

P R O C E E D I N G S

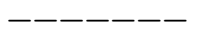


of the  
77th CONVENTION



COMMUNICATIONS WORKERS OF AMERICA

AFL-CIO, CLC



Westgate Hotel

Las Vegas, Nevada

July 29-31, 2019

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Westgate Hotel

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VOLUME I

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## MONDAY MORNING SESSION

July 29, 2019

The 77th Convention of the Communications Workers of America, AFL-CIO, CLC, held July 29-31, 2019, in the ballroom of the Westgate Hotel & Casino, Las Vegas, Nevada, convened at 9:04 a.m., Temporary Chair Marc Ellis, President, CWA Local 9413, presiding.

TEMPORARY CHAIR ELLIS: Please take your seats. The official clock here in Las Vegas, Nevada, indicates that it's a little past 9:00 a.m. That means it's time for us to begin our work. I ask everyone to please be seated as I call the 77th Convention of the Communications Workers of America to order. (Applause)

We have a lot of business to take up over the next three days. So again, I ask that everyone be seated so that we can get underway. My name is Marc Ellis, and I am the President of CWA Local 9413, and I want to welcome everybody to Nevada.

I have served at my local as a Steward, Legislative & Political Chair since 2015. I have



been a lobbyist for my local, and I was sworn in as President of Local 9413 in 2018. I currently serve as a vice president and board member of the Nevada State AFL-CIO. I am honored to serve as the Temporary Chair this morning and, on behalf of the members of Local 9413 and all of CWA District 9, welcome to Las Vegas and the 77th Convention of the Communications Workers of America. (Applause)

We will open our Convention, as we traditionally do, with a prayer. This morning we will be led by our very own Nevada State Senator, Pat Spearman, a fierce advocate for working families in Nevada. Before being elected State Senator, Spearman served in the United States Army for 29 years, reaching a rank of Lieutenant Colonel. She is the founding pastor of Resurrection Faith Community Ministries in North Las Vegas.

If Senator, Pastor, and Lieutenant Colonel weren't enough titles, she also earned her title of Doctor when she received her Doctorate of Business Administration from Walden University.

I give you Senator, Lieutenant Colonel,

Doctor, and Pastor Pat Spearman.

HONORABLE PAT SPEARMAN (Nevada State Senator): Good morning. Let us pray.

Dear God, we stand before you with thankful hearts. We are thankful for our lives, our liberty, and military men and women who serve to protect our liberties. We are also thankful for the opportunity to pursue the happiness that comes when we live according to our divine design. The challenges of our country are many and complex, yet we are not discouraged.

God, because You have endowed us with wisdom to deliberate, the ability to communicate, and when we are pushed to our outer limits of our capacity, we have the humility to delegate. And so now we acknowledge the sovereignty of Your being and we ask that Your spirit would enter into this moment in history-- a moment pregnant with possibilities disguised as problems and a moment of political acrimony.

But this is also a moment, God, that punctuates our corporate commitment to democracy. We

invoke your plans for this process so that the selfless purpose will energize our thoughts, the truth will guide our words, and the power of love will animate our actions. Help us to understand the difference between unanimous and unity, to disagree without being disagreeable, and to see that complacency in a crisis is equivalent to complicity in a crime.

Let those who deliberate do so with the wisdom of Solomon, the ethical fortitude of Coretta Scott King, and the unbridled tenacity of Shirley Chisholm. Help us to remember that fearlessness is not the absence of fear, but the determination to face the danger despite personal trepidation. Help us to remember the least of these, and help us, God, to become the bright light shining in the hour of darkness and despair.

This is our prayer to You for the gift of Your people, in Your righteous name, Shalom, Amen, and Akshay. (Applause)

TEMPORARY CHAIR ELLIS: Thank you, Senator Spearman.

Please remain standing for the Presentation of the Colors, followed by singing of the national anthems of the United States and Canada, by Jeanette Spoor, Local 1103, RMC member, followed by the Puerto Rican National Anthem that will be sung by Rolando Hernandez, President Local 3010.

... The Presentation of the Colors was followed by the singing of the national anthems of the United States, Canada and Puerto Rico ...

(Applause and cheers)

TEMPORARY CHAIR ELLIS: Thank you, Henderson Police Color Guard.

It is my honor to introduce the Nevada State AFL-CIO President, CWA's own Liz Sorenson. Liz is an Administrative Assistant in District 9. Along with being all of this, she is also my friend and mentor, always driving me on to bigger and better things. It's because of her leadership that I am standing here before you today. She pushed to have the political boot camps throughout our district and made sure that members from Nevada were included in these trainings that have transformed our union and

begun to build up our political power.

Though always being an active union member, she ultimately realized that we can't keep doing things like we have for the past 40 years. Our fight has changed, and we need to change with it. We need to take corporate power on in America and, with the support of leaders like Liz, we are taking them on here in the great state of Nevada.

(Applause)

ELIZABETH SORENSON (Nevada AFL-CIO President): Good morning. Thank you, Brother Marc, for that very kind introduction. I also want to thank Senator Pat Spearman and our governor, Governor Sisolak, for joining us this morning at our Convention, and for their incredible work on behalf of working families.

I am honored to stand today before my CWA family in my role as the President of the Nevada State AFL-CIO. (Applause)

This state has been a beacon of hope over the past two election cycles. In 2016 and in 2018, working people across Nevada hit the doors, they got

on their phones, they held conversations in their workplaces and union halls, and let everyone, from their coworkers, to their family members, to their neighbors, know the importance of elections and the importance of voting for pro-worker, pro-union candidates.

Here is what we have to show for that work: Two U.S. Senators and three out of four Congressional Representatives who are on the right side of working family issues, like raising wages, health care, immigration reform, and more.

Pro-worker majorities in both houses of the State legislature-- that also happens to be the first majority female state legislature in the country. (Applause and cheers)

Nevada's first Democratic Governor in 20 years and, more importantly, one who actually values the voices of working people and who works together with the Nevada labor movement to improve our state and everyone who lives and works here in this state. In 2016 and 2018, Nevada working people sent a message that when working people band together and

mobilize together, there is nothing we can't accomplish. The story of our successes in Nevada is the story of a union movement joining together and focusing on building a strong ground game during the election so that we can build a better future for our families and for our state.

But we had to learn some hard lessons before getting to that point. In the 2014 midterm election, the Nevada labor movement did not mobilize the way we should have. Perhaps we took the momentum from certain wins in 2010 and 2012 for granted. Key local and state races were on the ballot, but our members did not hear from us enough to turn out the numbers that we needed, and things got tough when the legislative session rolled around.

Unions in Nevada spent all of the 2015 legislative session fighting back multiple attacks on the rights of working people. Anti-worker politicians push near constant bills undermining our retirement security, our wages, our benefits, our right to collectively bargain-- all things that

Nevada union members had fought so hard for.

But the one good thing-- and believe me the only good thing-- that came out of that experience was the renewed commitment from labor in Nevada to never take an election for granted again, never again.

In 2016, Nevada joined together to run our largest and most unified political program. More than 50 labor groups dedicated nearly 2,500 volunteers and staff to make sure pro-worker candidates won in Nevada, from the presidential race all the way down the ballot.

We knocked on over half a million doors and had more than 120,000 conversations with voters. And you know what? Union members turned out this time. Over 17 percent of Nevada early voters were union members. (Applause) We need to be proud of that, brothers and sisters, with one out of five voters in Clark County coming actually from union households.

Although we were proud of the program we ran in 2016, we knew we could not let up in 2018. The



Nevada labor movement was determined to fill the halls of power with leaders who share our values, who want to make our state and our country a better place for all working people. Across Nevada, union members gave their all, as far as I'm concerned, in working toward that shared goal. Their passion and dedication drove an extraordinary campaign, one that built upon and surpassed our accomplishments of 2016.

Working together, we knocked on more 580,000 doors and spoke to more than 136,000 voters in person and over the phone about the best candidates for working families and the ballot initiatives that will impact their lives.

In 2016 and 2018, Nevada unions mobilized our most effective political program in our history, sparking change by being organizers and doing what organizers do best-- talking to each other. As union members, we are exactly the right people to educate working people about the best candidates for working families and to motivate others to get to the polls. At a time when the truth is casually

disregarded by politicians, union members know that we can trust the people who work beside us to choose the people who work for us.

That's why these conversations, they are critical. We have the power to educate and mobilize our fellow workers and their families. We see it more and more. Working people, they are on the rise. We are organizing, raising wages, and making the cause for an economy that works for all of us. We are taking the energy, the momentum that powered our political program to build a long-term grassroots movement to improve the lives of working families and strengthen their voices in the workplace.

This is a movement that will keep fighting for working people long after the elections are over. The elections are not a stopping point; they are a waypoint. We are proud of everything we have been able to achieve in Nevada, but really, we are just getting started. (Applause)

And with that, brothers and sisters, I would like to introduce our next speaker. He is a Labor

leader whose vision and dedication toward a stronger and more unified labor movement in Nevada has helped to turn our election night victories into legislative wins that improve the lives of Nevada working families.

Rusty McAllister was elected as the Executive Secretary-Treasurer of the Nevada State AFL-CIO in 2017, building on a long history of union activism and leadership.

Rusty served the residents of Las Vegas over 32 years as a firefighter, paramedic, and fire captain with the Las Vegas Fire and Rescue. He retired in 2016, and he is still an active member of the Las Vegas Firefighters Local 1285. Rusty was elected as Treasurer of Firefighters Local 1285 in 2002.

He was also the Chairman of the Las Vegas Firefighters' Health and Welfare Trust Fund. Rusty was actively involved statewide with the International Association of Firefighter locals. He was elected to the office with the Professional Firefighters of Nevada as District Vice President in

1984.

He rose to the position of President in 2004 and maintained that position until 2017, when he resigned to become the Nevada State AFL-CIO Executive Secretary-Treasurer. Rusty served as the Legislative Representative for the firefighters in Nevada from 1999 until 2017. He currently fills the role at the Nevada State AFL-CIO.

Please join me, brothers and sisters, in welcoming the Executive Secretary-Treasurer of the Nevada State AFL-CIO, my brother, Rusty McAllister.  
(Applause)

RUSTY McALLISTER (Executive Secretary-Treasurer, Nevada State AFL-CIO): Good morning.

Thank you, Sister Liz Sorenson, for that introduction. I certainly appreciate it. And thank you, also, for your leadership at the Nevada AFL-CIO as our President.

And I am grateful to have the opportunity to work alongside Liz to make lives better for the working families here in the state of Nevada. Without her and the efforts that she has put in over

the years, we wouldn't be where we are today.

And thank you to the leadership of the Communications Workers of America, President Shelton, and Secretary-Treasurer Steffens. I appreciate the opportunity to address your delegation.

Brothers and sisters of the CWA, thank you for holding your Convention here in Las Vegas. It's these conventions that are the lifeblood of Las Vegas and help us sustain what we do. And I would like to take the opportunity to welcome you to one of the best union cities in the United States.

(Applause)

To pick up where Liz left off, the labor movement in Nevada truly understood the need to keep up our energy and momentum after the election cycle. I mean, we elected, up and down the ticket, we elected working family candidates. Many of them -- in Nevada. We have 19 elected officials out of 63 that are union members or were. So, we went out and worked hard on behalf of those people.

And our goal is to educate, organize, and

mobilize our union members year-round and not just during the election cycle. That takes a lot of effort. That would be the only way we could educate the legislators, the only way that we can guarantee that our political program produces the legislative changes that we are seeking.

I am happy to report that by the time Nevada's historic 80th Legislative Session adjourned last month, after 120 days of deliberation-- we meet every other year for 120 days-- and in the debate of more than 1,000 bills and 500 that were passed, Nevada working families came out on top. Among the bills passed were several pieces of key legislation that reversed steps taken against us during the 2015 legislative cycle, as well as proactive legislation that strengthened the rights and benefits of many union members and other workers in the state of Nevada.

The Nevada labor movement is proud to have worked together in the past session to do things like actually bringing the prevailing wage back to 100 percent. It had been reduced to 90 percent for

school projects in the state of Nevada during the 2015 session. The problem was we were getting no contractors that wanted to bid on jobs, because who wants to bid on a job at 90 percent when there is work around that you can bid at 100 percent. We were able to get that back to 100 percent for the construction trades. (Applause)

We also removed anti-worker and anti-union language from legislation surrounding public works projects, strengthening project labor agreements and increasing our state's skilled workforce training program and retention.

If you look around, right now construction in Las Vegas is booming. There is a stadium being built on the south end of the city. The convention center that sits right next door is starting construction to double the size of the convention center, making it one of the largest in the world.

The Resort World Hotel across Las Vegas Boulevard is back under construction. It's close to being topped out. Years ago when the recession hit, the guys showed up at work, the men and women showed

up at work in the morning, and there was a gate locked with a sign that said, "This job shut down."

Thirty-five hundred people were laid off in one day. That job sat silent for years until the recession was over, and now I am happy to report it's almost topped out. They are making great progress with it. They are putting people to work.

Nevada's railroads: We have been trying since 1999 to pass a bill to make two-man crews, which you would think would be just common sense, to have two crew members on the train, some of which are up to three miles long. The train companies have sought, at various points in time, to try to reduce that number. We put in a statute that they have to have at least two crew members. It's a bill we have been working on since 1999, and we finally got it done. (Applause)

This bill doesn't necessarily help or impact union workers as much, but in Nevada, legislators this session passed legislation to provide 40 hours of paid leave for every worker in the state of Nevada. It doesn't say sick leave or annual leave.



It says they've got to provide; employers have to provide at least 40 hours of paid time off for their employees every year. (Applause)

Legislators also provided for a long overdue increase to Nevada's minimum wage. The minimum wage will start moving up incrementally each year until it reaches \$12 an hour. It's not where we want it to be, but it's a good start, and it's way better than where we have been. (Applause)

For CWA members, there are two bills in particular that I would like to talk about that were great legislative victories. For too long, working people have watched as wealthy corporations have come into our states, taking millions of taxpayer dollars with a promise of creating jobs locally. But do they? No.

As we have seen in the call center industry, companies come and take these taxpayer funds, taxpayer handouts, only to outsource their jobs years later, leaving local taxpayers with the bill and damaging local economies. I know this is a serious issue for CWA and some of the workers you

represent.

I am proud to say that during the last session, thanks to the hard work of your legislative team, our legislature passed Assembly Bill 271, a bill to protect call center workers from offshoring. (Applause)

Assembly Bill 271 does several things to fight companies taking our jobs offshore. First of all, it requires an employer who is moving jobs offshore, instead of giving the 60 days notice that is required by federal law, they are now required to give 90 days notice here in Nevada so that workers have a chance to figure out what they are going to do. This is impactful to their lives.

It also requires that the employer notify the state that they are taking those jobs offshore. If they don't notify the state, there is a \$5,000 fine, and they get fined \$500 a day until they do report that they are taking those jobs offshore.

Lastly, the bill will prevent any employer who offshores call center jobs from getting any grants, loans, tax abatements, or other economic

benefits for five years. (Applause)

Call centers are a major economic force in the U.S., representing three percent of our workforce. When call center worker jobs are outsourced and local workers are laid off, that has an impact on our families and on our local economies. This bill will hopefully help avoid some of that.

The other major legislative victory that we had here in the state of Nevada that you may have heard about is in regard to expanding collective bargaining. In the state of Nevada, the only employees, unionized employees, public employees that don't have the right to collectively bargain were state employees. CWA represents a significant number of state employees, law enforcement employees, here in the state.

Well, that's changed. I am proud to say that as of now, the legislature passed Senate Bill 135 that provides 20,000 state workers the right to collectively bargain. (Applause)

Another bill that we have tried for decades

to pass and have not been successful until this session: This will give the employees from CWA, the law enforcement employees, the right to sit down with their employer and talk about wages, hours, and working conditions. It's a long overdue benefit that they sorely deserve.

As someone who has lobbied on behalf of working people in Nevada for a long time, and as someone who was in Carson City during the 2015 attacks on labor when anti-worker politicians were attacking our very existence to be in a union, I know what the labor movement was able to accomplish in 2019 was historic. It happened because union members mobilized in 2016 and in 2018, to elect working family candidates up and down the ticket. They fought to make Nevada a safer place, a healthier place and more fair for all the workers in the state.

That is what the labor movement is all about. It's what our unions are fighting for-- an economic agenda at the national, state, and local level that makes every job a good one. It

strengthens our society, and it combats unrelenting income inequality.

We want to create an economy that works for all of us, not just for the wealthy. It is up to us now to get to work. The job is not done. We have got to build the next chapter of the labor movement together.

I am honored to introduce our next speaker and elected leader who Nevada unions are proud to support and work together with. During the 2017 legislative session, we were successful in passing legislation to improve the lives of working people. The only problem we had was that, once we passed the bill, the sitting governor vetoed every one of them. During 2017, over 20 labor bills were sent to him that he vetoed after the 2017 session.

We are only missing one key element. We need a governor that would actually work with us to help fix these issues; someone that would improve the lives of working people here in the state of Nevada. We found one, and we helped him get elected. Governor Steve Sisolak was absolutely

critical to all the legislative victories that we had, and he was the one who put the signature on the collective bargaining law that put state workers at the forefront and gave them a seat at the table.

(Applause)

Steve Sisolak was born into a working-class family in Milwaukee, Wisconsin, where his parents, Ed and Mary, worked hard to provide for their three children. Steve inherited his blue collar ethic working full-time to put himself through college at the University of Wisconsin - Milwaukee. Steven then enrolled in UNLV's, here in Las Vegas, graduate studies program where he received a master's degree in 1978.

Steve put down roots here in Las Vegas, built his own communications company, while also raising two daughters on his own as a single father.

Motivated by a passion for education, Steve decided to give back to the community that supported him by getting elected to the Nevada Board of Regents. In 2008, after 10 years as a University Regent, Steve was elected to the Clark County

Commission where he served as the Chairman until being sworn in as the Governor of the State of Nevada. He successfully managed the state's largest county budget and led Clark County through the great economic recession.

As Governor, Steve is working to strengthen Nevada's statewide economy by diversifying our industries and working to attract new fields and recruit pro-union companies to the state of Nevada.

Steve is proud to be able to call Nevada home and is honored to serve our families as our Governor. Throughout his time in office, Steve's goal is to keep Nevada strong, moving forward, investing in education, creating jobs by diversifying the economy, and guaranteeing quality, affordable health care to all of Nevada.

Please join me in welcoming our partner, our Governor, Steve Sisolak.

HONORABLE STEVE SISOLAK (Governor of Nevada): Thank you.

Good morning, brothers and sisters.

... Shouts of "Good morning" ...

GOVERNOR SISOLAK: I didn't hear you. Good morning.

... The delegates shouted, "Good morning"...

GOVERNOR SISLOAK: Okay. We've got to get the energy flowing in this room. I want you to take just a second, and first off, look at the lanyard that they gave me to wear. It says, "CWA Strong, Union Strong," because when CWA is strong, unions are strong. (Applause and cheers)

Our economies are strong, and our families are strong, and that's why we are here. That's what this is all about.

