

Biennial Report of the Defense Fund Oversight Committee

CWA

**Communications Workers of America
July 2014**



**Report of the
Defense Fund Oversight Committee
July 2014**

Through resolutions and rules adopted by various CWA conventions, the Defense Fund Oversight Committee (DFOC) is charged with the responsibility to review activities associated with the Defense Fund, the Robert Lilja Members' Relief Fund (RLMRF), the Strategic Industry Fund (SIF) and the Growth Fund. The DFOC is authorized to examine receipts, disbursements, investments and the administrative policies associated with the funds. The DFOC may also, with a 2/3 vote; affirm CWA Executive Board actions that are consistent with the rules governing those funds. The DFOC is required to report its findings to each CWA Convention and make recommendations to the Convention where appropriate. The DFOC is also required to issue a report to the Local Presidents in years when the Convention is not scheduled.

In April 2013 the delegates to the Convention established the Growth Fund. The Growth Fund is to support and enhance the union's movement building, organizing, leadership development, research, industry analysis and efforts to achieve economic justice, including the hiring of staff needed to provide resources for launching new and sustaining existing efforts. It will be funded with one-half of the investment earnings in the RLMRF beginning with the investment return for the calendar year 2012.

The DFOC met on July 15-17, 2013, October 29-31, 2013, March 3-5, 2014 and July 21-24, 2014 in Washington, DC. The committee reviewed activities associated with The Robert Lilja Members' Relief Fund (RLMRF), the Defense Fund (DF), Strategic Industry Fund (SIF) and Growth Fund.

INVESTMENTS

Prior to submitting this Biennial Report, the DFOC met with representatives of the Marco Consulting Group (MCG) to review investment performance for Funds. MCG was selected to serve as investment advisors and co-fiduciaries on these funds effective June 1, 2009, after a Request for Proposals was issued for these services in the spring of 2009. MCG first presented an investment analysis to the DFOC at the CWA convention in June 2009 and has subsequently updated the DFOC on investment performance at meetings in Washington, DC. Investment Performance Services (IPS) was selected as an independent monitor and is responsible for monitoring and verifying that fund investments are made in accordance with guidelines established by the President and Secretary-Treasurer, who are trustees of the funds. The DFOC reviewed the IPS report in March 2014.

The opening balance of the RLMRF on March 31, 2013 was \$444,787,000. Total investment earnings during the 2012 calendar year were \$25,245,000. According to the rules, one-half of these earnings, or \$12,622,500 was moved to the Growth Fund. Earnings on RLMRF investments from April 1, 2013 to March 31, 2014 were \$27,222,500 or 6.12% increase. This resulted in a balance of \$459,417,000 in the MRF on March 31, 2014.

According to RLMRF guidelines, when the fund's assets fall below the floor of \$377,484,108, the quarter hour dues that would otherwise be sent to the SIF are retained by the RLMRF. Once the target floor balance is achieved, the quarter hour of dues is redirected to the SIF and the RLMRF's growth is fueled by investment returns and asset appreciation. The RLMRF did not fall below the floor during the period from March 31, 2013 to March 31, 2014. When the RLMRF reserves reach \$500,000,000, the floor will be raised to \$400,000,000. The Defense Fund had a balance of \$363,802 as of March 31, 2014. The Defense Fund investments were moved to the RLMRF as of October 31, 2013 as approved by the Delegates to the 2013 CWA Convention.

THE ROBERT LILJA MEMBERS' RELIEF FUND

The balance of the RLMRF as of March 31, 2014 is **\$459,417,000**.

Last year, when Hurricane Sandy devastated the homes of our members, the DFOC authorized up to \$4 million from the RLMRF to the CWA Disaster Relief Fund for member relief repeating the action taken by delegates for Hurricane Katrina. A total of \$325,000 was transferred from the RLMRF during 2013 for this purpose.

The DFOC reviewed the current mortgage rates and in light of the decline in commercial mortgage rates, proposed to delegates at the 2011 convention, a reduction in new mortgages from the previous rate of 7.73% to 6% for a 15 year fixed rate loan or 6.5% for a 30 year fixed rate loan. The fund is still the first lien holder and the loan may be up to 80% of current appraised value and with a clear title. Those holding current mortgages can apply to modify an existing loan. Locals who wish to refinance to the new rate must obtain a new appraisal for their building and sign new paperwork. Financial records will be reviewed prior to approval.

