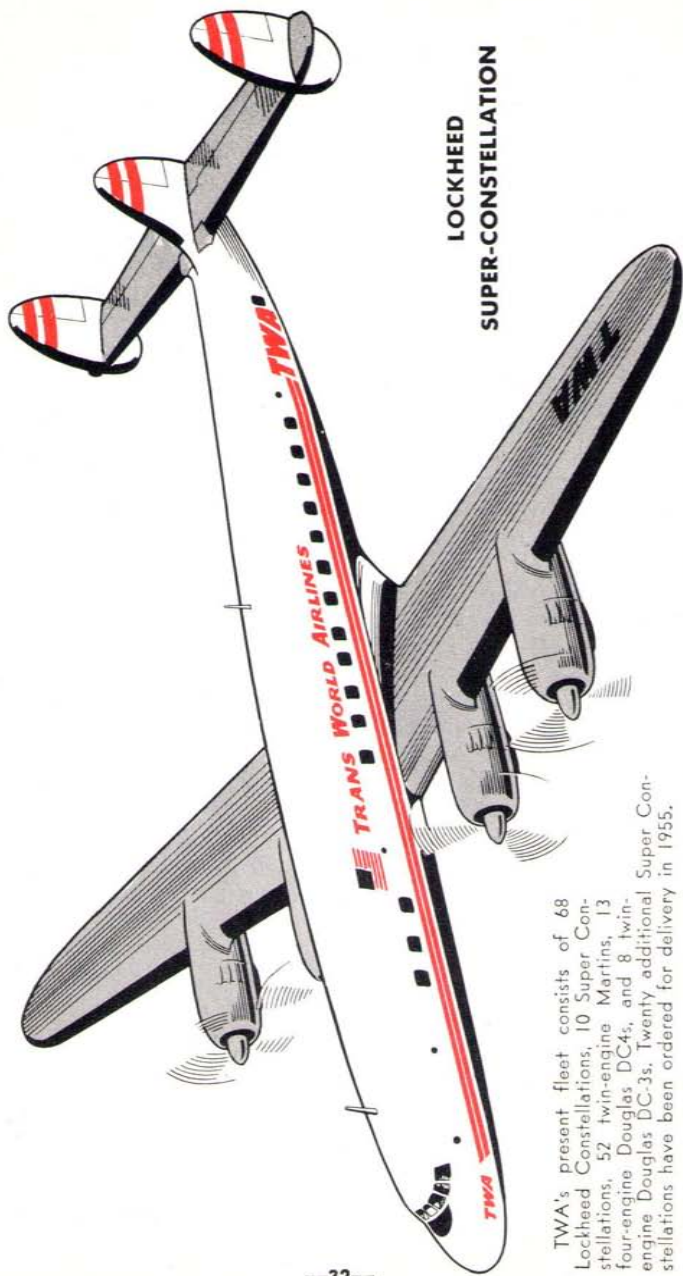
TWA's planes now operate through 81 cities and 18 countries, serving an area of 33,000 route miles—truly a 'trans world' airline.



DOUGLAS DC-4



MARTIN 4-O-4



LOCKHEED SUPER-CONSTELLATION

TWA's present fleet consists of 68 Lockheed Constellations, 10 Super Constellations, 52 twin-engine Martins, 13 four-engine Douglas DC4s, and 8 twin-engine Douglas DC-3s. Twenty additional Super Constellations have been ordered for delivery in 1955.