I am thrilled to be here... I really am, at your 77th Annual Convention, joined by more than 2,000 delegates and guests from across America. And I want to give a special shout out to CWA leaders from Nevada representing the Henderson Police Department, AT&T, and St. Mary's Hospital. So a special shout out to all of you for being here. (Applause)

Before I get into my remarks, I want to begin by saying thank you, and I mean that from the



bottom of my heart. I am the first elected Democratic governor in 20 years in the state of Nevada. (Applause and cheers) And that is not a testament to me; that's a testament to you. When you organize, when we vote, we win. That's what matters. (Applause) We need to continue to organize, continue to encourage every one of our members to vote, and continue to turn out at the polls. It makes the difference.

The tens and hundreds of thousands of phone calls and doors that were knocked on in Nevada are what we have to do across the country in order to elect pro-union candidates. (Applause)

My job and my pride is to make sure that union workers are treated with the dignity and respect that they deserve. And I can tell you those are values that I share with every single one of you. I'm not here to just give you another political speech and make some remarks because, let's be frank: We all know that talk is cheap. You get people elected, they come in here, and they are going to promise you the world. And the day

after the election, suddenly they forgot who they were, where they came from, or how they got to where they are.

I am here to celebrate some of the past accomplishments from this last legislative session. You heard some of them from the two previous speakers, Liz and Rusty, and I really appreciate what they said.

While organized labor is being attacked across the country-- and I mean a full-frontal attack across the country-- here in Nevada we have strengthened our commitment to ensuring that workers have a seat at the table because I firmly believe that, when workers are given a voice, our entire state does better. (Applause)

The success that the billionaires across the country have achieved in the last decade needs to get to every kitchen table in every family in every home in Nevada and in the United States of America. We deserve to share in those successes. (Applause)

In my State of the State address-- and it was only six months ago-- I made two important

commitments to our state workers, two commitments that weren't just words. They were two commitments that I meant, and I took very seriously. The first is that they would receive a three percent pay increase, and that they would be empowered to bargain collectively in the years ahead. And thank goodness, I had a majority Democratic Senate and Assembly, and female majority in the legislature, and they helped me accomplish what we set out to do. (Applause)

I am extremely proud that we were able to secure funds to pay for a raise for our state workers, and it was included in the final budget that we signed this session. Our state employees provide us medical and social services to our citizens. They assist new businesses. They keep our roads and highways safe. They are integral to the running of the state of Nevada.

Unfortunately, during the Great Recession, many of them took pay cuts or went without salary increases, because they knew we had no choice. But they continued, without complaining, to continually

serve the state of Nevada and our citizens. Their skills, knowledge, expertise, and devotion had been invaluable to us as a state.

That's why this session I was incredibly proud to sign SB-135, a landmark bill that, for the first time, empowers state workers to collectively bargaining in the state of Nevada. (Applause and cheers)

In addition to collective bargaining, as Rusty said, we had issues dealing with prevailing wage, with project labor agreements. We clawed back some of the losses that we had in the previous session when we didn't have labor-friendly candidates and elected officials in Carson City.

And we also signed AB-271, sponsored by Assemblywoman Peters, that will ensure that workers employed by call centers have additional protections should their employers make the foolish decision to relocate overseas. (Applause)

That bill states that those employers who choose to ship jobs overseas will not be eligible -- will not be eligible to receive economic incentives

for five years following their relocation.

(Applause) It's really a common sense bill that focuses on keeping jobs here in Nevada and keeping Nevada families supported.

And for those who don't know my story-- you heard a little bit about it from Rusty-- I grew up in a blue-collar family in Milwaukee, Wisconsin, just outside of Milwaukee. Got anybody here from Wisconsin?

... Cries of "Yay" ...

GOVERNOR SISOLAK: All right. Thank you very much.

I know how important jobs are. My dad worked for General Motors. My mom was a cashier at a Piggly Wiggly grocery store. So I know what it was like. I know what it was like when my dad came home and he had lost his job, and how it affected my family, how it affected him as a man, how it affected me and impacted me to see my dad have to go through that.

I know that that changed my life, and I realized that we need to protect every working-class

family in the United States of America. (Applause)  
Because you are not just a number. When I said  
early on that there are 2,000 elected delegates  
here, that's 2,000 families. There is a story  
behind every single one of those families. There's  
children, there's parents, there's siblings. Those  
families are important to me. Every single one of  
those families are important to me and to the state  
of Nevada.

And make no mistake about this: Nevada is a  
proud union state, a very proud union state.

(Applause and cheers)

It's built from the ground up by working men  
and women. When you walk outside and you see the  
tall high-rises and the casinos and the hotels that  
are built here, those were built union proud and  
union strong, and that's why they are successful.

(Applause)

As governor, it has been my honor to sign a  
lot of union bills. As Rusty said, last session,  
prior to the one that we just wrapped up here last  
month, a lot of bills got through the legislature

and got to the governor's desk and got vetoed. And when the pro-labor union bills came over, I was proud to sign every single bill that supported working families in the state of Nevada, because my family was one of those working families. I know what it meant that somebody stood up. You had my back, and I have your back as we move forward.

(Applause)

And as governor, I am proud to support the Nevada union legacy, supporting policies that are good-- not just good for Nevada, not just good for working families, not just good for labor, but good for everyone that's a citizen of Nevada and a citizen of the United States, because when we are in it together, we can accomplish absolutely anything.

And it begins right here, right now, today, it begins with you. The impact you have is immeasurable. You might not realize it when you get involved, when you endorse a candidate, when you make a phone call, when you knock on a door, that's what makes the difference. It begins here, it begins with you.

And I thank you for all you have done for me and all you continue to do for the state of Nevada. God bless you all and have a great day. Thank you very much.

... The delegates arose and applauded at length ...

PRESIDENT SHELTON: Thank you, Governor Sisolak, for appearing here today. But thank you for even more than that, for what you do for working families in the state of Nevada every single day.

GOVERNOR SISOLAK: Thank you. It's an honor. Thank you.

TEMPORARY CHAIR ELLIS: Thank you very much Liz, Rusty, and Governor Sisolak.

I am now proud to introduce a true leader for our members and locals in District 9, our Vice President, Tom Runnion.

Vice President Runnion first joined CWA in 1970-- I was three years old-- and has been a big part of our union ever since. He was elected President of Local 9400 and was elected to lead District 9 in July of 2015. I am proud to introduce



him today, District 9 Vice President Tom Runnion.

... The delegates arose and applauded ...

VICE PRESIDENT TOM RUNNION: Thank you.

Three years old, huh? (Laughter) Well, we've all gotta start sometime.

So good morning, everyone. Welcome to Las Vegas and our 77th Convention. I am Tom Runnion, Vice President of District 9. And it's an honor and distinction that I have been given to introduce our President, Chris Shelton.

I cannot think of a better person to be leading CWA during these tumultuous times. Chris has been a stalwart champion for our members and our workers, fighting in Congress to get hearings to find out where the tax savings went that didn't end up in your pocket or mine. Where are the jobs that were promised if the tax savings went through?

Chris has also led us during the aftermath of the Janus decision, and our membership numbers have increased, not decreased as was first feared. (Applause) Yes. While economically we have been hit, again, under Chris' leadership with the

assistance of Secretary-Treasurer Steffens, we are still afloat and moving toward achieving our goal of CWA Strong's agenda. Chris is the right person at the right time to lead CWA into the future.

Please stand and join me in giving our President, Chris Shelton, the recognition he deserves.

... The delegates arose and applauded at length ...

CWA PRESIDENT CHRIS SHELTON: Thank you, Tom. On behalf of the members of the CWA Executive Board, and particularly the locals and members of District 9, I want to again acknowledge the many years of service and dedication by retiring Vice President Runnion. (Applause)

Tom, I understand you are ready to go. You've got your motorcycle and your RV tuned up and are ready to hit the open road.

Join me, brothers and sisters, in giving Tom a round of applause as we wish him a hard earned, happy, and healthy retirement.

... The delegates arose and applauded ...

PRESIDENT SHELTON: In addition, let me recognize Brooks Sunkett for his 30 years of service as our Public, Health Care & Education Workers Sector Vice President. Stand up, Brooks.

... The delegates arose and applauded at length ...

PRESIDENT SHELTON: Our Public Health Care and Education members have always been a vital part of CWA. Please join me in wishing Brooks and Joanne well in their next endeavor. (Applause)

Good morning, brothers and sisters.

... Cries of "Good Morning" ...

PRESIDENT SHELTON: Welcome to the 77th International Convention of the Communications Workers of America. It's great to be here with all of you in Las Vegas.

I want to start by thanking my wife, Joyce Petrello. I cannot fully express my appreciation for how much you have had to put up with since I became President of CWA four years ago. For those of you who may not know, Joyce was a New York telephone operator and a local officer for 32 years.

And she loves CWA as much as anyone, and I thank her from the bottom of my heart for being so supportive and understanding through all the years I have spent on union business. Stand up, Joyce.

... The delegates arose and applauded ....

PRESIDENT SHELTON: I want to thank my children and grandchildren, who have also been incredibly understanding about how much time I have had to spend away from them because of my job. Thank you for being there for me and for believing in this union.

I also want to thank my great friend and colleague, Sara Steffens, for the amazing work she is doing as your Secretary-Treasurer. (Applause)

She has devoted countless hours to modernizing all of CWA's databases and computer systems. At the same time, she has emerged as a visionary leader of CWA, helping to chart our path for the future and keeping us true to our values of building a broad movement for economic and racial justice.

Thank you, Sara. (Applause)

I couldn't do this job without the support of my senior staff. They never get the recognition they deserve. So please show your appreciation for Jody Calamine, my Chief of Staff (applause), my senior advisors, George Kohl and Ameenah Salaam, and my outstanding Administrative Assistant, Toree Wade. (Applause and cheers)

George Kohl is retiring in September, after 39 years with CWA. George has been my friend and my mentor for all of those years, and I and the entire union will miss him. George, please stand up, and you can all clap now.

... The delegates arose and applauded ...

PRESIDENT SHELTON: I also want to thank all of my colleagues on the Executive Board. Please stand up, stand up, all of you. Each and every one of these sisters and brothers, each and every one of these sisters and brothers is out there fighting for you every single day. We are lucky to have such a great team leading our union in these challenging times.

And last, but by no means least, I want to

thank each and every one of you in this hall. CWA is the greatest union in the world because of the sacrifices and commitments that you make every single day. I could not be prouder or more humbled to serve as your President, so give yourselves a round of applause. (Applause)

Brothers and sisters, we are meeting in dangerous times. Our nation is deeply polarized between hope and fear, between solidarity and selfishness, between progress and reaction.

Our nation is standing at a crossroads. One road takes us forward towards a more humane and equitable future. The other road leads us to deepening division, more power for the one percent, and absolute disaster. The contradictions are glaring.

On one hand, this is the age of Donald Trump. It is a coarse, fearful, hateful time. We have never seen such crudeness and dishonesty in the White House. It's not just Trump's style and stupidity and endless lying which are offensive. Donald Trump sees confrontations between Ku Klux

Klan and Neo-Nazis on one side, and civil rights protestors on the other and says there are fine people on both sides.

He demands bans against Muslims. He says that Africa is full of shithole countries. He steals children from their families and puts them in cages. He treats women disgracefully. He passes massive tax cuts for the rich and lies about their impact on the economy. He appoints anti-union judges to the Supreme Court, and publicly attacks union leaders fighting to protect their members' jobs.

Worst of all, he has energized the darkest impulses of American history and culture. His naked appeal to white supremacy has divided this country in ways we haven't seen for half a century and probably not since the Civil War. (Applause)

More recently, he has devised a despicable taunt, "Send her back," as a racist rallying cry against four members of Congress, women of color, who inflame his anger by daring to challenge his power.

And yet, at the same time, this is not just the age of Trump. This is also the age of Bernie Sanders, the age of Elizabeth Warren, the age of Andrew Gillum and Stacey Abrams, the age of Alexandria Ocasio-Cortez and her 4.7 million Twitter followers. (Applause) The age of Black Lives Matter, Dreamers, and Occupy Wall Street. The age of Me Too. It is a moment when we have started a serious debate over a Green New Deal, a moment when Democratic candidates are no longer debating whether there should be a national health care program, but what is the best way to ensure that every American is truly guaranteed the right to health care. (Applause)

Brothers and sisters, this is not just a time of fear and anger; it's also a time of great hope and possibility. But history teaches us that pro-worker, progressive social change never, never happens automatically. It happens because a group of determined activists organize to make it happen.

Almost 200 years ago, abolitionists like Frederick Douglas and William Lloyd Garrison built a



movement that led eventually to the end of slavery. In the 1930s, industrial workers risked their jobs and sometimes their lives to build the CIO and the auto, steel, and rubber factories of the Midwest. And in the 1960s, young people sat in at lunch counters and endured fire hoses and lynch mobs to end legal segregation and win back the right to vote, which had been destroyed for a century after the Civil War.

And in just the last few years, we have seen the inspiring leadership of young people again in new movements for social change. Like their courageous predecessors, these young activists are putting their bodies on the line to build the road to a better society. These activists have tapped into the same deep well of American moral and political outrage and injustice that inspired Frederick Douglas' denunciations of slavery in the years before the Civil War.

Douglas' words from 1852 still ring true with us today, "If I had the ability and I could reach the nation's ear, I would today pour out a

fiery stream of biting ridicule, blasting reproach, withering sarcasm, and stern rebuke, for it is not light that is needed, but it is fire. It is not the gentle shower, but thunder. We need the storm, the whirlwind, and the earthquake. The feeling of the nation must be quickened; the hypocrisy of the nation must be exposed." But these social movements cannot succeed in isolation, and neither can the Labor movement. Our movements need each other.

For more than a decade, CWA has been crystal clear, that labor cannot overcome the challenges of our time unless we unite with and build broad movements for social change. Progressive movements help to create a political climate in which working people realize that change is possible and that union membership can change their lives. Progressive movements force the government to stand on the side of workers instead of on the side of bosses. That's what happened in the 1930s, and that's what happened in the 1960s.

Brothers and sisters, we are standing at a crossroads for our nation. To paraphrase Dr. Martin

Luther King, if CWA is going to help bend the moral arc of the nation toward justice, we must be strong, we must be united, and we must be determined.

(Applause)

This, brothers and sisters, is our mission. This is our responsibility-- to do everything possible to make CWA a powerful source for social, economic, racial and worker justice in this country.

Are you with me?

THE DELEGATES: Yes.

PRESIDENT SHELTON: Are you with me?

THE DELEGATES: Yes.

PRESIDENT SHELTON: Let me break that mission down into the three main challenges I think we face today. First, we must dedicate ourselves to overcoming the divisions which split the unity of the working class. Throughout our nation's history, the U.S. working class has often been divided. The earliest settlers in the 13 colonies sneered at waves of immigrants who came from places like Ireland, where my mother and father were from, and Italy.

A few decades later, the Irish and Italians forgot how they had been treated and looked down their noses at the immigrants who came from Russia and Eastern Europe. For decades, Mexican workers were brought in to harvest our crops at starvation wages, and then deported when they were no longer needed.

But no division in the working class came close to the division between black and white workers. This is the division that has historically cut the deepest and lasted the longest. Slavery and racism were the original sins of American society, and we are still grappling with their consequences. We see the legacy of racism and slavery today in the resurgence of Neo-Nazi and white supremacist groups. We see that legacy in the disparity between white and black family wealth. The average white family in America has 10 times the wealth of the average black family-- \$163,000 compared to \$16,000.

We see that legacy in the assault on voting rights. We see that legacy in the hateful and divisive rhetoric emanating every day from 1600

Pennsylvania Avenue-- a house, we should remember, that was built by slave labor and where 11 of the first 12 occupants were slaveholders. (Applause)

Whenever economic and political discontent flares up in this country, racial divisions resurface. The problem is, when we allow ourselves to be divided, we become weaker, just when we most need our united power to protect the working class. Who is to blame, then, for our stagnant wages, our vanishing jobs, and our crumbling communities? It's not other working people, no matter where they came from or how they got here. It's the billionaires, the banks, and the corporations and their policies that crush the hopes of those struggling to realize the American Dream. (Applause)

Our job is to focus our anger on the one percent and fight for our fair share of the wealth, not be diverted into fighting for crumbs among the rest of us, the 99 percent. Many of you have participated in our runaway inequality and fight forward workshops where we explore these issues. If you haven't yet, you should. Our experience in

these workshops is that members-- white, black, brown-- engage, and most importantly unite, when we bring them together to discuss economic and racial inequality.

Real leaders, brothers and sisters, unite us so we can move forward. Real leaders reinforce the original promise of being an American; that all people are created equal and have the right to life, liberty, and the pursuit of happiness. Real leaders build unity around the American Dream. (Applause)

Real leaders build unity around the American Dream and the bold promise of the Statue of Liberty, which proclaims, "Give me your tired, your poor, your huddled masses yearning to breathe free." All of us, all of us in this room must provide real leadership. That is the optimism of the America we want too, and we must build.

Our second focus, brothers and sisters, as a union must be on building workplace power and strengthening the union to take on our employers and meet the challenges of the future. Recently, we have had some major victories at the bargaining

table. We have reached tentative agreements at AT&T in the Midwest, Legacy in Puerto Rico, at Kaleida Health in Buffalo, for passenger service agents at Envoy Air, and we are closing in on a TA at General Electric. These were hard-fought, and in some cases, lengthy battles, but our members stood strong and did what had to be done.

Speaking of lengthy battles, our brothers and sisters at NABET-- NABET-- are finally, after a 15-year fight, close to settling our dispute with CNN, with millions and millions and millions and millions of dollars for back pay at stake.

... The delegates arose and applauded at length ...

PRESIDENT SHELTON: Workplace power makes the difference every time, and it is everywhere waiting to be organized and exercised. Workplace power won Piedmont passenger service agents critical raises last year. Workplace power put flight attendants front and center in helping to end Trump's disastrous government shutdown. (Applause) Workplace power is providing journalists with

collective bargaining across the country in one shop after another, big and small.

Workplace power is challenging the job-killing, wage-cutting, Sprint/T-Mobile merger. Workplace power is what won the strike at Frontier in West Virginia. Workplace power is what made AT&T finally bend on our jobs issues in the Midwest, Legacy-T and Puerto Rico. (Applause)

This power is everywhere, but it lies dormant and wasted unless we organize it and mobilize it. Two years ago at our last Convention, we knew the anti-union bosses were about to throw the Janus decision at us, so we embarked on the "CWA STRONG" program. We set out to defeat the bosses' attack on our public sector members, and across this great union, local leaders stepped up to meet that challenge.

We increased overall membership density by six percent. Instead of losing members, we increased our public sector members by 5,000 members and increased our public density from 80 percent to 90 percent. (Applause) That, brothers and sisters,



is CWA STRONG.

But we have much more to do to build our workplace power, and it starts with shop stewards, who are the backbone of our movement. As we all know, without a backbone, you can't even stand up, much less fight. Our stewards are the key to moving all aspects of our program. Representation, movement building, and organizing-- they are the key to our future.

So, in this coming year we will invest deeply in their training. Stewards must serve our members in grievance-handling and resolving workplace issues. But we are not a vending machine where members pay their dues and wait for services to drop out in return. Our members must engage and fight for their rights. Our stewards must be leaders and organizers, and the training we will roll out will help our stewards become workplace mobilizers and organizers.