All mortgage loans held by the RLMRF are current as of March 31, 2014 - they are:

LOCAL	BALANCE @ 03/31/14	LOAN AMOUNT
1040	\$ 71,964.58	\$ 1,206,000.00
1105	440,064.44	450,000.00
1107	149,582.12	200,000.00
1109	440,910.56	525,000.00
1133	824,050.25	997,986.67
2108	578,343.15	698,000.00
2222	94,281.66	261,000.00
3406	22,717.36	125,000.00
3407	998.08	25,000.00
4100	297,920.18	334,000.00
4103	63,060.81	70,000.00
4340	867,405.50	1,100,000.00
4501	79,992.36	158,000.00
6222	4,643,945.64	4,748,796.28
7704	63,755.85	66,026.03
7708	140,581.50	265,000.00
7803	136,173.25	190,000.00
9003	302,617.85	303,246.24
9423	744,227.64	906,216.15
9509	736,727.89	850,000.00
9588	194,936.50	200,000.00
Total	\$10,894,257.17	\$13,679,271.37

**THE ROBERT LILJA MEMBERS' RELIEF FUND EXPENDITURES
APRIL 1, 2013 - MARCH 31, 2014**

There were no strike related payments during this period. Only Victims of Collective Bargaining were paid this year.

STRIKE RELATED: Victims of Collective Bargaining

LOCAL 81313 – GLENN PAINTER	\$	80,000
LOCAL 30213 – MBS RADIO	\$	103,318

DEFENSE FUND

The balance of the Defense Fund as of March 31, 2014 is **\$344,827**.

**DEFENSE FUND EXPENDITURES
April 1, 2013 – March 31, 2014**

STRIKE RELATED:

LOCAL 30213 – MBS RADIO	\$	7,343
-------------------------	----	-------

**Allocations and expenditures which were approved by
The Executive Board and the Committee:**

Defense Fund Project / Local	Allocation	Amount Spent	Balance as of 03/31/14
Vineland Development Local 1040	\$350,000.00	\$135,303.10	\$214,696.90
Bloomberg Bureau of National Affairs (BBNA) Local 32035	\$45,100.00	\$44,150.00	\$950.00
TNG-CWA and PPMWS Members at Journal Register Corp	\$60,000.00	\$9,180.00	\$50,820.00
First Contract Fight with Cablevision Local 1109	\$350,000.00	\$321,374.05	\$28,625.95
Washington Post Local 32035	\$43,600.00	\$0.00	\$43,600.00
TNG-Local 31222	\$60,000.00	\$48,583.92	\$11,416.08
TOTALS	\$908,700.00	\$558,591.07	\$350,108.93

STRATEGIC INDUSTRY FUNDS (SIF)

The investment balance of the Strategic Industry Fund as of March 31, 2014, is **\$45,518,000**.

The Strategic Industry Fund campaigns adopted by the delegates at the 2006 convention continue to increase our leverage at the bargaining table and further our major policy initiatives. Over the course of the years we have experienced many successful projects and are beginning to gain insight on how to better manage future projects.

The campaigns operate with specific budgets and clear measurable benchmarks at six-month evaluations. We currently have over 70 active SIF campaigns.

SIF campaigns continue to stay well within their budgets.

The breakdown by industry is listed below:

		BUDGETED	EXPENSE	BALANCE	CLOSED	SIF DISTRIBUTION & ADMIN FEES	2.5% ADMIN EXPENSE
100	Telecom share of SIF Distribution, 2.5% & Admin Costs					\$15,573,259	\$987,183
101	Verizon SIF-Closed				\$6,642,546		
102	Speed Matters SIF	\$3,550,000	\$3,097,693	\$452,307			
102	Speed Matters SIF-Phase One-Closed				\$2,902,310		
103	Alcatel-Lucent-Closed				\$170,051		
104	Telecom Industry-Change Bdg Allocation				\$7,157,328		
104	Telecom Industry-Closed						
105	Telecom Organizing Institutes-Closed				\$1,143,881		
106	Internal Organizing of Non-Members	\$670,000	\$362,477	\$307,523			
107	Windstream	\$383,000	\$314,516	\$68,484			
108	Customer Service Industry-Closed				\$896,535		
109	Satellite Television Industry (Dish)	\$163,000	\$75,856	\$87,144			
110	Class Action Vs. Verizon & Verizon FMLA (Phase 1 & 11)	\$1,333,000	\$482,168	\$850,832			
111	Fighting For Our Future At Frontier-Closed				\$173,076		
112	D2 Telecommunications & Action Plan-Closed				\$32,045		
113	Verizon 2011 Phase I & II-Closed				\$5,073,617		
113	Verizon 2011-Closed				\$1,728,138		
114	District 9 Mobilizing -Closed				\$26,167		
115	D6 One AT&T-One Bargaining Unit-Closed				\$111,245		
116	District 1, 2 & 13 Retirees-Closed				\$37,882		
117	Building Power and Support at Comcast	\$51,199	\$19,223	\$31,976			
118	AT&T Education and Communication -Part One-Closed				\$1,269,701		
119	CenturyLink Bargaining				\$696,735		
120	District 3 Energize and Educate Members in Action-Closed				\$77,366		
122	AT&T ADA Reasonable Accommodation-Closed				\$0		
123	AT&T Fighting for the American Dream-Part Two				\$622,725		
124	Cablevision Corporate Campaign-Closed				\$103,225		
125	AT&T Education and Communication -Part One-Closed				\$361,000		
126	Verizon /Cable 2012				\$1,281,576		
127	Cable Organizing Project-Closed				\$383,486		
128	District 6 Verizon SIF				\$98,642		
129	ADT SIF-Closed				\$4,480		
130	California Public Utilities Commission				\$131,815		
131	Connecticut Deregulation				\$169,967		
132	Stop Avaya Outsourcing				\$107,244		
133	Qwest/CenturyLink Reasonable Accommodations				\$10,737		
134	AT&T Education & Communication – Phase II				\$113,253		
135	DEX Bargaining Mobilization SIF-District 7- Closed				\$1,777		

		BUDGETED	EXPENSE	BALANCE	CLOSED	SIF DISTRIBUTION & ADMIN FEES	2.5% ADMIN EXPENSE
136	Telecom Deregulation in Pennsylvania	\$400,000	\$127,623	\$272,377			
137	District 9 Verizon West Bargaining SIF	\$363,820	\$209,357	\$154,463			
138	AT&T Mobility Bargaining (Orange)				\$400,865		
139	Alcatel-Lucent 2013 Bargaining-Closed				\$740		
140	District 213 Defeat Deregulation of Telephone Line-Sale in MD	\$200,000	\$103,191	\$96,809			
141	AT&T Southwest 2012-13 Bargaining Mobilization- District 6				\$758,908		
142	Customer Service Industry-Phase II	\$825,000	\$241,116	\$583,884			
143	T-Mobile				\$1,058,300		
144	Heat Stress Phase II				\$22,206		
145	Cablevision Organizing Project Phase III				\$194,544		
146	Frontier-Fighting for Our Future (formerly Project 111)	\$338,356	\$99,322	\$239,034			
147	New York Call Center Legislation	\$172,500	\$83,345	\$89,155			
148	New Jersey Call Center Legislation	\$262,500	\$92,174	\$170,326			
149	Telecom Deregulation in CT (Phase II)	\$361,808	\$333,359	\$28,449			
150	District 9 Telecom Comcast and Bay Area Bargaining - Closed December 2013				\$1,667		
151	NY Campaign to Protect Telecom Jobs and Quality Service - Closed Dec 2013				\$136,994		
152	AT&T Internet Services 2013 Bargaining - Closed Dec 2013				\$23,443		
153	California Public Utilities Commission extension of Project 130	\$80,950	\$89,179	(\$8,229)			
154	Unity@Mobility...Our Union...Our Opportunity SIF	\$1,665,000	\$870,088	\$794,912			
155	D1 Telecom SIF New Jersey-Avoiding Telecom Deregulation	\$250,000	\$250,000	\$0.00			
156	District 6 Education of Premises Technicians	\$180,470	\$24,611	\$155,859			
157	Dist 9 California "Save the Copper"	\$368,000	\$47,630	\$320,370			
158	Dist 4 Membership Education of Right to Work Training/Coalition Building	\$197,450	\$105,569	\$91,881			
159	Heat Stress Phase II Continuation of funding	\$108,284	\$101,457	\$6,827			
160	D 9 Purple Communication/ASL Interpreters	\$82,011	\$20,682	\$61,329			
161	Alcatel-Lucent 2014 Bargaining	\$356,000	\$35	\$355,965			
162	T-Mobile US, Inc.	\$1,930,000	\$893,562	\$1,036,438			
163	Cablevision Phase 4	\$178,000	\$95,243	\$82,757			
164	District 6 Verizon	\$313,000	\$147,017	\$165,983			
165	South Slope Communications	\$143,546	\$79,256	\$64,290			
166	Brodsky Legal - PSC	\$275,000	\$32,938	\$242,062			
167	NJ Deregulation VoiceLink	\$372,500	\$77,000	\$295,500			
168	District 6 YP Holdings	\$278,000	\$144,836	\$133,164			
169	Campaign to Defeat New Telecom Deregulation in Virginia	\$18,000	\$14,274	\$3,726			
170	D1 VoiceLink & FIOS Buildout	\$329,500	\$25,738	\$303,762			
171	Super Shuttle	\$128,000	\$20,753	\$107,247			
172	D1 Fairpoint Communications	\$29,719	\$5,314	\$24,405			
173	District 9 Environmental	\$38,840	\$7,117	\$31,723			
174	D7 Leadership Development & Movement Building	\$99,990	\$715	\$99,275			
175	CO & WV State Council	\$94,660	\$36,891	\$57,769			