We must also take concrete steps to make sure our union is as strong as it possibly can be. As you know, we will be debating several proposals

to change our structure in the next couple of days. Let me take a moment to comment on these debates.

A number of resolutions will be reported from the Resolutions and Rules Committee. One of them, in my opinion, is a no-brainer. We must establish a reliable source of funding for our Growth Fund. Since the Growth and SIF funds were established, they have proven critical to building the union's power. The SIF supports industry-specific campaigns, like contract campaigns or targeted legislative campaigns. The Growth Fund supports broader organizing, political, and legislative programs that build power for all of us.

But over time, we learned that the Growth Fund was not on a firm financial foundation. Now is the time to fix that to make sure both industry specific campaigns and campaigns that allow us to use our combined strength are fully funded. I urge you to vote "yes" on that resolution. (Applause)

There will also be several proposed Constitutional amendments designed to streamline our structure and our Executive Board as voted by the

Convention in 2006. One of them-- to consolidate the Printing Sector into the districts-- is an Executive Board proposal, and I fully support it. This proposal is the culmination of more than 18 months of discussions with the Printing Sector's Laws and Finance Committee, which recognized that the current administrative setup is unsustainable, and that the sector's members will be best served by full integration into the districts.

And two days ago, brothers and sisters, two days ago, the full Printing Sector Conference, all their delegates voted to endorse it as well.

(Applause)

There are other amendments that have been put forward by locals, and I personally do not have a position on them, but these proposals raise very important issues and should be fully debated. What I want to say to you is this: There are legitimate opinions on both sides of this debate, and we must respect those differences. Everyone here wants what's best for our union. So I urge you to debate these issues with a sense of respect for one another

and for each other's commitment to building the power of our union. (Applause)

These discussions are not new. From the very beginning of our union, we have repeatedly debated the best way to build the power of our members. When CWA was first established, we had to transform ourselves from a loose federation of former company unions into a unified national organization that could take on the biggest corporation in America, AT&T. Later, we merged districts to increase efficiency and conserve resources. After the 1989 NYNEX strike, we transformed the Defense Fund into the Members' Relief Fund. We went from annual to biennial conventions. We incorporated merger partners.

At every step of the way, leaders of goodwill held different views on the best way to build our power, but these changes ultimately helped to make us stronger. So let's approach our debate over the next few days with an appreciation of each other's views so we can maintain the unity we will need to absolutely grow our union. (Applause)

Our third challenge is absolutely critical-- electing a pro-worker government in November 2020.

I know you know this. (Applause)

I know you know this, but it is worth repeating. The stakes could not be higher. Whether or not we will have a pro-Labor Supreme Court, a National Labor Relations Board, or a Department of Labor that works for workers, not for bosses, an Occupational Safety and Health Administration that will protect workers from deadly on-the-job hazards rather than protecting employers by refusing to issue any regulations at all; a government that will rein in the power of big banks and tax those who can afford to pay rather than showering massive tax breaks on the one percent; a government that actually believes in science instead of denying the reality of climate change so that big oil and gas companies can reap mega profits as they freely destroy our planet; a Congress that will work to strengthen our democracy, expanding the right to vote, and getting big money out of politics, rather than gutting our voting rights and letting corporate

money drown our political system.

When Donald Trump campaigned for President, he claimed he would bring back hundreds of thousands of lost factory jobs. But when GM announced it was closing its Lordstown assembly plant in Ohio and laying off 1,600 auto workers, how did Trump respond? He attacked the president of the local. He said the UAW's dues were too high, and he called union leaders dishonest people.

I guess the President's performance on Lordstown should come as no surprise. Look at what happened with our own employers. When GE closed down factory after factory, he did nothing. When AT&T closed down call center after call center and moved them to other countries, he did nothing.

Last year, I personally met with the President, along with several other union leaders in the White House. I looked him straight in the eye and asked him to issue an Executive Order that would penalize call center companies that shipped jobs overseas. I don't think he had any goddamn idea what I was talking about. (Laughter & applause)

He blusters about creating millions of "beautiful new jobs," but as far as I can see, his promises are no more than absolute bullshit.

(Applause) And it's not just the President we have to change. We must also concentrate on holding on to our House majority, and we must, must, must take back the Senate. (Applause)

Mitch McConnell has demonstrated his total disregard for the will of the people. He has changed and manipulated the Senate rules to stack the courts and block consideration of any pro-worker, pro-community legislation.

The national Senate races will be a major challenge. The numbers aren't easy. But we see a path to victory running through North Carolina, Georgia, Arizona, Maine, and Colorado. Those of us in union-dense blue states are going to need to reach out to friends and family and click on donation buttons until we develop big callouses on our forefingers. We must do everything we can to win the Senate and make American politicians serve the American people once again. (Applause)

Brothers and sisters, the challenges we face have never been more critical. The choices we face have never been clearer. It is up to us to meet these challenges. There is no standing on the sidelines. There is no waiting until tomorrow. As Martin Luther King said in a speech in 1967, "We are confronted with the fierce urgency of now. This is no time for apathy or complacency. This is a time for vigorous and positive action."

Brothers and sisters, I ask you to stand with me in the fierce urgency of now to do what needs to be done. Stand with me to make the changes we need to strengthen our union.

Stand with me to take back Congress. Stand with me to take back 1600 Pennsylvania Avenue. Stand with me to take back America from the racists and the billionaires, and stand with me to build a country that gives every working person a shot at the dignity and decency they deserve. (Prolonged applause)

Stand up for the future, stand up for justice, stand up for democracy. I know we can do



it. Brothers and sisters, we need to stand together; we need to rally together; we need to knock on doors together; to march together; to vote together; to fight together. We must fight like we have never fought before, but most of all-- most of all-- we must win, win, win together.

Are you ready?

THE DELEGATES: YES.

PRESIDENT SHELTON: Are you ready?

THE DELEGATES: YES.

PRESIDENT SHELTON: Are you ready?

THE DELEGATES: YES.

PRESIDENT SHELTON: Thank you, brothers and sisters.

... The delegates arose and applauded at length ...

PRESIDENT SHELTON: I'm not done.

This, brothers and sisters, will be a Convention of change. This will be a year of electoral change. It's a time when our country must change. CWA can either be the makers of that change or the victims of that change. I want CWA to be the

leaders of the change, not the victims. Are you with me?

THE DELEGATES: Yes.

PRESIDENT SHELTON: Are you with me to change our country?

THE DELEGATES: Yes.

PRESIDENT SHELTON: Are you with me to change our union?

THE DELEGATES: Yes.

PRESIDENT SHELTON: Are you with me to take back America?

THE DELEGATES: Yes.

PRESIDENT SHELTON: Thank you, brothers and sisters, and now I am done.

... Chants of CWA, CWA, CWA, CWA, CWA as "A Change Is Gonna Come" by Sam Cooke played in the background ...

TEMPORARY CHAIR ELLIS: Well, that's a hard act to follow. All right. Thank you again for the privilege and honor of serving as your Temporary Chair. My local has taken on the pledge to strengthen our local by engaging our membership

through stewards, mobilization, legislative and political organizing, civil rights and equity, and women's committee structures. We are not all the way there yet, but we continue each to strive to be better and stronger than the day before. When we individually strive to be stronger and better, together all of us are making the future better.

I now turn the gavel over to President Shelton, who will assume the position of permanent Chair under the Rules of the Convention.

... President Shelton assumed the Chair ...

PRESIDENT SHELTON: Thank you, Brother Marc. You did a great job.

At this time, I would like to call the Credentials Committee to come up to the platform. We will use our one clap tradition as each name is called. This is Marge Krueger, the Chair of the Credentials Committee.

DELEGATE MARGE KRUEGER (CWA-IBT, Chair, Credentials Committee): Good morning, everyone. I want to first thank the Committee to the 77th Convention: Liz Sorenson, my Co-Chair of the

committee; Michelle Long-Vickers; Gwen Ivy; James Dennis; Judy Lugo; Roger Dean; Alonso Candler; Cristina Silver; and Kimberly Johnson.

President Shelton, delegates, retirees, and guests: I am pleased to announce on behalf of the Credentials Committee that the committee has registered over 1,509 delegates, alternates, and guests to the 77th CWA Annual Convention. The committee appreciates the assistance rendered by the Secretary-Treasurer's office, especially the help of the Information Services and Membership Dues Departments. With the assistance of the two departments mentioned, we are continuing to improve service to our delegates, alternates, retirees, and guests.

The committee also wishes to thank the staff assigned to the committee for their able assistance, and we especially appreciate the cooperation and assistance of the delegates over the last three days as the committee has worked to complete its assignments.

Since our last Convention, new locals have

been added to our ranks. These locals are 3565, 83225, 29079, and 23037. Let us welcome these locals. (Applause)

We shall be reporting on credentials in the following categories: Category 1, those credentials properly executed and received on time; Category 2, credentials properly executed but late; Category 3, improperly executed; Category 4(a), proxy credentials properly executed but late; Category 4(b), proxy credentials improperly executed; Category 5, unusual circumstances.

Category 1: There are 1,167 credentials properly executed and on time. The Committee moves that these delegates be seated.

PRESIDENT SHELTON: The Credentials Committee moves the adoption of this report. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: All those in favor, please raise your hands.

Down hands. Opposed by like sign.

The report is accepted. Thank you for your tireless work-- I think there's more, okay.

CHAIR KRUEGER: Thank you. There are no credentials in Categories 2, 3, 4(a), or 5. The Credentials Committee will be in session each day, one half hour prior to the opening of the Convention for the convenience of the delegates and their alternates, in registering late arrivals, replacing lost badges, and handling other problems. Guests will continue to be registered immediately prior to and during each session for the remainder of the Convention.

Those delegates, other than Category 1, who have not been seated by the action of this Convention, may present themselves to the Committee and obtain their proper badges. Other delegates who may have arrived late will also be served by the Committee shortly at the reservation counters in the lobby.

Mr. President and delegates, this completes the Committee's report at this time. Thank you.

(Applause)

PRESIDENT SHELTON: So, let me describe for you the use of the microphones and how you get recognized to speak, make motions, and/or ask questions. Microphone No. 1 in front of me labeled "Motions" is for delegates to make motions. The telephone associated with this microphone is connected directly to our parliamentarians. They are seated immediately behind me.

Will the parliamentarians stand as I call their names: Patricia Shea, CWA General Counsel; Amy Young, District 1 Legal Counsel; Matt Harris, District 4 Legal Counsel.

When you pick up the telephone, you are to advise the parliamentarians of the motion you wish to make. They will give you a preliminary parliamentary ruling. If your motion is in order, the Chair will be advised, and you will be recognized.

Just to remind you, any motion is only in order during the report of the committee to which the motion is related. For example, resolutions can only be received during the Resolutions Committee

report. They come up several times. Constitutional proposals can only be received during the Constitution Committee report.

If you disagree with a preliminary ruling, advise the parliamentarians. They will bring that disagreement to the attention of the Chair. The Chair will then make a ruling after which, if there is still disagreement, the matter can be placed before the Convention to determine whether or not the ruling is proper by voting on whether or not to sustain the Chair's ruling.

There is a microphone designated as the "Privilege" microphone. That is Microphone No. 2. Use it to raise a point of order or raise a point of personal privilege. It, too, is connected to the parliamentarians.

Microphone 3 is the "For" microphone. Use it to be recognized to speak for any motion or issue before the Convention.

Microphone 4 is the "Against" microphone. Use it to speak against an issue.

At the back of the hall, Microphone 5 is



designated for "Questions." Use that phone and microphone to be recognized for the purpose of asking questions, to clarify an issue before the Convention, or to get information.

We rotate those microphones. Under our rules, the maker of a motion may speak for their motion from Microphone No. 1. Under our rules, there is a five minute limit on any speech. There is a digital clock in front of the platform that indicates how much time you have. The microphone automatically turns off at five minutes.

In rotation, the movement will be from a "Motions" microphone, to Microphone No. 4, and then to Microphone No. 3. The rotation also includes Microphone 5 for questions.

The rotation continues until at least two people have had the opportunity to speak for and against, after which a motion to close debate is in order.

As you go to any of the microphones, take your badge out of the holder and place the badge bar code under the scanner and wait for a beep. Lift

the telephone and tell the attendant your name. You will be recognized in the order called for under our rules. Start off with your name and local number.

Let me introduce the people who will be answering as you call from Microphones 3, 4, and 5. They advise the Chair to recognize you. They are seated on my left and are: Susan McAllister from District 7; Tonya Hodges, Staff Rep from District 1; Jon Remington, Staff Rep from District 2-13; Shannon Kirkland, Staff Rep from District 4; Ruth Marriott, Staff Rep from Telecom and Technologies; Linda Miller, Staff Rep from District 2-13.

During the course of our Convention, a verbatim record is kept. A complete set of Convention proceedings will be emailed to you. You will have 30 days to review the record and report to us any errors you may wish to have corrected.

To help us with who is to be recognized and to be sure that we follow procedures as provided in the Constitution, each day we have two delegates come from the floor. For that purpose, today, we have two delegates, and I will introduce them at

this time. Keturah Johnson, President of AFA-CWA 22061; Robin Blair-Batte, President CWA Local 1180.

I now would like to introduce the Vice President of District 7, Brenda Roberts, for some introductions. (Applause)

VICE PRESIDENT ROBERTS (District 7): Good morning, brothers and sisters. At this time, I would like to call on the Resolution and Rules Committee to come up to the platform. While they are coming up, I wanted to say that our normal procedure is to report resolutions in numerical order, although it may be necessary to rearrange the order in which resolutions are reported out.

I would like to introduce the members of the Resolution and Rules Committee. Shawn Ludwig, President, CWA Local 1038, Chair; Terry Garner, President, CWA 2336; Dori Dempsy-Rieck, President, CWA Local 3642; Robert Williams, President, NABET-CWA Local 52031; Penny Franklin, President, IUE-CWA Local 82160.

Will the Chair of the Committee please read the Rules?

CHAIR LUDWIG: Rule VI (Hours of the Convention) of the Permanent Rules Governing Conduct of CWA Conventions provides that the hours of the Convention recesses, and other arrangements relating to the Convention, shall be established by resolutions or motions by each Convention.

Resolved: That the regular sessions of the 77th CWA Convention shall be as follows:

On Monday, July 29, 2019, the Convention shall be called to order at 9:00 a.m. The Convention shall be recessed for one and one-half hours beginning at approximately 12:30 p.m. and shall continue until the business of the day has been concluded.

On Tuesday, July 30, 2019, the Convention shall reconvene at 9:00 a.m. The Convention will be in recess for one and one-half hours beginning at approximately 12:30 p.m. and shall continue until the business of the day has been concluded.

On Wednesday, July 31, 2019, the Convention shall be called to order at 8:30 a.m. and shall continue until the business of the day has been

concluded.

Mr. President, the Resolutions & Rules Committee moves adoption of the Hours of the Convention.

VICE PRESIDENT ROBERTS: Is there a second?

... Seconded from the floor ...

VICE PRESIDENT ROBERTS: A motion has been made and seconded from the floor. Does anyone want to speak?

Since there are no other delegates wishing to speak on the motion to adopt the Rules, all those in favor indicate by raising your hands.

Down hands. All those opposed by like sign. The Rules are adopted. (Applause)

I turn the Committee over to the Chair, President Shelton.

PRESIDENT SHELTON: Thank you, Brenda.

The Resolution and Rules Committee will now report on Resolution No. 77A-19-7, "Censuring President Trump for Racist Attacks on Congresswomen of Color."

CHAIR LUDWIG: Thank you, Mr. President.

Please turn to page 12 of the Resolutions report, and look at Resolution 77A-19-7, entitled "Censuring President Trump for Racist Attacks on Congresswomen of Color." I will read the resolution.

Resolution 77A-19-7

Censuring President Trump for Racist Attacks on  
Congresswomen of Color

As Americans and trade unionists, we are strongly committed to the unity of all working people, of all races, creeds, and genders, in the struggle for social justice. We fight to make America a pluralistic, democratic society which will offer hope and opportunity to working people of all backgrounds. We work to make our country a haven of opportunity for those fleeing persecution and calamity across the world.

We remain inspired by the words of the poet Emma Lazarus, etched on the Statue of Liberty:

*"Give me your tired, your poor, your huddled masses yearning to breathe free, the wretched refuse of your teeming shore. Send these, the homeless,*

*tempest-tost to me, I lift my lamp beside the golden door!"*

That is the America we believe in. Apparently, the President of the United States does not share this belief.

Our commitment to democratic values and fundamental human decency requires us to speak out against the President's offensive, demagogic, dangerous, racist attacks on Congress members Alexandria Ocasio-Cortez, Rashida Tlaib, Ayanna Pressley, and Ilhan Omar. The President's outrageous demand that these four women of color-- three of whom were born in the United States, and the fourth who was a refugee from civil war and famine in Somalia-- be "sent back" to the countries they came from, represents a dangerous new low in the level of Presidential discourse.

In particular, we must reject the "send her back" language, a despicable taunt deployed against African-Americans and earlier generations of immigrants. This language poses a particular danger to Congresswoman Omar, given the barely hidden

networks of armed white supremacists whose hatred of Muslims hardly needs to be stoked by comments from the Oval Office and in campaign rallies across the country.

In this situation, we cannot forget the words of Pastor Martin Niemoller who, in 1946, after the end of World War II and the Holocaust, confessed his failure to stand up adequately against Nazism in its earliest years:

"First they came for the socialists, and I did not speak out-- because I was not a socialist. Then they came for the trade unionists, and I did not speak out-- because I was not a trade unionist. Then they came for the Jews, and I did not speak out-- because I was not a Jew. Then they came for me--and there was no one left to speak for me."

We cannot and will not be guilty of the same failure. We must speak up now.

Resolved, CWA condemns the divisive, racist "send them back, love it or leave it" rhetoric of the President of the United States. We call upon other unions, community organizations, legislative



bodies, and individuals to issue similar calls for the President to end this rhetoric, on his own part and among his supporters. We especially call upon the President's Republican colleagues, all too many of whom are silent in this controversy, to step up and denounce his un-American rhetoric. All decent Americans must stand together to denounce this behavior and show that we can be so much better than this. Our democratic values and fundamental human decency demand nothing less.

We move to put this resolution to the Convention.

PRESIDENT SHELTON: The resolution has been moved and seconded by the committee.

At the "For" microphone, I would recognize Delegate Diane Bailey. (Applause) And reset the clock, too.

DELEGATE DIANE BAILEY (President, Local 4310): Good morning, sisters and brothers. As Chair of the National Civil Rights & Equity Committee, I rise to speak in favor of this resolution. In times like these, we need to be

united as a union and a country. We are a diverse union and a diverse country. Division only weakens us. We must not go backwards; we must move forward.

I ask every one of you to join me and support this resolution. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone 2,  
Delegate Godoy.

DELEGATE JODY GODOY (Local 3103): Good morning, brothers and sisters. As a fourth generation Mexican-American, I have very strong personal feelings about this issue. However, as a news reporter and a delegate representing the News Guild of New York, I must respectfully abstain from the vote as other TNG members have done at this Convention on political issues for years.

As you know, a large number of our members are reporters, including political and government reporters. One important working condition for which we fight is for our reporters to maintain their journalistic integrity. I know that their reporting on this issue and others informs your fight, our fight, and I thank you for respecting

their need to stay publicly neutral on this issue.