		BUDGETED	EXPENSE	BALANCE	CLOSED	SIF DISTRIBUTION & ADMIN FEES	2.5% ADMIN EXPENSE
176	D6 Protecting Union Jobs from Unfairly Advantaged No-Union Entities	\$400,000	\$187,499	\$212,501			
177	Norton VA Dual Relay Center	\$208,084	\$42,103	\$165,981			
178	Sprint/T-Mobile Merger (TMO)	\$800,000	\$0.00	\$800,000			
179	Legislation and Electoral Mobilization in CT	\$342,430	\$0.00	\$342,430			
200	Media share of SIF Distribution, 2.5% & Admin Fee					\$3,049.93	\$181,177
201	Media News-Closed				\$935,601		
202	News Industry Jobs-Closed				\$380,252		
203	Canadian SIF-Closed				\$307,988		
204	PPMWS SIF	\$132,250	\$52,409	\$79,841			
205	The Role Of The Union In Media				\$313,123		
206	Growing News Media Membership	\$454,000	\$350,427	\$103,573			
207	CWA/SCA Canada Three Year Organizing	\$665,000	\$400,137	\$264,863			
208	California Media Training				\$15,992		
209	News Industry Video Training				\$299,997		
210	Canadian Broadcasting Corporation (CBC)-Closed				\$152,810		
211	District 9 TNG Interpreters Organizing Project				\$32,145		
212	Interpreters Organizing	\$43,934	\$4,337	\$39,597			
213	CA Media Training	\$50,008	\$0.00	\$50,008			
214	NABET – Mobilization against WJBK	\$50,560	\$50,560	\$0.00			
215	TNG – NH Union Leader Bargaining	\$60,000	\$0.00	\$60,000			
300	Public & Health share of SIF Distribution, 2.5% & Admin Fees					\$1,268,521	
301	Healthcare Workers-Closed				\$68,680		\$83,016
302	Iowa Staff Nurses-Closed				\$117,091		
303	One Ohio Now				\$119,554		
304	Ohio Referendum-Closed				\$1,113,489		
305	Red Cross District 13 & 1	\$59,396	\$7,337	\$52,059			
306	District 1 Healthcare Workers Council-Closed				\$42,020		
307	District 1 Healthcare Workers Council II	\$596,640	\$458,693	\$137,947			
308	University of Akron	\$64,188	\$17,063	\$47,125			
309	D1 Healthcare Workers Safe Patient Handling				\$75,670		
310	Prime Healthcare	\$52,466	\$13,864	\$38,602			
311	Defend Public Pension	\$66,500	\$32,500	\$34,000			
312	Fight Against Privatization	\$76,700	\$32,200	\$44,500			
313	New York State Budget Fight	\$165,400	\$70,000	\$95,400			
314	D1 Healthcare Workers Safe Patient Handling,Phase2	\$89,325	\$0.00	\$89,325			
400	Manufacturing share of SIF Distribution, 2.5% & Admin Fees					\$3,661,301	
401	GE Lighting-Closed				\$196,550		\$220,521
402	Lean/High Performance	\$1,413,000	\$899,051	\$513,949			
403	Green Jobs				\$1,118,494		
404	Automotive Bankruptcy	\$1,100,000	\$1,019,017	\$80,983			