(Applause)

PRESIDENT SHELTON: Back to Microphone 3,  
Delegate Daniels.

DELEGATE CHARLES DANIELS (President, Local  
4123): Thank you very much. Hello Union Family!

I rise today in support of this resolution  
for one very simple reason: because it's the right  
thing to do. (Applause) Because hate is wrong,  
because racism is wrong, because the President of  
the United States telling four women of color to go  
back where they came from is wrong. (Applause)

We are the good guys. We are union folks.  
Those comments have weight. They put those people  
in harm's way, those Americans in harm's way. We  
stand up to bullies; that's what we do. We would  
never allow someone to talk like that to our  
members. You would never let them say that to their  
face when you were there. It's unacceptable, and we  
have to stand up now, because when it's the  
President of the United States that's saying those  
words, with the power and the influence that he has,

that is a scary proposition, and it's incumbent upon us to be the ones to say "No. That's wrong. It stops." (Applause) Thank you.

Because, as powerful as he is, he is still not above right and wrong. To those that are fearful of how the optics will be for our conservative members on this, it's up to us to educate and explain that this has nothing to do with policies. This is about condemning racist comments and holding the President to a higher standard, because it is his responsibility to make this country a more tolerant and safer place for all Americans-- for all Americans. (Applause) Thank you.

PRESIDENT SHELTON: At Microphone 2, Delegate Patel.

DELEGATE YOGETTABEN PATEL (Local 1096): I am President of the local, which is in the News Guild Sector, and I am proud to represent more than 1,100 members in a variety of roles, including our incredible news rooms at the Wall Street Journal, and Barons, and Market Watch.

I would like to register an abstention for this resolution. I respect the presenters of this resolution and understand the intention. As a member of a newsroom myself and in recognition of our members whose job it is to cover the President and Congress, I think it is important for us to abstain from this vote. Thank you. (Applause)

PRESIDENT SHELTON: At Microphone No. 1, Delegate Trementozzi.

DELEGATE DON TREMENTOZZI (Local 1400): Mr. President, I call the question.

PRESIDENT SHELTON: Seeing no one at the "Against" microphone, the question has been called. All those in favor of calling the question, please raise your hands.

Down hands. Opposed by like sign. The question has been called.

So what's before you, brothers and sisters, is Resolution 77A-19-7. All those in favor of the resolution, please raise your hands.

Down hands. Opposed by like sign. The resolution is adopted. (Applause and cheers)

Sorry, I just want to clarify something. When I introduced the two delegates from the floor, I incorrectly had the name of the second and the local number of the second delegate. So I would like to have Decovan Coby Rhem, President of Local 9415, introduced to you. (Applause) He was traveling under an alias. (Laughter)

So, on Microphone No. 1, Delegate Ryan.

DELEGATE CHRISTOPHER RYAN (Local 1123): I move to only read the resolutions, the Resolves of the resolutions report, with the exception of Resolution 77A-19-1, "Funding our Fight for the Future."

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Do you wish to speak on it, Delegate Ryan?

CHAIR RYAN: In the interest of time, and obviously we don't want to read out the one on funding for our future, as that's extremely important to this delegation.

PRESIDENT SHELTON: There has been a motion, there has been a second. All those in favor, please raise your hand.

Down hands. Opposed by like sign.

The motion is adopted.

There is apparently a supplemental Credentials Committee report. The Credentials Committee is coming to the platform.

I would like to thank the Resolutions Committee for your work, and you will be back.  
(Applause)

DELEGATE SORENSON: President Shelton, delegates and guests, the Credentials Committee would like to report credentials in Category 2, "Properly Executed but Late" for the following Local, 84078. The Committee moves that the delegates be seated.

PRESIDENT SHELTON: Thank you, Liz.

So, you have heard the Credentials Committee report. All those in favor of accepting it, please raise your hand.

Down hands. Opposed by like sign.

It's accepted.

I would now like to bring to the podium Claude Cummings, the Vice President from District 6, for an introduction of the National Committee on Civil Rights and Equity. (Applause)

VICE PRESIDENT CUMMINGS: Thank you, Mr. President.

Good morning, delegates. At this time, I would like to call on the National Committee on Civil Rights and Equity to come up to the platform. The members of the National Committee on Civil Rights and Equity are:

Diane Bailey, President of Local 4310, Chair; Timothy Fitzgerald, Secretary-Treasurer, TNG-CWA Local 32035; Doug Johnson, member from CWA Local 6215; Fred Smith, Vice President, CWA Local 3902; Vera Mikell, President, CWA Local 2205; Robert Barrow, President, AFA-CWA Local 26052; Evelyn Evans, Chief Steward, IUE-CWA Local 81381; Kendall Bell, President, CWA Local 81381; Domonique Thomas, President, CWA Local 9510; Kenneth Youngblood, CWA Local 9110; Fernando Roman, Jr., Executive Vice



President, CWA Local 7026; Gerald Murray, President, CWA Local 6507; Dorethea Brown-Maxey, President, NABET-CWA Local 54043; Reginald Pierre-Louis, Craft Delegate, CWA Local 1106;

I recognize the Chair of the Committee, Diane Bailey, President, CWA Local 4310, for the purpose of presenting the report of the National Committee on Civil Rights and Equity.

... Committee members took turns presenting the report ...

COMMITTEE CHAIR DIANE BAILEY: The United States of America is now the largest incarcerator in the history of the world. The rise in incarceration has had a disproportionate impact on communities of color and the poor who are constantly targeted by discriminatory policies. Mass incarceration is also driven by the rise in private prisons and the exploitation of prison labor. Greedy anti-worker corporations like Walmart and Starbucks turn their profits by investing in private prisons and exploiting prison labor. Companies like AT&T have even used prison labor to do call center work.

In addition to cheap labor, these corporations get the added benefit of no strikes, no union organizing, and no benefits. This is without question modern-day slavery. These corporations and anti-worker politicians have had their way for far too long. It is time to rise up and fight to end the era of private prisons and the exploitation of prison labor once and for all. (Applause)

CWA can and must work with community organizations, progressive allies, elected leaders and other unions to fight for comprehensive criminal justice reform.

CWA, we should also make ending the use of prisoners as call center workers by companies like AT&T part of its national effort to stop offshoring of call center jobs. In addition, CWA should make criminal justice reform part of its legislative and political agenda. (Applause)

SECRETARY-TREASURER FITZGERALD: In 2017, CWA led a lawsuit filed against hundreds of employers for illegally excluding older workers from viewing their employment ads on Facebook. They did

this by the gathering of personal information. In March, a settlement was reached with Facebook. However, the case against the employers who used Facebook to discriminate against older job seekers-- such as T-Mobile and Amazon-- is still ongoing before the Equal Employment Opportunity Commission.

This case demonstrates the need for both better regulation and continued watch-dogging. Congress needs to pass data protection laws to protect personal information. But what good is passing a law if employers aren't going to follow it?

We must remain vigilant in fighting for the enforcement of these laws. CWA should once again renew its commitment to lead the fight in holding employers, data corporations, and Wall Street accountable while expanding protections for working people.

Anti-worker forces have used and continue to use false narratives to drive a wedge among workers. They tell us immigrants take our jobs. Immigrants are a burden on our society and that, we can't

possibly accept any more. This hate-filled rhetoric which is even more emboldened by our current President has led to atrocious actions such as separating children from their families.

Think for a minute what it feels like to be a mother and have your child taken away from you, or to be a father who has risked everything to come to our borders only to lose your life while attempting to get your children across.

We know that, if we are to build a strong labor movement, we must continue to build on our union's long and proud history of fighting for immigrants' rights and a fair immigration system.

Curbing Injustice - This country was founded and built by immigrants. Unless you are a Native American, we are all descendants of immigrants. Despite the false rhetoric, we know that immigrants are essential to our economy, and they are what make this country great. In the face of increased attacks against our immigrant communities, we urge you all to fight for what we know is true, and to stand in solidarity with immigrant communities by

pushing for real immigration reforms that ensure all workers are protected against exploitation and have full and equal protection under the law.

PRESIDENT VERA MIKELL: Since 2017, we have seen a drastic increase in attacks on our transgender communities. The current Administration has attempted to reinstate a ban on transgender people from joining and openly serving in our military. Furthermore, this Administration has proposed rescinding federal funding for schools that protect transgender rights, eliminating protections for transgender workers, and endorsed every anti-transgender court case.

Every month there are reports of increasing numbers of violent attacks and murders throughout our nation. The unprecedented level of attacks against our transgender community by this Administration is just the new addition to the long list of threats against hard-working people. CWA, this injustice we are called to fight.

In order to stem the growing tide of violence against this group, we must strive

individually and as a group, locally and nationally to recognize these basic human rights to whom all are entitled.

ROBERT BARROW: Starting in 2012, a project was developed to allow anyone over the age of 18 to choose their gender identity, assignment, and correct official documents. It took more than three years before others implemented legal regulations that eliminated variants in gender recognition. I would have joined in 2015 if there was a gender recognition bill which was 21 years in the making for Lydia Floyd.

In 2007, in Nepal, the Supreme Court issues a ruling recognizing a third gender category. This was the same time in 2009, when courts in Pakistan also added a third gender category. All these major milestones have helped push the conversation to a better understanding and acceptance of our transgender families and friends. Here in the United States, there are now 207 companies providing transgender healthcare benefits. This is up from 49 in 2009. The ability of mainstream media is on the

rise, and we continue to see the respect and dignity all humans deserve.

PURGING INJUSTICE (KENDALL BELL): Education is something we in the United States take for granted. As part of our constitutional rights, a free public education is something everyone should expect to have to be part of their formative years.

For children who are classified with disabilities, successfully navigating the educational path is not always an easy or positive experience. The classification alone creates a challenge for students. But add to that delays in implementing regulations, removal of civil rights protections, and even use of violence, then the process becomes even more challenging.

Children with disabilities are often disproportionately and unfairly suspended and expelled from school and educated in separate classrooms from their peers. Children of color with disabilities are over-represented within the Special Education population, and there is a stark contrast of how frequently they are disciplined.

CWA-represented social workers led and continue to lead the fight to advocate for children with disabilities and their families, helping them to advocate and navigate systems that ensure their children are in the proper educational setting. Our members work tirelessly to ensure that the rights of children with disabilities to free and quality public education are protected.

Our CWA siblings work in collaboration with members of other unions to fulfill the needs of children with disabilities, reflecting our union's values of inclusion. As we hone our efforts to fight discrimination faced by students with disabilities, we must continue to strengthen our coalition with other unions, community organizations and advocacy groups. In true organized labor fashion, our collective voice and action will be the catalyst that levels the field for our children and minimizes the negative impact of a special education classification.

... In unison, "Curbing Injustice" ...

DOMONIQUE THOMAS (Local 9510): According to



an article in Police Chief Magazine, "many states are cutting funding for mental health issues which has resulted in law enforcement departments having to figure out a solution to assist those suffering from a mental health crisis." For decades, mental health advocates have requested law enforcement agencies to provide on-the-job training to officers. Some law enforcement agencies have been implementing Crisis Intervention Teams which allow units with specialized training to deal with individuals experiencing a mental health crisis.

However, not nearly enough law enforcement agencies are implementing such programs, resulting in more and more individuals with mental health issues entering our criminal justice system, rather than getting the treatment and care they desperately need.

The fact is, mental health affects every community and workplace. And this is why it is more important than ever that we develop initiatives such as Crisis Intervention Teams (CIT's)

COMMITTEE MEMBER KENNETH YOUNGBLOOD: As my

sister mentioned, the solution for many CWA-represented departments across the country has been the implementation of Crisis Intervention Teams, or CIT training. The program trains officers to properly de-escalate crisis situations and connect people in crisis with the help they and their families need. Once an officer has earned a CIT certification, the officer will be prepared to determine if they are dealing with an individual experiencing a mental health crisis versus an individual committing a crime. This, in turn, will help better protect the rights of those suffering from a crisis and keep them out of the criminal justice system.

CWA should increase its involvement with local crisis intervention teams through developing a strong lobbying effort to educate policymakers and help secure adequate funding for training more officers and keeping the public informed of our efforts to help those experiencing a mental health crisis.

EXECUTIVE VICE PRESIDENT FERNANDO ROMAN:

Voting rights are under attack nationwide as more and more states introduce and pass laws that restrict access to voting. In Arizona, for example, three bills were introduced that limit access to voting. These laws will prohibit voters on the permanent "early voting" list from delivering an early ballot to an early voting location on Election Day and limit them to only vote in person on Election Day by provisional ballot. A provisional ballot is only counted if the election is challenged.

These changes would lead to significant burdens for eligible voters trying to exercise their most fundamental Constitutional right. Since 2008, similar measures such as voter roll purges, strict voter I.D. laws, restrictions on absentee voting, et cetera, are consistently being introduced and passed. These measures make it particularly harder for people of color, the elderly, students, and people with disabilities to exercise their right to vote.

PRESIDENT GERALD MURRAY: Voter rights

advocates have been fighting back against these attacks and passing reforms that would bring voter registration into the 21<sup>st</sup> Century and make voting convenient to all Americans. Such reforms include early voting, online voter registration, and same day voter registration.

Promoting access to the ballot box and fighting back against voter suppression has long been a priority for CWA. We know that those who seek to exploit working people for profit are the same forces pushing for restrictions in voting, and we have been at the forefront of fighting against them.

Our collective power as working people is diminished when millions of Americans continue to be denied the right to participate in our democracy. CWA, its members, and activists should continue the fight on the national, state, and local level to unrig our political system and reform our democracy.

PRESIDENT DORETHA BROWN-MAXEY: Women are still not being treated equal, even when they do the same work as men. Women still earn 80 cents for

every dollar a man earns. In some states, like Louisiana, women earn 69 cents to a dollar. Ethnicity is another factor that makes the gender wage gap worse. Hispanic women earns 53 percent, African-American women earned 61 percent.

At the current rate of change, the gap won't be rectified for another 50 to 100 years. This is too long for women to continue to be de-valued. We cannot build a strong labor movement while women are still being discriminated against by outdated workplace policies that determine their pay.

The gender wage gap has become more prevalent than ever. And as more women, particularly women of color, enter the workforce, in order to close this gap, we need to sign up more women into our union. (Applause)

CRAFT DELEGATE REGINALD PIERRE-LEWIS: The labor movement continues to champion causes that help tip the scales in favor of women and working class people across all demographics. As with many labor organizations, CWA realized that there were segments of its membership that were under-

represented in the leadership of the union-- from the shop floor all the way up to the podium at Conventions.

However, CWA is constantly working to ensure equity within its ranks. CWA's Minority Leadership Institute is a great example. The very existence of the Human Rights Committee is a testament to our inclusiveness. Our membership will continue to grow and change. The industries we serve will as well. But without continued political and social activism, the progressive vision of our leadership, and the energy of our rank-and-file membership, we will be poised to change the future and adapt to whatever changes that will certainly come.

Mr. Chair, this concludes the Committee's report, the National Committee on Civil Rights and Equity moves the acceptance of its report.

CHAIR CUMMINGS: Thank you. The Committee on Civil Rights & Equity moves acceptance of this report. Is there a second?

... Seconded from the floor ...

CHAIR CUMMINGS: Great. A motion has been

made and seconded for the acceptance of the Committee's report. I recognize Maurice Washington, President of Local 9400, at the "For" mic.

DELEGATE MAURICE WASHINGTON (EVP Local 9400): Good morning, brothers and sisters. I rise before you this morning in support of the Civil Rights & Equity Committee's report. They have discussed numerous topics that have plagued our society for decades, such as modern-day slavery, age discrimination, lack of funding for mental health, and laws that restrict access to voting.

For this to still be taking place in 2019, is unacceptable. I know we are better than this. As a people, as a country, now more than ever we must come together. I'd love to encourage you all to continue your voice to vote in upcoming elections-- not just in the Presidential elections, but on the local level as well. We have to educate ourselves about the mission of the elected officials. It is no longer okay to show up at the polls to vote and vote for politicians without researching their plan, their affiliation. They

hold your future in their hands.

I am here to be of service to you today to do my part. I believe every single person in this room not only want what's best for themselves and their families, but the best for this country. Let's figure out a way to make this country better for all.

In closing, I would like to thank the CRE Committee for their report. I'd like to thank Vice President Claude Cummings for his work on this report. And most of all, I'd like to thank President Shelton for allowing them to be them. Thank you for allowing them to have a voice. Thank you for allowing them to be honest. Thank you for just backing this committee all the way. Thank you.  
(Applause)

PRESIDENT SHELTON: At the "For" mic we have Gloria Middleton from Local 1180.

DELEGATE GLORIA MIDDLETON (President, CWA Local 1180): CWA, brothers and sisters: I rise, and I urge you to support and adopt the report of the Civil Rights & Equity Committee. Immigrants'



rights, LGBTQIA rights, education for our children, criminal justice reform, et cetera, must be put in the face of this current Administration. And labor must be the organization that confronts, fights, and in the forefront to protect everyone's rights in this USA. (Applause)

The slogan, "Let's Make America Great Again" needs to be changed. Let's Make America Free Again. (Applause)

PRESIDENT SHELTON: Thank you.

CHAIR CUMMINGS: There are no other delegates wishing to speak on the motion to accept the Committee's report at this time. All those in favor please say, "Aye."

... Cries of "Aye" ...

All those opposed?

The ayes have it and the no's know it.

Thank you so very much. I want to thank the Committee for their report, and I also want to again thank President Shelton as well as Secretary-Treasurer Sara Steffens for their support of the Committee on Equity and the human rights work that

we are doing in the labor movement. CWA is recognized as "THE" union in the human rights area.

So thank you so very much, President Shelton, for your support. And thank you, delegates.

PRESIDENT SHELTON: I would like to thank Vice President Cummings and the National Committee on Civil Rights and Equity for a great job.

I would now like to bring to the podium AFA-CWA Executive Vice President Sara Nelson to introduce the National Women's Committee. (Applause and cheers)

EXECUTIVE VICE PRESIDENT NELSON: Thank you, President Shelton. I want to start off first of all by recognizing the work of the CRE Committee and what they just brought up about immigration issues. Earlier this year, we had an AFA member who was flying for Mesa Airlines. She was a DACA recipient and had come here at age three. She was a graduate of Texas A&M and had finally landed her dream job as a flight attendant.

When she got an assignment to Mexico, after

Trump had changed his order over DACA and the court had reinstated it, but this one provision did not still exist, she could not fly out of the country. She told her supervisor, but she was on probation and her supervisor assured her she would be fine.

When she returned from Mexico that day on a one-day trip, she was held by CDP and turned over into ICE and put into a detention center in prisonlike conditions for six weeks. When our union found out about it, we immediately mobilized-- and many of you took part in that-- and within 18 hours, we got her out of that detention center. (Applause and cheers)

I want to recognize -- I want to recognize that we mobilized, and we worked so fast that her husband couldn't even get there in time to greet her. So instead, Beth "Mama" Rogers, CWA Council 42 in Houston, got there and was there with open arms to welcome Salina out of the detention center as she dragged her flight attendant bags behind her. Thank you, Beth, thank you to the strong women of CWA for being mamas for everybody.

... The delegates arose and applauded at length ...

VICE PRESIDENT NELSON: Now, issues of equality have been at the heart of what our union has done for decades. Many gains started in the contracts we negotiated well before local ordinances and federal laws were enacted, and with union contracts all workers are equal. But to build true worker power, we cannot stop there.

On the day the Supreme Court recognized the fundamental right to marry the person we love, a dear friend drove this home for me. He came into my office with tears in his eyes-- and he is not a crier-- and he said, "I don't have a partner. I don't know that I will ever be married, but that's not what today is about. I didn't realize until today the oppression I have felt my entire life. Today, my country recognizes me and the choices I make in my personal life as being the same under the law. The feeling of being acknowledged as equal has moved me more than I ever expected it to."

It reminded me that for every fight forward,

we win with a contract until our nation recognizes each of our inherent dignity in equal rights under the law. We struggle under an invisible weight that sometimes we don't even see ourselves.

I will tell you something: There is a weight that every woman in this room deserves to have lifted. Earlier this year, Virginia's House of Delegates fell just short of a floor vote on the Equal Rights Amendment. If the vote had moved forward and won, Virginia would have become the 38th state to ratify-- enough to tip the balance for a constitutional amendment to be approved and for women to be recognized as equal under the law of this land.

Our union had to fight tooth and nail for women who once made up the entire workforce to be treated fairly on the job. We also fought for men to have those same rights on the job.

We fight every day for every member to have equal rights and benefits on the job, but when 80 percent of aviation's first responders step off our planes, we do so in a country that's unwilling to

say that we are full and equal citizens. Evil dictators intent on controlling everything and stripping all people of our rights start with belittling women and treating women as less than human.

Sisters and brothers, sexism and racism have for centuries been the premier tactic of the boss to hold us down, keep us divided, and deny us the power we have together to take what we are owed as workers for moving this country, teaching this country, feeding this country, building this country, communicating in this country, and all around the world.

If you want to organize millions to build our union, if you want to take on outsourcing and keep good jobs here, if you want to make the boss share the profits we create, or if you just want to have the power to tell the greedy multinational owning class to kiss our ass, (applause and cheers) then you want to listen to this report. You want to be a part of making it known all around the world that the Communications Workers of America is the

union that respects women, fights for women's equal rights, and encourages women to lead.

So Women's Committee, please join us on the stage, and let me introduce the Women's Committee:

Chairperson, Grace Catania, President, T&T-CWA Local 34071;

Elizabeth Mercado, Business Agent, CWA Local 1105;

Sandra Strain, Vice President, CWA Local 6016;

Shannon Opfer, President, CWA Local 2107;  
Cheryl Bacon, Secretary, NABET-CWA Local 59053;

Yolanda Pearson, Executive Vice President, CWA Local 3204;

Sylvia Chapman, Vice President, CWA Local 4250;

Celeste Jones, President, CWA Local 7901;  
Pandy Allen, Secretary-Treasurer, CWA Local 9003;

Ebony Burgess, CWA Local 81381;

Sherrie Thompson, AFA-CWA (Frontier) NEC

Secretary-Treasurer, Local 27071;

Natashia Pickens, President, CWA Local 6335;

Janet Moore, President, CWA Local 37002.

And I recognize the Chair of the Committee, Grace Catania, for the purpose of presenting the report of the Women's Committee.

DELEGATE GRACE CATANIA (T&T-CWA Local 34071, Chair): Hello, CWA family. I am Grace Catania, Chair of the CWA National Women's Committee. Every Convention we get here on the stage and give our report on the status of our ongoing fight for women's rights and the rights of all working people. This time, before we do that, I would like to acknowledge all CWA members who belong to local women's committees throughout our union. If you serve on such a committee, please stand up. Stand up, please. (Applause)

Thank you. Please remain standing. Just remain standing, please. I want you to always remember that you are an inspiration, but that we face many more challenges. Brothers and sisters, if you are caring for an elderly parent, please stand



up.

If you are a woman involved in politics,  
stand up.

If you care about pay equity for women,  
stand up.

If the mass incarceration of women disturbs  
you, stand up.

If you are opposed to bullying and sexual  
harassment in the workplace, stand up.

If you are a young person breathing new life  
into our union, stand up.

As a member of CWA, we never stand alone.  
We will never stop fighting for one another. And to  
the bullies, harassers, bosses who won't pay us  
fairly, time's up. (Applause)

Take your seats now, please. You are the  
extension of every woman on this committee, and I  
would like to thank you for all that you do. We are  
at a critical time in our history of women's rights.  
Your activism is more important now than ever. Once  
again, thank you for standing up for women's rights,  
thank you for fighting for working people, and thank

you for making us CWA STRONG. (Applause)

... A video was shown about the rise of women in politics, followed by a video featuring CWA Local 2107 member Shannon Opfer who was sexually harassed by a customer while she was on a job ...

(Applause)

... Elizabeth Mercado, CWA Local 1105, and Sandra Strain, CWA Local 6016, presented the report on "CWA Supporting Working Families Serving as Caregivers," as follows: ...

ELIZABETH MERCADO: Working adults serving as caregivers has become more relevant now than it has ever been. We provide the majority of informal care to spouses, friends, neighbors, and aging parents. Up to 81 percent of women are serving as caregivers for their aging parents.

It is becoming increasingly difficult for working women to balance their lives, raise a family, maintain full-time jobs, and care for their elderly loved ones. The average caregiver is a 49-year-old woman who works outside the home and provides at least 20 hours of unpaid care to her

aging loved ones.

Sisters and brothers, consider the conflicting demands of work and elder care. Thirty-three percent of working women have had to decrease their work hours. Twenty-nine percent have passed up promotions, and more than 50 percent have downsized their positions up to and including leaving their jobs entirely.

While caring for others, caregivers often ignore their own needs resulting in physical, emotional, and financial stresses; however, it can also be rewarding, allowing some caregivers to experience personal growth and self-acceptance.

COMMITTEE MEMBER SANDRA STRAIN: CWA has negotiated progressive contracts nationwide to ensure employees are able to balance their work and family responsibilities. In 1990, CWA was a partner in creating the Family Care Development Fund and the National Eldercare referral program. In addition, CWA has continuously negotiated for additional benefits among bargaining units coast to coast. We have also provided resources for worker centers that

help organize home healthcare workers.

CWA must continue to negotiate and advocate for benefits for working caregivers. We should collectively stand by women and men caregivers and ensure they are provided all the tools necessary in order to be efficient at home and with their work duties.

COMMITTEE MEMBER SHANNON OPFER: It has been a long time coming for women to gain political power. During the 2018 Mid-Term elections, the AFL-CIO reported that over 700 union members were elected to public office. Teamsters, teachers, ironworkers, CWAers and other unionists won seats in city councils, state legislatures, and other bodies. These victories did not occur by happenstance. CWA and other unions invested in developing members to run for office or to help union members and activists get elected.

COMMITTEE MEMBER CHERYL BACON: We still have a long way to go to address the lack of representation of women in positions of power. Not all women who are elected candidates or

representatives are or will be pro-worker. It is our duty as union activists to seek out and support those who will champion our working families' agenda while recognizing that achieving full representation of women is not entirely about party or ideology, but about electing lawmakers who understand the lives of their constituents and reflect their values.

COMMITTEE MEMBER SYLVIA CHAPMAN: As members of CWA's National Women's Committee, we are outraged that women still earn 80 cents for every dollar earned by men-- a gender wage gap of 20 percent, according to the Institute for Women's Policy Research. This cruel injustice not only affects women during their active years in the workforce, but the consequences of a lifetime of unequal pay also follow women into their retirement years, affecting income and Social Security benefits reflect these wage disparities.

CWA has a fierce record of activism and advocacy for women's equity in the workplace. We mobilize for and lobby members of Congress to pass

legislation such as the Lilly Ledbetter Fair Pay Act, which was signed into law a decade ago by President Obama. The law makes it easier for employees to challenge pay discrimination in court.

But we know the best way to fight for equal pay is to join a union. Collective bargaining gives workers the right to stand together, share information, and address the critical economic gaps in our lives, our paychecks, and our security.

COMMITTEE MEMBER CELESTE JONES: With more than 200,000 women behind bars in the United States, we have become a nation with the highest percentage of incarcerated women in the world. The exponential growth of incarcerated women, particularly those with low-ranking socioeconomic status, reflects pervasive gender discrimination within our criminal justice system. This form of discrimination continues to impact incarcerated women within the penitentiary system as well.

The over-representation of women of color and poor people in the prison system also reflects deeply entrenched forces of institutional racism and

class prejudice. Women in poverty have been criminalized in many ways. For many women, especially poor women, domestic violence and sexual abuse are often linked to the cause of their incarceration. Poverty is also criminalized when women with mental illness come into contact with the law.

CWA is uniquely positioned to fight for criminal justice reform. The rise of incarceration in the last few decades didn't happen by accident. It is a direct result of failed "tough on crime" policies that allow private anti-worker corporations to profit from mass incarceration.

We should make criminal justice reform a core part of our political and organizing efforts. Change will only happen if we all actively participate in the broader struggle for social and economic justice.

COMMITTEE MEMBER PANDY ALLEN: CWA family, we are here today to highlight the terrible scourge of workplace bullying. One-fourth of working Americans have been bullied at work. This involves

unwanted or invalid criticism, blame without factual justification, being treated differently than the rest of the group, being sworn or shouted at, exclusion, social isolation, and humiliation.

COMMITTEE MEMBER EBONY BURGESS: According to one survey, more than 60 million Americans have been affected by workplace bullying. Seventy percent of the perpetrators are men, while 60 percent of the targets are women. The survey also indicates that Hispanics are the most frequently bullied race, and that 61 percent of the bullies are people in management positions.

COMMITTEE MEMBER SHERRIE THOMPSON: Much of the abuse occurs in private settings and is perpetrated by people in power. And it's getting worse since the election of Donald Trump.

The Workplace Bullying Institute found that 46 percent of people surveyed report that work relationships have become increasingly hostile since the 2016 election. But it's not the bully who suffers. In addition to the emotional trauma, victims declare won't be tolerated. Survivors must



feel safe to tell their stories without fear of shame or blame. Perpetrators must be held accountable.

COMMITTEE MEMBER NATASHIA PICKENS: We stand with survivors of sexual assault and harassment, and we will continue to fight back against the rhetoric that blames them. CWA not only talks the talk, we walk the walk. We are currently initiating a National Sexual Harassment Training to assist members, locals, staff and employers in preventing and combating sexual harassment.

COMMITTEE MEMBER JANET MOORE: If you are under the age of 35, the future of our union, CWA, depends on you. We need your energy, passion and fresh way of approaching the age-old challenges facing working people.

According to the Economic Policy Institute, workers ages 35 and under are the main components of an unprecedented surge in union membership over the past two years. In 2017, nearly 860,000 workers under the age of 35 were hired nationwide. And a quarter of those jobs were in unionized workplaces.

CWA has harnessed the energy of young people through its Next Gen program which began in 2010. These young activists seek to engage in human rights issues, organizing and political action. Let's continue to nurture their energy in building a strong labor movement now and for the future.

COMMITTEE MEMBER: Our country has passed that women all have the right to vote. In 1972, the Equal Rights Amendment was passed by Congress. However, it has yet to be embraced by all states needed to ratify it. CWA members must take the lead in bringing this fight back to the forefront.

Alabama, Arizona, Arkansas, Georgia, Florida, Louisiana, Missouri, Mississippi, North Carolina, South Carolina, Oklahoma, Utah and Virginia. A victory in any one of these states will ratify this amendment. But wouldn't it be amazing to have CWA be instrumental in making sure discrimination on the basis of sex is no longer a part of our nation's rhetoric?

Brothers and sisters, we need you to call your elected representatives and urge them to adopt

the Equal Rights Amendment. (Applause)

CHAIR CATANIA: CWA family, let us collectively vow to protect and promote the rights of women and all working people. Join us, the National Women's Committee, to say the time is up for women to continue to be devalued, harassed, bullied, discriminated against, and locked out of the halls of power. Time is up! (Applause)

Madam Chair, this concludes the committee's report, and the National Women's Committee moves the acceptance of its report.

CHAIR NELSON: Thank you.

The Women's Committee moves the acceptance of this report. A motion has been made and seconded for acceptance of the committee's report. The Chair recognizes Dustin Robinet on the "For" mic from Local 4302.

DELEGATE DUSTIN ROBINETTE (EVP Local 4302): My sisters and brothers, I rise in support of the Women's Committee report. I have seen my mother, my sister, my friends, my partner, my fellow activists, and my daughter treated differently for no other

reason than their perceived gender. Sometimes this is as simple as their efforts being overlooked, their dreams and goals belittled, their opinions ignored. Sometimes it is way more severe.

I will not remain silent and watch this. This must change. The future must be better for my daughter and all women. I am proud of my union for its ongoing efforts for justice, and I thank the Women's Committee for their work.

CHAIR NELSON: Thank you.

The Chair recognizes Denise Gilliam on the "For" mic from 1108-- 1180, sorry.

DELEGATE DENISE GILLIUM (Local 1180): I am the Chair of the Women's Committee for my Local. I stand in support of everyone here on the Women's Committee. For years we have, as women, stood behind our men. Now, we take the forefront. We stand beside them-- and most times ahead of them-- to ensure that whatever danger is coming their way, we are there to protect them, to let them know what's going on. (Applause)

We need to be recognized as women because

it's not only about how we look; it's how we walk, and we always stand by what we care about. We make this union strong, and we are going to continue to do so.

So, brothers and sisters, stand with us for this fight because we are a rival to be dealt with. Thank you. (Applause)

CHAIR NELSON: There are no other delegates wishing to speak on the motion to accept the committee's report. All those in favor, indicate by raising your hands.

Down hands. Opposed by a like sign.

The report is accepted unanimously.

(Applause and cheers)

The Chair would like to correct a misstatement earlier about Pandy Allen's name. Apologies, Pandy. Raise your hand. This is Pandy, not Panda, everyone, Secretary-Treasurer CWA Local 9003.

Now, committee members, stand up. Delegates, imagine the power we will build when the issues of this report are fixed, and the country

recognizes women as full and equal citizens under the law. Committee, remove your "time is up" sash, and hold it over your head.

Now, I appreciate the work of this committee, and it is necessary, but think about this perspective: Just imagine, just imagine if the AFL-CIO has a woman as president. (Applause and cheers) And the AFL-CIO Executive Council was made up of a majority of women, and we passed a resolution to form a Men's Committee to take on the challenges and roadblocks faced by men. (Applause)

Sisters, brothers, comrades, are you ready to fight for real power for working people?

CWA family, the time for women's equality, the time for women to join unions and lead unions is NOW! Thank you, Women's Committee, for your inspirational work.

... President Shelton resumed the Chair ...

PRESIDENT SHELTON: I would like to thank the National Women's Committee for the great work they did. I would also like to thank Sara for the great introduction, and I wonder if we could find a

candidate for that AFL-CIO job? (Applause and cheers)

So, now I would like to bring to the podium CWA Secretary-Treasurer Sara Steffens. I've got to tell you that Sara Steffens, by any stretch, is the best, the absolute best Secretary-Treasurer in the labor movement today. (Applause and cheers) And I've also got to tell you she is much, much more than a Secretary-Treasurer. She is a true partner of mine in running this union. So please give her a round of applause, Sara Steffens. (Applause)

SECRETARY-TREASURER STEFFENS: Thank you.

Well, hello CWA family. First let me start off by thanking you for all you do for our union, for your locals and for our members. All the people in this room, you are the heart and soul of CWA, and I just couldn't be more proud to be a part of our union family. Especially this morning, when Chris asked you to stand together, and you literally came up here and stood together. I thought that was one of the most beautiful moments I have seen lately.

I also want to extend my gratitude to the

members of our CWA Executive Board, who every day prove their willingness to take on the tough issues that are facing our union, and, of course, to Chris Shelton, for his extraordinary dedication to our union.

Then finally, a huge thanks to my staff in the Secretary-Treasurer's office. We really put them through a lot this year. They work so hard every day for all of us. Please give them a round of applause. (Applause)

So, on that happy note, we have launched our new membership and dues system. Many of you saw me this spring and this winter. I was on the road with our data staff. We trained hundreds of you in person, online, over the phone, by email, but we are just two months in now, and I know a lot of you still have questions. So we have a couple of data specialists in the convention booth area. They will be here the whole time. They can answer your questions one-on-one.

We chose Aptify because it can grow to meet the changing needs of our union, and the local



interface that we launched last month is just the start. We are working to build a state-of-the-art data operation headed by our Data Director, Anna Cooper, who many you have met and worked with this past year. More than ever before, information is power, and by building our data program, we are making CWA Stronger every day.

Digital tools can help us fight back against attacks on our locals. Just after I was sworn in four years ago, Tom Smith called me up and asked me to work on creating a national bank draft system for CWA. So at the time, Tom was an organizer at our mighty United Campus Workers local, and Tom is now the CWA Organizing Director.

So with help from Tom and his local, CWA became the first union to pioneer "Pledge Up," an online platform that allows locals to easily collect dues payments and political contributions for members who don't have paycheck deduction. Pledge Up is now used by CWA locals around the country, and knowing that we can survive and even thrive without paycheck deduction makes CWA stronger, and it

protects us from union-busting employers.

Technology can help us operate more efficiently, but it can't solve all of our problems. We need to rethink how CWA spends money and how we choose our priorities. Amid continual attacks on our locals and our members, we have made the tough choices required to keep CWA within budget each year over the past four years despite job cuts from our employers. Last year's Janus decision cost us six and a half million dollars in annual Fair Share revenue, but we were able to absorb the loss by planning ahead.

Here's something Chris and I are very proud of: We got through the Janus budget hit without laying off a single staff member. (Applause)

And we are also proud that we were able to work with our Executive Board and our staff unions to come up with a plan to preserve staff pension, which had been threatened by out-of-control costs. Last year, we launched a new innovative pension, the CWA Adjustable Pension Plan, that provides lifetime retirement security for our employees while

protecting CWA from runaway bills.

Still, all of these cuts have hurt, and we know your locals feel the same squeeze, not only because you are losing dues revenue as well, but because we have fewer CWA national staff. We are going to get through this together, and we are going to fight back.

We are CWA STRONG, but the seas ahead are rough. Our major employers, especially AT&T, continue outsourcing and offshoring our work. Even after signing up thousands of new members in mobility and the public sector and raising our union density to record levels, we lost members overall due to telecom industry job loss.

The only way to break out of this cost-cutting cycle is to grow. Sisters and brothers, organizing must be our north star. It is the only course that leads us forward and into better times.

Our CWA STRONG work, as Chris described this morning, is really paying off, and that's thanks to the effort of so many of you in this room. Our successes have been remarkable. In just two years,

our membership density grew 10 percent in the Public Sector. That's worth applause. Let's hear some.

(Applause)

And keep it going, because we are up seven percent in passenger services, five percent at AT&T Mobility, and four percent in AT&T wireline units.

(Applause)

Our AFA-CWA flight attendants have gained 5,260 new members, and more than 1,100 workers have joined the News Guild CWA. (Applause)

Still, there are tens of thousands of people represented by CWA who have virtually no connection to our union, and we have to change that. We need to double down on our efforts to reach out to them, to explain what we are trying to do, to sign them up as members, and more importantly, to bring them into action.