		BUDGETED	EXPENSE	BALANCE	CLOSED	SIF DISTRIBUTION & ADMIN FEES	2.5% ADMIN EXPENSE
405	Service Contract Act	\$450,000	\$279,755	\$170,245			
406	Manufacturing Organizing Training SIF	\$500,000	\$38,392	\$461,608			
407	IUE-CWA Coalition Building-Dayton, OH	\$97,000	\$87,806	\$9,194			
408	IUE-CWA Health and Safety	\$126,500	\$27,301	\$99,199			
409	IUE-CWA Next Generation Mentorship Pilot	\$92,500	\$18,108	\$74,392			
410	Green Jobs Phase 2	\$760,000	\$61,124	\$698,876			
411	IUE GE Negotiations	\$598,000	\$0.00	\$598,000			
412	IUE Diversity	\$221,000	\$0.00	\$221,000			
500	Health Care For All-Phase 1&2 Closed				\$10,876,356		
501	Building A Political Movement Phase 1-Closed				\$4,054,922		
502	One Nation/Senate Rules-Closed				\$2,561,346		
503	Building A Political Movement Phase 2-Closed				\$5,354,342		
503	Building A Political Movement Phase 1-Closed				\$6,246,652		
504	CWA Political Engagement SIF-Closed				\$3,770,037		
505	CWA Next Generation SIF	\$465,000	\$313,852	\$151,148			
506	District 4 Fighting for Ohio Good Jobs & Strong Communities				\$544,787		
507	Human Rights SIF-Closed				\$384,106		
508	Building a Political Movement (LPATIII)	\$6,020,000	\$3,948,417	\$2,071,583			
509	Human Rights SIF	\$876,000	\$667,342	\$208,658			
510	District 6 Retiree	\$138,710	\$23,416	\$115,294			
600	Employee Free Choice Act-Closed				\$5,819,482		
601	Public Sector/NRTS	\$500,000	\$500,000	\$0.00			
602	University of CA	\$134,271	\$94,914	\$39,357			
699	Public Sector/NRTS Admin Fees					\$195	
700	Financially Distressed Employers	\$677,490	\$446,085	\$231,405			\$0.00
700	Financially Distressed Employers-Closed				\$856,689		
701	AFA Admin Fees		\$448	(\$448)		\$454	
702	US Airways	\$299,705	\$150,200	\$149,505			\$0.00
800	Passenger Service share of SIF Distribution, 2.5% & Admin Fees					\$307,344	
801	US Airways/Piedmont Airlines Customer Service				\$323,063		\$25,667
802	US Airways Passenger Service	\$164,500	\$27,358	\$137,142			
	TOTALS	\$35,601,660	\$19,123,952	\$16,477,706	\$80,207,455	\$23,861,001	\$1,497,564

SIF BUDGET AS OF 3/31/14

TOTAL INCOME SINCE INCEPTION 09/06-3/14	\$175,361,658
TOTAL SIF OPEN ALLOCATIONS	\$35,601,660
TOTAL SIF OPEN EXPENSE	\$19,123,952
ALLOCATED OPEN SIF BALANCE 09/06-03/14	\$16,477,706
SIF DISTRIBUTION & ADMIN FEES 12/11-3/14	\$23,861,001
2.5% ADMINISTRATIVE EXPENSE	\$1,497,564
CLOSED EXPENSES 06/06-3/14	\$80,207,455
TOTAL SIF FUND BALANCE	\$50,671,684
UNALLOCATED SIF BALANCE	\$34,193,977

NOTE- Effective with the 75th CWA convention report only open SIF projects will be listed in the report. Any member wishing to review a closed SIF report should arrange to meet with the DFOC during usual hours posted in the Convention schedule.

SIF Campaign Successes

New York Call Center Legislation – After successfully injecting the Call Center issue into a key State Senate race in 2012, we were hopeful to leverage that victory into passing the Call Center bill in both houses of the New York legislature in 2013. Approximately 125 CWA members lobbied through the final weeks of the session and approximately 175 letters and 500 phone calls were made. But at the end of the session, even though the Independent Democratic Conference was pushing hard for passage of a watered-down bill, we could not prevail.

Deregulation in Connecticut – The goal of this campaign is to block the passage of sweeping deregulation of the telecommunications industry in Connecticut, as well as companion legislation to deregulate Voice over Internet Protocol telecommunications services. By building deeper relationships with partner allies who joined 100 activists with phone calls and lobbying, both pieces of legislation were defeated despite enormous pressure from telecommunications and cable companies.

Heat Stress Phase II – During this campaign phase, 20 Heat Stress training sessions were conducted involving 369 CWA occupational safety and health activists. These sessions were built around a theme of Union Action, i.e., developing and using occupational (and environmental) safety and health issues to help build and strengthen the union and, where possible, develop activities with labor-based, environmental, and community organizations to broaden labor, environmental justice, and community-based activities. As a result, more than 70 incidents of employer behavior-based disciplines cases were identified, all with potential violations of collective bargaining agreements and the Federal Occupational Safety and Health Act. The U. S. Department of Labor is processing and taking legal action on over 40 cases. In addition, efforts have produced increase local union awareness and activity which has produced better employer compliance with high/hot (and cold) temperature working conditions (e.g., adequate potable water supplies, increased breaks, and cool, shaded work locations).