We need to invest in proven union builders, who know how to build membership and organize in new industries. And we need to build on our CWA STRONG foundation by recruiting tens of thousands of new stewards and activists.

So we are already mapping what it will take to get there, and if thinking of all that work makes you feel a little bit tired, that means you are paying attention. It's going to be a lot of work, and I get tired, too.

Sometimes it feels like we are always bracing for the next storm. But we need to look a little bit further out to see where we are trying to go, to see what we are really fighting to build and why.

So, every time I think about what's ahead, I think about my three daughters who are in the guest section today. They are all my hopes and dreams. They have gotten so much bigger since we moved to DC. Gracie is nine now, June is 10, Rosie turned 13 yesterday. (Applause) Yeah. So, suddenly her adult life seems so alarmingly close.

So today, it's Rosie that I am thinking of first when I think about what we are trying to build together, and at this moment, the stakes feel huge-- not just for Rosie and my girls who are lucky enough to be raised in a union family, but for all of our

kids.

I hope you all are fortunate to have a young person in your life that you love, a son or daughter, maybe a grandchild, niece or nephew, even a friend or neighbor. And I hope that when you think of this person and the life you want for them, that it inspires you to dream big, because we are our best selves when we make a point to think about those who are coming after us.

So when I get tired or discouraged knowing how hard we need to fight to keep our union strong, I think about my daughters, and I think about all of our daughters and sons and their generation, and those future CWA members who are just right now graduating from high school or college, making their way into our workplaces for the first time.

Here is my dream for them: I want our kids to grow up in a country full of strong unions and fierce union members (applause) where workers are truly free to organize, and they are never afraid to speak up, because no employer would dare to retaliate against them. (Applause)

A world where taking abuse is never part of your job description; where workers earn a fair share of corporate profits, and our bosses ask for long agreements because they know that every time we come to the table, our contracts get that much stronger. (Applause)

A world where walking a picket line is as common as seeing the line for a Sunday brunch table. And I dream of a world where my daughters won't earn less just because they were born female, and they won't earn more just because they were born white. (Applause)

We know that a world of strong unions is a world where equal pay and equal opportunity are on the rise. Not only are unions the best way to equalize pay in the United States, they are the only place where equal pay is growing for women and for people of color. (Applause)

My dreams are bigger, though, than what unions can do alone, so we need to keep building our broader movement for social and racial justice, because I want my kids to grow up in a nation that

puts their needs as human beings ahead of the relentless greed of corporations and the one percent. (Applause)

A world with well-funded public schools and affordable child care, where my girls and all our kids can go to the doctor when they are sick, or the emergency room when they are hurt, where everybody can get the medications or mental health care they need without worrying about bankruptcy or bill collectors.

And when our kids become parents themselves, I want them to feel free to spend a few precious months at home with their babies, secure because they have fully paid leave and they know their jobs are protected by federal law. (Applause)

And when my girls grow old some day, I want them to be happy and carefree old ladies who do whatever they damn well please in retirement, because they have a good pension and really strong retiree health care.

And just since we are dreaming, let's dream really big. I want our kids to grow up in a country



where a woman can be President, not just in theory but in reality. We are on our way, sisters. We have five women running this year. Two of them are widely considered to be front runners, so maybe 2020 is the year-- maybe not, but it's not that far away. We can see it.

It was 100 years ago that Congress passed the amendment that gave women the right to vote. It took another year for it to ratify. Our sisters of color were not given true access to the ballot for another 45 years with the Voting Rights Act. So we have come so far, and we know how easily it can be taken away.

It's been six years since the Shelby decision gutted the Voting Rights Act, and since then, every single state freed from federal oversight has restricted access to the polls for people of color. And after decades of progress, we still find ourselves living in a time when women of color serving in Congress can be targeted with chants like, "Send her back."

Thank you so much for passing that

resolution this morning, because I have not been able to stop thinking about that, "Send her back."

That racist rhetoric, it endangers all of us, because it attacks the very foundation of our democracy, the idea that every citizen has not only the right but the duty to stand up and speak up and fight back for a more perfect union. (Applause)

And there is this other message too in "Send her back." What era would they like us to return to, right? It's time to stop romanticizing the past because, you know, it wasn't that great for all of us, right? When we look ahead, we are better people. Instead of stealing from the younger generation with massive corporate tax cuts, we invest in them with education and public services. When we look ahead, we put our kids first, and we never back down.

So I ask all of you-- moms and dads, grandparents, beloved aunties and uncles-- to join me in building a better world. We can do this only if we can dream it and if we believe that it is possible. Because, after all, everything is

impossible until it's possible. It was about seven years ago when the "Fight for 15" started, and critics called it a massive overreach. But now it's the law in New York, in California, D.C., Massachusetts, and Maryland, New Jersey, and Illinois. By 2022, nearly one in four Americans will live in a city or a state with a \$15 minimum wage. (Applause)

And as you know, last week the House of Representatives voted to double our federal minimum wage, bringing it to \$15 an hour by 2025. So, yeah, I know some of you are thinking, it's true, the Senate majority, they promised their corporate masters a long time ago they will never vote for something like that. But that's why we will vote them out because that's possible, too, if we believe it and we work hard. (Applause)

Today, right now, we are in an unprecedented moment of opportunity. In the past three years, millions of ordinary people have taken to the streets, demanding a better and a more responsive government. Workers haven't been this mobilized in

decades, and young people's support for unions is at an all-time high.

The fastest growing segment of our labor union, our whole movement, people, workers younger than 35, and more than two-thirds of those between the ages of 18 and 29 say they support unions, and they know why we need them.

And that's not so surprising when you think about what they are living with-- staggering student debt, stagnant wages, skyrocketing health care costs. Young people want to organize and join together in unions because they, more than any other generation in recent history, have experienced what a world without unions is really like. In short, it sucks. So young people are with us, workers are with us, our kids are counting on us. Let's not miss this moment. We need to go big, and we need to go bold while we can.

CWA, the future is ours to build. Let's leave this Convention ready to tackle the hard work and make real change. Together we must fight with everything we have to put our dreams into action, to

organize and mobilize, and to keep CWA STRONG, and our labor movement strong-- not just for our kids but for all kids. Thank you.

... The delegates arose and applauded at length ...

PRESIDENT SHELTON: Thank you, Sara. As usual, great.

So before we recess, I want to say a few words about the Defense Fund Oversight Committee elections. Those elections will be held tomorrow, Tuesday, July 30th, in Pavilions 9, 10, and 11. That's for all contested Defense Fund Oversight Committee elections. I don't know if there are any, but if there are, they will be tomorrow in Pavilions 9, 10, and 11. The polls will open at 7:30 a.m. and remain open for one hour. Results will be posted and announced once tabulation is complete.

So now I would like to recess the Convention until 2:00 p.m. Enjoy your lunch.

... Thereupon, the Convention recessed for lunch at 12:25 p.m. ...

## MONDAY AFTERNOON SESSION

The Convention reconvened at 2:20 p.m., CWA President Shelton, presiding.

PRESIDENT SHELTON: Good afternoon. I would like to reconvene the Convention.

The first order of business-- and it's changed a little from your agenda-- but I would like to bring Sara Steffens up here to make some introductions.

SECRETARY-TREASURER STEFFENS: Hello, everybody. I have a few announcements, and then a welcome to some guests. A few lost items--

... Convention announcements ...

Then I would like to welcome some special guests that we have with us here at our CWA Convention today. Rita Berlofa, the President of UNI Finance, the global union of over three million finance and insurance workers in 237 trade unions worldwide. (Applause) Angelo Di Cristo, also from UNI Finance. And representatives from the European Works Council, which represents bank workers at BNP Paribas, the international owner of Bank of the

West. Let's give them a round of applause.

(Applause)

And then there are also bank workers here with us today from Bank of the West, Wells Fargo, and Santander. These workers have been on the front lines fighting for union representation with CWA in the U.S. financial industry. (Applause) They are an incredibly courageous group of people, and I hope you get a chance to connect with them while you are here.

And also exciting, I would like to recognize representatives of Game Workers Unite. GWU has built an international network of video game developers, coders, artists, and engineers who have joined together to organize for dignity and respect, and we are so pleased that they are here to learn more about CWA. Let's give them a strong CWA welcome. (Applause and cheers)

And last but not least, we have Terry Melvin, President of CBTU joining us here today. Terry has always been a friend of CWA. Thank you so much.

I turn it back to President Shelton.

PRESIDENT SHELTON: Thank you, Sara.

I now would like to introduce CWA's General Counsel, Pat Shea, to present the election procedures.

CWA GENERAL COUNSEL PAT SHEA: Good afternoon, delegates.

THE DELEGATES: Good afternoon.

ATTORNEY SHEA: The CWA Constitution makes a provision in Article XV for the election of International Officers, District Vice Presidents, National Vice Presidents, and At-Large Diversity Board members. The term of office shall be four years or until their successors have been duly elected and qualified.

The elections will proceed in accordance with the following procedure:

International Officers, National Vice Presidents of the union, and At-Large Diversity Board members will be elected by secret ballot of the delegates to the Convention, beginning 45 minutes after we recess and following for two hours.



Nominations for the positions of President, Secretary-Treasurer, National Vice Presidents, and At-Large Diversity Board members will be conducted here in the convention hall.

The District Vice Presidents shall also be elected by secret ballot today at the same time. Nominations will take place 15 minutes after the Convention recesses today in the assigned district meeting rooms.

The sequence of nominations is as follows: President; Secretary-Treasurer; Telecom and Technology Vice President; Public, Healthcare and Education Workers Vice President; At-Large Diversity Board Member for the Northeast region; At-Large Diversity Board Member for the Southeast Region; At-Large Diversity Board Member for the Central Region; and At-Large Diversity Board Member for the Western region.

And then, as I said earlier, 15 minutes after recess of the Convention today, the District Vice Presidents.

The rules affecting the eligibility of

nominees and voters state: First, only those members of the union in good standing who are not barred by law shall be eligible to hold elective office. Second, only delegates to the Convention who have been elected by secret ballot among the members of their locals and have been duly certified by the Credentials Committee to the Judge of Elections shall be eligible to vote.

Nominations and seconds taken in the hall today will be made from the Motions mic, Microphone No. 1.

Nominating speeches shall be limited to three minutes in length and one seconding speech for two minutes.

Where there is only one nominee for an office, the nominee can be declared elected upon a motion made from the floor electing that officer by acclamation.

The following provisions apply to voting procedures. Please listen carefully as these procedures have changed a little bit:

All voting shall be on a per capita basis as

certified by the Credentials Committee to the Judge of Elections. For national unit elections, if a local has national unit jurisdiction, the unit votes will be divided amongst the local's delegation and certified by the Credentials Committee to the Judge of Elections.

Proxies may be voted only as they are certified by the Credentials Committee to the Judge of Elections.

Alternates who expect to vote in any one of these elections must apply to the Credentials Committee for certification to the auditors for the election. The committee will be available in the designated voting area for that purpose.

All voting will take place in pavilions 9, 10, and 11, which is right next to the vendor area outside these doors.

Delegates must identify themselves for the Sergeant-at-Arms as they are in line to enter the voting area. A delegate's Convention badge and a photo identification shall serve as the sole verification of their identity for purposes of

determining their right to vote. Delegates are not permitted to use the badge of another delegate.

There will be ten stations where delegates will receive their ballots inside the balloting area. At the ballot station, the teller will inform the delegates of their duly accredited votes and present each voting delegate with a receipt to sign saying that they received the correct number of votes with their ballots.

Various denominations of ballots will be used. Each delegate will receive a sufficient number of ballots to equal his or her voting strength. No single ballot will identify a voter's total voting strength. The number of votes associated with each ballot will appear on the ballot.

Let me give an example. If the delegate voting strength is 386 votes, then that delegate would likely receive three ballots. The first one would equal 300 votes, the second one would equal 80 votes, and the third one would equal six votes. The delegate must mark each ballot and vote-splitting is

not permitted.

You must vote for the same candidates on all of your ballot denominations or your vote will be invalid. Unmarked ballots will not be counted.

Staying with the example of the three ballots, the delegate would be handed three ballots, will be asked to verify the accuracy of their voting strength, and be required to sign a receipt indicating that he or she received the correct number of votes.

Voting strength for the Telecom and Technologies unit and the Public, Healthcare and Education Vice President positions differ from voting strengths for other national officers. For this reason, those delegates eligible to vote in those races will be receiving a separate set of ballots for those races, but they will receive them at the same time and at the same ballot station that they receive all their other ballots.

If a question arises as to the delegate's identity or number of votes he or she is entitled to cast or any other matter, the delegate shall be

directed to the Judge of Elections, who shall consult with the Credentials Committee if necessary, before deciding the question.

Only one delegate will be allowed in a voting booth at one time. Upon receiving a ballot, the delegate will go into the voting booth, carefully fill out the box next to the name of the nominee they choose. The voting delegate will then deposit the ballot in the ballot box, which will be past the ballot voting area.

If the delegate makes a mistake in marking their ballot, the delegate should obtain a new ballot from the teller. The spoiled ballot must be surrendered to the teller before another ballot is issued. Any erasures, cross-outs, changing of the number of votes or other alterations may cause the ballot to be voided and declared invalid.

Delegates are reminded the polls will open 45 minutes after recess and close two hours later. Members of the Credentials Committee who are assigned to the election and designated election observers will be allowed to vote first, so these

individuals should report to pavilions 9, 10, and 11 around half an hour after the recess of this Convention. Any delegate waiting in line at the time of the poll closure shall still be permitted to vote.

The following provisions apply to the use of observers by the candidates. The observers must be CWA members and designated by the candidates, will be permitted to view the distribution of ballots, the balloting, and the tabulation. This will include, among other things, the opportunity to view ballots that have been cast. A maximum of two observers is allowed for each candidate.

Observers will not be allowed to touch or handle the ballots at any time or to interfere in any manner with the balloting distribution or the tally process.

Observers and known candidates were provided an opportunity yesterday evening for an explanation of the balloting and tabulation process. Observers must remain in the ballot count area until the balloting is completed. No cellphones, laptops, or

iPads will be permitted to be used in the voting area.

In order to be allowed into the designated areas as an observer, individuals must register with the Chair of the Credentials Committee. Only individuals presenting proof of their registration will be allowed into the area designated for observers.

After the polls close, the ballots will be counted, and the results of the election will be posted outside of the voting area in the lobby of the Westgate Hotel and will be texted to people who have signed up for the text messages. It will be also announced by the Chair on Tuesday morning.

If no one nominee receives a majority on the first ballot, a runoff election shall be conducted, and the two nominees receiving the greatest number of votes on the first ballot shall be the nominees on the second ballot.

If no one nominee receives a majority on the first ballot and there is a tie for second place, a runoff election shall be conducted, and the nominee



receiving the greatest number of votes on the first ballot and the two nominees who tied shall be the nominees on the second ballot.

If a runoff election is necessary, the notice for the runoff will be posted with the election results. The runoff election will be conducted starting one hour after the results of the first election are posted, and the time that the balloting for the runoff will begin will also be posted. The runoff election will then be conducted for the following hour. The balloting and tabulation will be conducted in the same manner as I just described for any runoff election.

I now turn the meeting back over to President Shelton. (Applause)

PRESIDENT SHELTON: Thank you, General Counsel Shea. I think that was a very succinct reading of our rules.

So now I would like to bring Secretary-Treasurer Steffens up here to conduct the first nominations.

... Secretary-Treasurer Steffens assumed the

Chair ...

SECRETARY-TREASURER STEFFENS: So at this time, nominations are open for the Office of President. For this purpose, the Chair recognizes Delegate Caroline Wade at Microphone No. 1.

DELEGATE CAROLYN WADE (President, Local 1040): Thank you, Madam Secretary. My esteemed brothers and sisters, it is an honor as well as a joy to place the name of Christopher M. Shelton into nomination for the International President of the greatest union I know, the Communications Workers of America. (Applause)

Chris has many, many accomplishments, but I only have three minutes, so allow me to highlight just one. He is the architect and father of the "CWA STRONG" program. This program has sustained and revitalized our union.

Our President is wrapped in the aura of intellectual fitness, which is reflected in many of the contracts he has negotiated in every area of our union.

Chris is as comfortable talking to a roomful

of members as he is talking to a congressman or senator, a governor, a CEO, or even the President of the United States. I don't know about this President. (Laughter)

District 1 has tagged him a "CWA roaring lion," and that name and the reputation surely fits. He has proven over and over again that he will fight the fight with whoever challenges the members of CWA, and he will fight that fight at the bargaining table, in the courts, in the hall of Congress, or on the streets. Wherever he and the members can win, he will fight.

Oh, what a pleasure, an unabashed privilege it is to nominate my friend, my brother, my colleague, our roaring lion, Christopher M. Shelton, to a job he was made for as International President of CWA National.

I'm going to ask the delegates to join me in a roar for our President, and it goes something like this, "Rarrah."

Can we have a roar for our President?

THE DELEGATES: Rarrah. (Applause)

SECRETARY-TREASURER STEFFENS: There has been placed in nomination the name of Christopher Shelton for President, and to second that nomination, the Chair now recognizes Delegate Matt Wood, President of Local 3411 at Microphone No. 1.

DELEGATE MATTHEW WOOD (Local 3411):  
Brothers and sisters, you all may know me as the call center guy, but my name is Matt Wood from the great state of Louisiana and the President of Local 3411. I am extremely proud to second the nomination to re-elect President Chris Shelton.

Chris and I come from two different places, but we speak the same language and sing from the same hymnal. That language and that hymn are the words in the song about workers' rights. Whether you are from the South, the East, the West, or the North, there is no one better to lead this great union, and I urge each and every delegate to keep CWA STRONG and vote for Chris Shelton as President.  
(Applause)

SECRETARY-TREASURER STEFFENS: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching the mics for the purpose of making further nominations. There being only one candidate for the Office of President, the Chair declares that Christopher Shelton is, therefore, elected.

Is there a motion from the floor to elect Christopher Shelton by acclamation?

... The motion was duly made from the floor...

SECRETARY-TREASURER STEFFENS: Is there a second?

... The motion was duly seconded from the floor ...

SECRETARY-TREASURER STEFFENS: A motion has been properly moved and seconded. All those in favor, signify by standing up.

... The delegates arose and applauded ...

SECRETARY-TREASURER STEFFENS: All right. You can all sit down now.

Opposed by like sign?

Okay. Go ahead and sit down. It is with great pride and honor that, as Chair, I am privileged to declare that Christopher Shelton is elected President of the Communications Workers of America.

... The delegates arose and applauded ...

PRESIDENT SHELTON: Thank you, thank you all. And you've heard enough from me this morning, so I'm not going to bore you to death again.

... President Elect Shelton assumed the Chair ...

PRESIDENT SHELTON: The next order of business is the election of Secretary-Treasurer of the CWA. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Grace Catania, President Local 34071.

DELEGATE GRACE CATANIA (Local 34071, President, Chicago News Guild, TNG-CWA): I proudly rise to nominate my friend and our leader, Sara Steffens, for re-election as CWA Secretary-Treasurer.

I first met Sara at an organizing event in

Los Angeles seven years ago, and we quickly became friends. We work with a common purpose to bring language interpreters together to fight for a voice and a job.

Back then, I didn't see myself as a leader, but Sara believed in me right from the start. She cheered me on as my activism grew and grew, and she cheered even louder after I was elected President of my Local and chosen as Chair of the National Women's Committee.

Never stepping down from a challenge, Sara herself had to fight to join CWA, leading a heartfelt campaign to organize her newsroom co-workers. She knows firsthand what it is like for an employer who wants to scare you into staying quiet, and how much workers' lives improved the day they signed their first union contract.

Sara is passionate about organizing. She cares deeply about our union family. She is never afraid to try a new idea or tackle what may seem to be an impossible problem.

Sara works very hard for our CWA members,

because she knows that it will take boundless persistence, imagination, and love to set aside our fear and take back our power. And she does it all as a woman in a male-dominated role, while balancing being a wife and mother to three wonderful young women. The example she sets for her daughters is an inspiration for working mothers everywhere.

In her job as Secretary-Treasurer, from day one she began working on a new membership system which keeps all of our records in one place and will allow us to connect-- not just dues payers but all members. When things were tough for us, she negotiated with staff to save CWA pensions. She worked with CWA leadership to get us through the Janus case, which allowed us to push with no layoffs.

Inside and outside the national, Sara Steffens demonstrates effective leadership. So I am honored to nominate Sara for another term, and I urge you all to vote for Sara Steffens for Secretary-Treasurer. (Applause)

PRESIDENT SHELTON: There has been placed in



nomination the name of Sara Steffens for Secretary-Treasurer of the Communications Workers of America. To second that nomination, the Chair recognizes Delegate Kendall Bell, President Local 81381.

DELEGATE KENDALL BELL (Local 81381): I rise to second the nomination of Sara Steffens as Secretary-Treasurer of our great union.

In her first term, Sara has proven her commitment and dedication to do whatever it takes to keep CWA STRONG. She puts the needs of members in our locals first, and she never gives up when things get tough. And Sara reminds us all how important it is, not only to believe in a better future for working families, but to fight for it.

I am honored to second her nomination, and union siblings, I urge you to join me in supporting Sara Steffens. (Applause)

PRESIDENT SHELTON: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the

microphones for the purpose of making further nominations. There being only one candidate for the office of Secretary-Treasurer, the Chair declares that Sara Steffens is therefore elected.

... The delegates arose and applauded ...

PRESIDENT SHELTON: Is there a motion from the floor to elect Sara Steffens by acclamation?

... A motion was duly made from the floor...

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: It has been properly moved and seconded. All those in favor, signify by standing up. (Applause and cheers)

Sit down, please. All those opposed, signify by like sign.

It is with great pride and honor that, as Chair, I am privileged to declare that Sara Steffens is elected Secretary-Treasurer of the Communications Workers of America. (Applause and cheers)

And the next order of business is the election of the Telecommunications & Technologies

Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Brian Sawyer, President Local 3682.

DELEGATE BRIAN SAWYER (Local 3682):

Brothers and Sisters: It is my privilege to rise before this body to nominate Lisa Bolton for Vice President - Telecommunications & Technologies. Lisa is a fighter. She works tirelessly every day for the workers of this union. It doesn't matter the size of your local, what district you are from, she listens to the issues and takes the lead.

In an environment where resources are limited, Lisa continues to take grievances to arbitration, and file major lawsuits against employers to protect the pensions and other hard-fought benefits of our members. She looks at the merits of the case and isn't afraid to fight.

During the Avaya bankruptcy, none of the union benefits were diminished, while management pension and benefits were slashed. In the ongoing Windstream bankruptcy, under Lisa's leadership CWA quickly filed and obtained a seat on the Creditors

Committee. This assures our voice is heard and our members' interests are protected. She made sure CWA members had the resources we needed to deal with this quickly and efficiently.

In Century Link, she took on the company when she learned they overcharged health care premiums, took it to arbitration, and obtained a favorable settlement.

In Nokia bargaining, Lisa and her team quickly and successfully filed board charges and protected the members from the only company proposal, which was eliminating the entire bargaining unit and contracting all work out, and they are still standing strong, fighting back for a fair contract.

With AT&T bargaining, the company proposed nothing but regressive proposals from the start, and after a year plus, the TA is now before the members for ratification. From first contracts for a vote to successor contracts for OSF, NIC, USDI, and Puerto Rico, the list goes on and on. Lisa's motto is, "When we fight, we win."

As you can see from these examples, it doesn't matter what company, which district, Lisa is and has always been ready, willing, and able to fight for the workers of our union. I am confident that Lisa will continue to look out for our best interests and continue to fight for what's right. Please join me in reelecting Lisa Bolton as Vice President Telecommunications & Technologies. Thank you. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Lisa Bolton for Telecommunications & Technologies Vice President of CWA. To second that nomination, the Chair recognizes Delegate Barbara Tolbert, President, Local 3250.

DELEGATE BARBARA TOLBERT (Local 3250, Atlanta, Georgia): Sisters and brothers, I rise to second the nomination of Lisa Bolton for Vice President of Telecommunications & Technologies. I didn't know Lisa very well when she was first elected, but we saw that she jumped in with both feet, ensuring all the bargaining units were

represented equally, because they are all important to her, and it shows in her daily actions.

Lisa walks picket lines, attends shareholders meetings, rallies, and district meetings. She is always advocating for our locals and our members. Lisa is and has always been available to help us. She has a positive attitude, she is hard working, she is truly dedicated to the labor movement and the great union. She always stands up for what's right with integrity. Lisa fights every day for the workers in our union. She is not afraid to take on the companies we deal with, whether they are large or small.

Lisa fights just as hard for a local of 25 members as she does with a local like mine with 500 members. From arbitrations to lawsuits, Lisa listens to us, reviews the case, and takes appropriate action.

Again, it's my pleasure to second the nomination of Lisa Bolton for Vice President of T&T.  
(Applause)

PRESIDENT SHELTON: For the purpose of

placing an individual in nomination, the Chair recognizes Delegate David Blackburn, President CWA Local 7050.

DELEGATE DAVID BLACKBURN (Local 7050):

Sister and brother delegates, I stand before you to put in nomination Shari Wojtowicz for Telecommunications & Technologies Vice President.

Shari promises to lead with transparency, honesty, and a total commitment to collaboration with all units within the sector. Shari has served the Telecommunications and Technologies members in many capacities-- as the President of Local 7250, Vice President, and Steward.

Shari has also supported the T&T members as a bargaining alternate in 2005, 2012, and 2015. She is a mobilization coordinator for District 7 and the T&T office. She was on the National Women's Committee from 2009 to 2012. She is the Ad Hoc Secretary-Treasurer and served in that capacity since 2007.

Your vote for Shari is a vote for inclusion. I'm going to tell you a little story. Back in the

day, we had a contractual thing called "Workplace of the Future." It was a collaboration between AT&T and the union. And they had a kickoff meeting at Bedminster, New Jersey, and in that meeting, a gentleman from Chicago Works got up and said, "This is all an illusion of inclusion," and he was right.

The illusion that we were dealing with before us was the illusion of bargaining; that our elected bargaining team was allowed to do their job in the Legacy T contract. That was not so. The illusion that the local presidents have the ability to inform their membership, and the terms of tentative agreements that we all were in Baltimore to do to take to our members was not so.

The illusion is that the office of T&T sent a letter to the membership-- without the knowledge of the local presidents or the bargaining team-- and alluded to the fact that the bargaining team had agreed to this. As a matter of fact, nobody on the bargaining team signed the TA.

Delegates, you have a clear choice in this election, a promise of total commitment to lead with



transparency, honesty, and commitment --

... The microphone was cut off ...

PRESIDENT SHELTON: Your three minutes have expired, brother.

There has been placed in nomination the name of Shari Wojtowicz for Telecommunications & Technologies Vice President of CWA. To second that nomination, the Chair recognizes Delegate LaNell Piercy, President, Local 4252.

DELEGATE LANELL PIERCY (Local 4252): Good afternoon, sisters and brothers. I stand before you today to proudly second the nomination of Shari Wojtowicz for Vice President of Telecommunications & Technologies sector. I have known and worked with Shari for well over 25 years. I can think of no better person who will stand up for, fight for, and represent not only our members, their families, and retirees in this sector, and also she will stand up, fight for, and represent members and their families and retirees across all districts and sectors.

I urge you to vote for Shari Wojtowicz for Vice President of Telecommunications & Technologies.

Thank you very much for your time and consideration.

(Applause)

PRESIDENT SHELTON: Are there any other nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching the mics for the purpose of making further nominations.

The Chair will entertain a motion to close the nominations. Do I hear such a motion?

... Cries of "So moved" ...

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: It has been moved and seconded. All those in favor of closing nominations, indicate by raising your hand.

Down hands. Opposed by like sign.

Nominations are closed. We have the nomination of two individuals, Lisa Bolton and Shari Wojtowicz. This election will be conducted in accordance with the instructions you have been

given. Thank you.

The next order of business is the election of the Public, Healthcare, and Education Workers Vice President of CWA. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Seth Hutchinson, Vice President TSEU Local 6186.

DELEGATE SETH HUTCHINSON (Local 6186): I am proud to nominate Anthony Brown for Vice President of the Public, Healthcare, and Education Workers. I have known and worked with Anthony for 14 years now. He was serving on our Local's Executive Board when I first joined CWA and helped mentor me when I was first elected to the board seven years ago.

TSEU is one of the largest locals in CWA, and for the last 40 years, we have organized and mobilized to win many fights against privatization and outsourcing of state jobs, stopped the gutting of state employee pensions, and fought for pay raises and better services for all Texans.

We have done this without the right to strike and the right to collectively bargain. We

are able to consistently win victories in a horribly anti-union, anti-worker environment like Texas because of the leadership of Anthony Brown.

Anthony has been a CWA member for 23 years. He served as treasurer of our local for nine years before he was elected President of TSEU. He served in that role until he became the assistant to the CWA Public Sector Vice President. All along the way, his leadership, talent, and activism have made a major impact for our movement and for CWA. He has consistently been on the front lines of our movement doing the hard work of building our union from the ground up.

Anthony has been a strong voice over the years for developing young activists and leaders in our union, and his actions always bring results.

On top of all his union activism, Anthony had the motivation and work ethic to do all this while working a full-time job as a state employee in health and human services and earning his bachelor's and two master's Degrees. He will soon have his Doctorate, actually as soon as he finishes his

dissertation, a great accomplishment that he is pretty humble about.

I can't think of anyone else who is more qualified to lead the Public Sector than Anthony Brown. Every decision I know that he has made has been for the greater good of our local and for our National Union, CWA, and I am confident that he will lead the whole Public Sector in this same spirit.

Anthony has a talent for bringing people together, and has always remained a humble, down-to-earth person that has often put others' needs before his own.

And don't let this approach fool you. He and I have had some very spirited debates on the Executive Board on items that we both were impassioned about, but he always strives to be on the right side of every issue.

In such a time as this in the Public Sector, it is my belief that a person like Anthony is who we need as our Vice President. So please join me, brothers and sisters, and support Anthony Brown for the next VP in the Public Sector. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Anthony Brown for Public, Healthcare, and Education Workers Vice President of CWA. To second that nomination, the Chair recognizes Delegate Natasha Pickens, President CWA Local 6355.

DELEGATE NATASHIA PICKENS (Local 6355, Missouri State Workers Union): Thank you, President Shelton. I rise before the body, because I am humbled and proud to second the nomination for Anthony Brown for Vice President of the Public, Healthcare, and Education Workers sector. It is my opinion that he is the best person for the Vice President of the Public, Healthcare, and Education Workers. He has used his wisdom to assist me as the President of my local in Missouri to strategize on how we can organize and mobilize in Missouri during difficult times.

Since being the Assistant Vice President of the Public Sector, he has helped and assisted as we strategized on how to organize and mobilize and help plan organizing blitzes.

He has encouraged me as a TSEU leader and as an Assistant of the V.P. He has had heart-to-hearts with me at times when I have been discouraged about some of the main crises that have come up in Missouri. He believes that if one local suffers, we all suffer, and if we win, we all win.

I am confident that Anthony Brown is the best candidate for the V.P. of the Public, Healthcare, and Education Workers, and would be an asset to the Executive Board. So please join me in voting for him. A vote for him is a vote for a stronger public sector. CWA STRONG. (Applause)

PRESIDENT SHELTON: For the purpose of placing an individual in nomination, the Chair recognizes Delegate Ed McDaniel, President CWA Local 3865.

DELEGATE ED McDANIEL (Local 3865): I rise with great pride to nominate my Memphis Chapter V.P., Ms. Margaret Cook, for Vice President of the Public, Healthcare, and Education Workers sector. We are a union without collective bargaining rights or paid time off, so we are all volunteers, all of

our officers, and so is Margaret. Even though she is a volunteer, she is really professional and has a proven track record of bringing our members together to win big for the working class.

Margaret was instrumental in our "Tennessee Is Not for Sale" campaign, where we stopped the outsourcing of facility jobs across the state. Margaret united all our members, community allies, and elected officials to stand united against corporate greed as the Chair of our union's Policy Campaign Committee.

As a Chapter Vice President at the University of Memphis, Margaret leads our "\$15 an Hour" campaign. Under her tenacious leadership, for the first time we won a progressive race, and we have a public commitment from the university President to give us that living wage of \$15 an hour.

Our union is a wall-to-wall union, bringing together facilities, administrative staff, faculty, graduate students, and more. And our local is statewide. We build unity across all job



categories, across all the geography, because we have to. This is the one thing I know: This is a woman that can unite us all, Margaret Cook. She has been a fierce voice on our Executive Board, for social justice, diversity, and moving our union in the right direction.

When we have a hard question, Margaret is right in the middle of it, facilitating hard conversations-- God, I could tell you stories-- seeing it through multiple perspectives and uniting us around the way forward. As a woman and administrative professional, like so many others, Margaret has been undervalued and made invisible. She has done her job and other people's jobs without any recognition hardly. I have seen it firsthand. When given the choice to lead, she will make us all strong.

The Public Sector is at a crossroads. We need an officer driven by a vision of leadership that brings together many voices, respects the expertise of local leadership and local conditions, and weaves together a united public sector strategy

that can help our mighty union begin to grow again and continue to get stronger.

Thank you. Elect Margaret Cook. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Margaret Cook for Public, Healthcare, and Education Workers Vice President of CWA. To second that nomination, the Chair recognizes Delegate Santonio Patton, Local 3865.

DELEGATE SANTONIO PATTON (Local 3865, Memphis, Tennessee): Thank you, sir. I am here with great pride to second the nomination of the CWA 3865 Vice President Margaret Cook for V.P. of the Public, Healthcare, and Education Workers sector.

I have worked with Margaret in Memphis, Tennessee. She made sure that custodians and others at the University of Memphis will receive \$15 per hour. I have seen her big heart for the fellow members. I have seen her endless work ethic, blazing campus, leading long meetings, and bringing people together-- all as a volunteer.

Margaret is somebody that I know personally, and I know she is someone that you can depend upon.

I could be no more proud to have the honor to second Ms. Margaret Cook for Vice President of the Public, Healthcare, and Education Workers sector. Thank you. (Applause)

PRESIDENT SHELTON: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching the microphones for the purpose of making further nominations.

The Chair will entertain a motion to close the nominations. Do I hear such a motion?

... The motion was made from the floor ...

PRESIDENT SHELTON: Is there a second?

... Seconded from the floor ...

PRESIDENT SHELTON: It has been moved and seconded. All those in favor of closing nominations indicate by raising your hand.

Down hands. Opposed by like sign.

Nominations are closed. We have the nomination of two individuals, Anthony Brown and

Margaret Cook. This election will be conducted in accordance with the instructions you have been given. Thank you.

The next order of business is the election of the At-Large Diversity Member for the Northeast Region. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Michelle Long Vickers, Executive Vice President of the CWA Local 1040.

DELEGATE MICHELLE LONG VICKERS (Local 1040, Trenton, NJ): I stand before you today to nominate Carolyn C. Wade, CWA Local 1040 President, to the CWA At-Large board. She is intelligent, experienced, and possesses great wisdom. She is a champion for the worker, public and private. She is dedicated, loyal, steadfast, and passionate.

Carolyn C. Wade is a cutting-edge President who has led an organizing campaign for her local from 1,500 members to over 7,000. She has shared her expertise with the CWA National Organizing Committee and sent her members to help others organize their locals. She is a veteran of the CWA

Executive Board Diversity, and she has excelled in this position, because she is in touch with her membership and is able to share her experiences and judgment for the good of the union.

Carolyn C. Wade is a true leader because she is also a servant. She gives her all to CWA. She is the essence of CWA. She will fight, she has fought, and she will continue to fight for workers.

Brothers and sisters, I proudly nominate CWA Local 1040 President, Carolyn C. Wade, to the CWA At-Large Diversity board. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Carolyn Wade for At-Large Diversity member for the Northeast Region. To second that nomination, the Chair recognizes Delegate Gloria Middleton, President of CWA Local 1180.

DELEGATE GLORIA MIDDLETON (CWA Local 1180): Good afternoon, brothers and sisters. I stand here proud to second the nomination for Carolyn Wade to be the Northeast Region representative for the Diversity Member At-Large. Carolyn C. Wade has

served as President of Local 1040 for over 27 years, which is nine terms. She is a leader for the workers, articulate, aggressive, and charismatic.

During her leadership, Carolyn has already increased the membership of her local to one of the largest in New Jersey and CWA. 1040 is 9,000 members strong in both the public and private sector. Carolyn has served on the Executive Board of the International CWA and is the first voting African American woman on that board.

During her years as President, Carolyn has demonstrated a great commitment to organizing during an especially trying time for state and private sector workers. She has been fiercely committed to fighting for good contracts and against layoffs. Carolyn has led Local 1040 in numerous fights against privatization. Legislation has been passed to do that.

On a personal note, Carolyn has been my mentor, my friend, and a person I trust to represent me and the rank-and-file members of CWA to have our voice, and when Carolyn speaks, everyone listens.

(Applause)

I thank you. I hope that you elect Carolyn Wade for Diversity Member At-Large. (Applause)

PRESIDENT SHELTON: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mics for the purpose of making further nominations. There being only one candidate for the Office of At-Large Diversity Member for the Northeast Region, the Chair declares that Carolyn Wade is therefore elected.

... The delegates arose and applauded ...

PRESIDENT SHELTON: Is there a motion from the floor to elect Carolyn Wade by acclamation?

... The motion was duly made ...

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded from the floor ....

PRESIDENT SHELTON: It has been properly moved and seconded. All those in favor, signify by

standing up. (Applause)

Please sit down. Opposed signify by like sign.

Sit down. It is with great pride and honor that as Chair, I am privileged to declare that Carolyn Wade is elected At-Large Diversity Member for the Northeast Region. (Applause and cheers)

The next order of business is the election of the At-Large Diversity Member for the Southeast Region. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Walter Andrews, President Emeritus Local 3204, and Vice President RMC Chapter 30901.