LEAN Manufacturing - Since instituting this SIF project CWA IUE has worked with management to ensure that the work done by our members in the USA remains here. We have also been able to return jobs from overseas thus creating over 1,000 new jobs for CWA members. The Union has developed criteria for intervention at the workplaces which are in crisis mode, those who are endangered, and also for those who have or are about to implement LEAN in their workplace. Rather than laying-off workers LEAN helps with a high performance strategic approach that adds value by improving operations. It promotes joint labor management cooperation that is a win-win for workers and management.

Growth Fund

At the 74th CWA Convention held in April 2013 this committee recommended and the delegates approved the establishment of a new Growth Fund which will allow us to search for better ways to change the course of our movement and nation. Beginning with the Annual Investment Earnings from the 2012 calendar year, and going forward, one half of annual investment earnings from the RLMRF will be invested in building CWA's ability to fight for economic justice for our members through this new Fund. The Defense Fund Oversight Committee responsibilities were expanded to include participation, with the Executive Board in the approval and evaluation of requests submitted to this new Fund.

- A. The remaining investment returns will continue to accrue to the RLMRF.
- B. When the RLMRF reserves reach \$500 million, the floor shall be raised to \$400 million.
- C. Should the RLMRF reserve fall below the current floor of \$377,494,108 all investment returns shall go to the RLMRF until it is above the floor.

This newly created CWA Growth Fund will be used to support and enhance the union's movement building, organizing, leadership development, research, industry analysis and efforts to achieve economic justice, including the hiring of staff needed to provide resources for launching new and existing efforts.

The balance of the Growth Fund as of March 31, 2014, is **\$12,596,000.**

Growth Fund Projects that have been approved as of March 31, 2014 are as follows:

	Date Approved by DFOC	Budget	Bank Fees Dec 2013- March 2014	Expenses as of March 2014							Total Project Balance
				G01 Organizin g	G02 National Movemen t Building	G03 Coordinate d Legislation & Electoral Politics	G04 Social Media / Communication s	G05 Industry Researc h	G06 Education & Leadership Developmen t	G07 Full Time - Temp. Employee s	
001 -Mobile App Development	11/15/2013	\$474,000					\$18,500			\$4,003	\$451,497
002 - Legislative Support for Growth Campaigns	11/15/2013	\$161,751									\$161,751
003 - New Jersey State	12/11/2013	\$896,500		\$7,500						\$31,816	\$857,184
004 - Texas State	12/11/2013	\$895,063		\$21,851						\$13,165	\$860,047
005 - Finance Industry Organizing	12/11/2013	\$496,000		\$17,230							\$478,770
006 - New York State	01/31/2014	\$499,630			\$2,500						\$497,130
007 - Retiree	01/31/2014	\$471,500									\$471,500
008 - Media	01/31/2014	\$211,028								\$3,755	\$207,273
009 - Manufacturing	02/21/2014	\$995,656		\$25,000							\$970,656
Bank Fees			\$147								
Total		\$5,101,128	\$147	\$71,581	\$2,500	\$0	\$18,500	\$0	\$0	\$52,739	\$4,955,808

Total Income for 2012 Investment Proceeds:	\$12,622,500.00
Total Income	\$12,622,500.00
Total Allocated	\$5,101,128.00
Bank Fees	\$147.00
Total Unallocated	\$7,521,225.00

The Fund is a work in progress. Grants are geared for the long term strategy for economic justice for our members and the entire progressive movement. The Defense Fund Oversight Committee has been working closely with the CWA Staff to assure that Growth Fund projects are far reaching and that we continually evaluate the successes and modify or eliminate activities that may not be effective.

Respectfully Submitted,

The Defense Fund Oversight Committee

Ken McNamara, District 1
John Wills, District 2
Richard Honeycutt, District 3
Edwin Phillips, District 4
Nancy Lee, District 6
Cecilia Valdez, District 7

Joan Gifford, District 9 – Vice Chair
Sandy Kmetyk, District 13
Arthur Cheliotas, Public Workers - Chair
John Lewis, IUE-CWA
Jeffrey Heisey, Airline Sector
Bill O'Meara, Media Sector