DELEGATE WALTER D. ANDREWS (Local 3204, Atlanta): Mr. President, Executive Board, delegates, guests, brothers and sisters: It is with great privilege that I rise to nominate Ed Barlow for the position of the Southeast District diversity seat. Ed has been a member of our local for over 20 years. He is now the current President in his second term. Ed works entirely in our local, and his favorite thing is encouraging the people to



bring their kids to the union meeting so he can teach them what the union is about with their kids.

He has worked very hard. He has worked all sides of the CWA triangle. He works all sides of the triangle. There is not an election, a rally, or anything that goes on in Atlanta, Georgia, that they don't come to Ed Barlow first. Ed is one of the most progressive black leaders in the South. Ed works tirelessly day in and day out.

I first met Ed when I was president of the local. I went to his work location and I was talking to his group. And when I got through, he was basically a new hire. He came up to me and said, "Mr. Andrews, I want you to teach me about this union. You don't have to pay me. Just teach me." And he worked his way up, and after 20 years he became the president of our great local.

Ed is an outstanding leader. There is no one better fit or qualified to hold this position than Mr. Ed Barlow. Please join me and vote for Ed Barlow. Thank you.

PRESIDENT SHELTON: There has been placed in

nomination the name of Ed Barlow for At-Large Diversity Member for the Southeast Region. To second that nomination, the Chair recognizes Delegate Gerald Murray, President Local 6507.

DELEGATE GERALD MURRAY (Local 6507): I am standing here today to speak about Ed Barlow, a fellow union brother I have known since our 2012 NLR days. He understands what it takes to be a trailblazer as the CWA At-Large Diversity Board member. NLR taught us what it takes to fight for people who can't speak for themselves, and Ed represents just that through his character and leadership as the president of his local.

I can list several things here about Ed and his accomplishments since he has been President, but I'm off the grid on what I had written down. But this is the most important thing: He is an active member for 20 years, and that speaks a lot for Ed. But voting for Ed is the right thing to do, because he is representing not just a few, but everyone.

I am proud to be standing here to second the motion for Ed Barlow as CWA At-Large Diversity

Southeast Region board member. Thank you.

PRESIDENT SHELTON: For the purpose of placing an individual in nomination, the Chair recognizes Delegate Shannon Opfer, President CWA Local 2107.

DELEGATE SHANNON OPFER (Local 2107, Annapolis, MD): It is my privilege to stand before you to nominate Vera Mikell for the position of Southeast Region At-Large Diversity Executive Board Member.

Vera has been a proud CWA member for 19 years. As President of Local 2205, she has the task of increasing internal membership in a right-to-work state. Her local has achieved a 97 percent membership, with an incredibly impressive 100 percent PAC participation. Her local is actively involved in the Newport News community. She and her Executive Board launched "CWA 2205 Cares," a community outreach program. They donate supplies to schools, mentor the Boys and Girls Clubs, and hold food drives.

As the representative for District 2-13 on

the Civil Rights and Equity Committee, Vera has never been afraid to have the difficult conversations that are so necessary in our environment today. Vera will not back away from any chance to bring awareness or educate our members about issues affecting the rights and respect of all workers. She is fearless in tackling the topics so many people run away from.

Vera was first elected to the Diversity Board in 2015. She has proudly supported and participated in many campaigns to improve conditions for all union members. If you haven't met Vera yet, please just give it a minute. She is often the first person to approach a new face, and you will not remain a stranger for long. Vera knows absolutely everyone, and once you have met her, you will never forget her.

She has worked hard at every opportunity to create bridges between sectors and districts, AT&T and Verizon, public and private sector from coast-to-coast. She has never met a stranger, and truly exemplifies the idea of a union family. If you are

here in this room, I promise you Vera Mikell is your sister.

Whatever the fight, there is no one I would rather have on my side than Vera. When I first started attending union events, I was actually kind of quiet-- I know that's hard to believe-- but Vera saw through that and helped bring out my inner activist. She made me feel comfortable enough to be myself and inspired me to come out of my shell and speak my mind. I realize there's some of you that might really resent her for that, but I promise you it's a good thing.

She is loud, she is outspoken, and she is a force to be reckoned with. She is without a doubt one of my favorite people. And if you were marching into hell, Vera is the one you want on your side.

For all these reasons and so many more I don't have time to list, it is my honor to nominate for Southeast Region At-Large Diversity Executive Board member, my 2-13 partner in crime, my favorite -- (applause)

PRESIDENT SHELTON: Sorry, your time

expired.

There has been placed in nomination the name of Vera Mikell for At-Large Diversity Member for the Southeast Region. To second that nomination, the Chair recognizes Delegate Chris Brown, President, CWA Local 2201.

DELEGATE CHRIS BROWN (Local 2201): Thank you, President Shelton, Secretary-Treasurer Steffens. It's good to say that, too.

Executive Board, fellow delegates, I proudly second the nomination of Vera Mikell for the Southeast Region At-Large Diversity Executive Board.

I have known Vera for many years, and I have seen the morals and values she represents. She has been a tireless worker for not just our members, but all humankind. She has the fortitude and courage to stand up for what is right. She won't back down from a fight. Her dedication to our union is bar-none electrifying.

In closing, let's elect Vera Mikell as Southeast At-Large Diversity Executive Board. Thank you. (Applause)

PRESIDENT SHELTON: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

Seeing no one going to a microphone, the Chair will entertain a motion to close the nominations. Do I hear such a motion?

... Motion duly made from the floor ...

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded ...

PRESIDENT SHELTON: It has been moved and seconded. All those in favor of closing nominations, indicate by raising your hand.

Down hands. Opposed by like sign.

Nominations are closed. We have nominations of two individuals, Vera Mikell and Ed Barlow. This election will be conducted in accordance with the instructions you have been given. Thank you.

The next order of business is the election of the At-Large Diversity Member for the Central Region. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Robert

Hull, President CWA Local 4319.

DELEGATE ROBERT HULL (President, Local 4319): Good afternoon, brothers and sisters. I proudly stand here to nominate Vice President Erika White for the CWA Central Region At-Large Diversity Board position. Erika is intelligent, trustworthy, hardworking, energetic, and motivated in every duty and task she performs. She is well-respected by her coworkers and union brothers and sisters, and is loyal to the union, whether she is on duty or in her personal life.

She maintains a high standard of principles and ethics in pursuing equality, justice, dignity, and fairness for those members that she represents. She is very accomplished in representing her union brothers and sisters. Erika's presence as a union activist only begins in our local and expands into CWA District 4, CWA National union, and our community because others recognize her qualities and her potential.

Let me quickly read to you what I mean. Erika is a member of the CWA Minority Caucus and is



a Scholarship Committee person. Erika represents Ohio and the CWA District 4 Women's Committee. She represents Ohio on CWA's District 4 Joint Benefits Committee. Erika has served on the first committee of CWA District 4's Next Generation. She is an Executive Board member, a VP, and has served as President of the Monroe Street Neighborhood Center. She is a board member representing CWA on University of Toledo's Eberly Center for Women.

Erika is currently serving as the Executive Board member, health chair, and assistant treasurer and representative for CWA on the local NAACP. She is currently serving as an Executive Board member on the CBTU, and she is the Chair of the Scholarship C on the Community Active Response Against Toxins Committee.

She is currently serving also as the Vice Chair on the Lucas County Health Improvement Plan, representing CWA and the NAACP. She is a Board member on the African American Wellness Walk, and she is also representing CWA as a Board member of the African American Legacy Council. She has won

the "Trade Unionist of the Year Award" from the CBTU, and she has won the CWA District 4 Barbara Easterling Breaking the Glass Ceiling Award.

These are just a few of the things. This is not an inclusive list. Now you understand why the members of our local and I believe that Erika White is not only deserving for the Central Region At-Large Diversity board position, but also--  
(applause)

PRESIDENT SHELTON: Your time has expired, brother.

There has been placed in nomination the name of Erika White for At-Large Diversity Member for the Central Region. To second that nomination, the Chair recognizes Delegate Diane Bailey, President CWA Local 4310.

DELEGATE DIANE BAILEY (Local 4310): Thank you, Mr. President. Sisters and brothers, I stand before you to second the nomination for Erika White for the At-Large Central Region Diversity Seat. When asked for my support, I never had to think about it for a second. My response was, "I got you,

my sister."

I have known Erika for over 20 years. She is someone that will stand up for all workers. She has worked every part of the CWA triangle. I know she will continue to fight for civil rights and women's rights. She is someone we can count on to help us to continue to make sure all humans are treated with dignity and respect, whether it is in the workplace or within our everyday life.

I know she will help CWA continue moving in the right direction that has the best interests of our members and their families.

I urge you to join me in supporting Erika White for the At-Large Central Region Diversity seat. Thank you. (Applause)

PRESIDENT SHELTON: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair sees no one approaching any of the mics for the purpose of making further nominations. There being only one candidate for the Office of At-

Large Diversity Board Member for the Central Region, the Chair declares that Erika White is therefore elected.

... The delegates arose and applauded ...

PRESIDENT SHELTON: Is there a motion from the floor to elect Erika White by acclamation?

... Motion was duly made and seconded from the floor ...

PRESIDENT SHELTON: It has been properly moved and seconded. All those in favor, signify by standing up.

Sit down, please. All those against, signify by like sign.

The motion passes. She has been elected by acclamation. (Applause)

The next order of business is the election of the At-Large Diversity Member for the Western Region. For the purpose of placing an individual in nomination, the Chair recognizes Delegate Jaci-Ann Chung, President of AFA-CWA Local 29043.

DELEGATE JACI-ANN CHUNG (Local 29043): Good afternoon and aloha, brothers and sisters. It's my

privilege and honor to nominate Brother Dante Harris for the Western Region Diversity At-Large seat.

I met Dante four years ago, and we had a chance to talk about our respective leaderships. I was very new at the time, and I've been a huge fan and admirer since.

Dante is one of the most engaged, motivated and active unionists I know. He is involved in all tiers of union leadership, participating at various levels. He's been a CWA local president for more than 1,500 flight attendants at the United Los Angeles base; he sits on both the AFA and CWA Finance Committees; and he was the CWA Next Gen Committee Chair-- all this in addition to the various other positions throughout the AFA-CWA in his 19 years of service.

On top of his CWA roles, Dante is active in his community. He participates in union activities, community events, and even works with inner-city youths. More recently, Dante is a recipient of Congresswoman Maxine Waters 2018 Trailblazer Award for his work in community service. It is clear from

his impressive résumé that he is dedicated, energized, and motivated as a leader and friend to many.

There is no challenge too big or too small for Dante. When you call on him, he will be there. He stands by many of us to support us in our own leaderships and causes. I support Dante for this critical post because he is a leader who listens, who is engaged, and will fight for all of us.

Equality is important-- not just for one group but for all humans. In order to help our union and society to see no color, no gender, no race nor creed, we need someone who will be our voice and champion. I believe that Dante Harris is that person.

Dante is a familiar face because of the work he has done and continues to do. Dante has my vote for CWA Executive Board Western Region Diversity At-Large seat, and I hope he has your vote, too. Mahalo. (Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Dante Harris for At-Large

Diversity Member for the Western Region. To second that nomination, the Chair recognizes Delegate Don Trementozzi, President, CWA Local 1400.

DELEGATE DON TREMENTOZZI (Local 1400, New England): Good afternoon, brothers and sisters. Mr. President, I rise to second the nomination for my brother and friend, Dante Harris, third term President, AFA-CWA LEC President of Council 12 in Los Angeles, for the CWA Western Region At-Large Diversity Executive Board seat.

Dante has held many union positions over the years. He served with me in the CWA Constitution Committee some years back. I have watched his work. I am still watching it. I watched his work in the community all the way from the East Coast. He is a leader in the Labor Movement. He is an advocate for women, minorities, and the voiceless. I can tell you; he is one of the hardest working progressive union leaders that I know.

And I am honored to second his nomination for the Western Region At-Large Executive Board seat, and I urge all my brothers and sisters,

delegates, to cast your votes for Dante. He will make us all proud, because when we fight, we win. Thank you. (Applause)

PRESIDENT SHELTON: For the purpose of placing an individual in nomination, the Chair recognizes Delegate Cecilia Valdez, Secretary-Treasurer of CWA Local 7026.

Delegate Shad Ercanbrack (Local 7026): That's incorrect.

PRESIDENT SHELTON: For the purpose of placing an individual in nomination, the Chair recognizes Delegate Shad Ercanbrack, President CWA Local 7026.

DELEGATE SHAD ERCANBRACK (Local 7026): Thank you, President Shelton, and thank you Brother Don for waking everybody up this afternoon. I appreciate that.

Delegates of the 77th CWA Convention, it is both with pride and honor that I, Shad Ercanbrack, Local 7026 President, stand before Fernando M. Roman, Jr., for the Western Region Diversity At-Large seat on our National Executive Board.



I know many of you have spoken with Fernando, seen his campaign flyers, maybe even spoken to him at one of the district conferences. He travels to the District 6 Conference, District 9 Conference, District 7 Conference, and the Public Sector Conference.

Once you have a conversation with Fernando, you can feel his passion for our great union and all of our members. Fernando has been a local steward, a local area rep, a local vice president. He is currently the Acting Executive Vice President of Local 7026. Fernando is also currently serving as the District 7 Representative on the CWA National Civil Rights and Equity Committee. Fernando has been serving on the CRE since 2016.

2016, was an important year for Fernando in his life. Not only was he appointed to the CRE that year, he was also accepted and became a proud graduate of the Minority Leadership Institute, also known as MLI. I believe MLI helped turn Fernando from an activist to the super activist that he is today.

Fernando has always been passionate about this union. Fernando also knows that an educated member is a powerful member and that educating our members is critical to the survival of the Labor Movement. That's why Fernando volunteered and became a facilitator for the "Fight Forward" training, and "Reversing Runaway Equality" training. He is also a political activist trainer.

Fernando is helping build power in our workplace. He has done trainings across multiple districts within CWA. Fernando has been mentored by so many incredible sisters and brothers in this very room today, and he is so grateful to all of you for the knowledge and leadership skills that have helped shape him into what he is today.

I would be very remiss if I did not mention Cecilia Valdez from Local 7026 who first engaged with Fernando and was instrumental in mentoring Fernando. Fernando is now becoming a mentor to so many of our members and paying it forward.

Fernando continues to share the knowledge he has gained with our members. That is exactly what

he will do for us when he is elected to the Western Region Diversity At-Large seat and represents us on the National Executive Board.

In 2007, when the delegation voted to add the four Diversity At-Large seats to the National Executive Board, it was for the purpose and for the belief that our four At-Large representatives would give our rank and file members a voice at the table, and make sure that the National Executive Board was more in touch with our members' needs and concerns. I know Fernando will represent all of us with pride, passion and, most importantly, strength.

Fernando is CWA STRONG, and he will represent us the way we were intended to be represented at the National Executive Board. Thank you, brothers and sisters, and solidarity forever.  
(Applause)

PRESIDENT SHELTON: There has been placed in nomination the name of Fernando Roman as At-Large Diversity Member for the Western Region. To second that nomination, the Chair recognizes Delegate Robert Barrow, President, AFA-CWA Local 26052.

DELEGATE ROBERT BARROW (Local 26052): Good afternoon, everyone. It is an honor to stand here before you to second the nomination for Fernando Roman. Fernando is married for 17 years with five children-- Taylor 24, Kalin 17, Matthew 16, Kristen 14, and Lauren 11, and he has an extremely supportive union family.

Fernando is a third-generation union member and a 23-year CWA member. His life was changed when, after being employed with US West for just one year, the workers called for a strike for unfair working conditions in 1998. The three-week strike was hard financially for Fernando's family. Several members of CWA Local 7001 graciously donated their strike checks, and he has never forgotten how that made him feel.

Fernando has been an active steward since 2000. He has moved his family down to Phoenix, Arizona, and is now a member of Local 7026. He has served two years as the Sector 3 area Vice President and is currently serving as Executive Vice President and has held that position for the last two years.

He is currently Chairman of the City of Maricopa Democratic Party, and is a participant in several political campaigns, helping elect labor-friendly candidates, including U.S. Senator Kyrsten Sinema, U.S. Congressman Tom O'Halleran, and Congressman Greg Stanton.

Fernando is endorsed by the majority of the National Civil Rights and Equity Committee as well as by the National Women's Committee. Thank you.  
(Applause)

PRESIDENT SHELTON: Are there any further nominations?

Are there any further nominations?

Are there any further nominations?

The Chair will entertain a motion to close the nominations. Do I hear such a motion?

... The motion was duly made ...

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded ...

PRESIDENT SHELTON: It has been moved and seconded. All those in favor of closing nominations, indicate by raising your hand.

Down hands. Opposed by like sign.

Nominations are closed.

We have the nomination of two individuals, Dante Harris and Fernando Roman. This election will be conducted in accordance with the instructions you have been given. Thank you.

And in accordance with the instructions you have been given, all District Vice President elections will be conducted in the rooms listed in the Schedule of Events 15 minutes after we recess. The voting area will be open 45 minutes after the Convention recesses, so that would be 3:55 p.m. for the District Vice President nominations. At 4:40 p.m., the voting area will open.

All delegates will vote in the same area in Pavilions 9, 10 and 11. The delegates are urged to go directly to their district meetings for nominations first before proceeding to the voting area.

There are signs directing delegates to the voting area from the district meetings. The results will be posted outside of the voting area as soon as

they are available.

The Convention, brothers and sisters, is recessed until 9:00 a.m. tomorrow morning.

... Thereupon, the Convention recessed at 3:42 p.m. ...

## TUESDAY MORNING SESSION

JULY 30, 2019

The Convention reconvened on Tuesday, July 30, 2019, at 9:04 a.m., CWA President Chris Shelton, presiding.

PRESIDENT SHELTON: Good morning. Brothers and sisters, we are going to put the Convention at ease until 9:30, because there is a re-run going on, and we want to wait for the result before we swear in the folks that we are going to swear in. So do whatever you've got to do, and we will start at 9:30.

... The convention stood at ease ...

PRESIDENT SHELTON: Good morning, brothers and sisters. I would like to call the Convention to order. And I would like to bring to the podium for our invocation today Rabbi Bradley Tecktiel of the Midbar Kodesh Temple located in Henderson, Nevada. Rabbi?

RABBI BRADLEY TECKTIEL: Good morning and thank you for inviting me to try and help set the tone for today's meetings. Let's pause this morning



to put our work and purpose into perspective. Today, members of the CWA union-- from telecommunication to airlines, from television to education, health care to first responders-- members are here today to represent their communities.

We pledge to serve our communities, to use our resources wisely and well, to make decisions that promote the common good. As trusted servants, we seek blessings over our deliberations and on our efforts here. May we act wisely and well, may we bring a sense of hope and grace to our work, may our words and our actions be guided by our best intentions, and may our interactions with each other be filled with mutual respect and admiration. And in the end, let this be our pledge to ourselves today.

Have a great day. Thank you. (Applause)

PRESIDENT SHELTON: Thank you, Rabbi.

I want to again thank yesterday's platform observers. Today's observers are Delegate Robin Blair-Batte, Secretary-Treasurer of CWA Local 1180 (Applause); and Delegate Reginald Small, Secretary,

CWA Local 6215. (Applause)

Thank you. I am now going to give you the results of the elections, the contested elections first. Telecommunications & Technologies Vice President: Shari Wojtowicz, 7,406 votes; Lisa Bolton, 20,791 votes. (Applause)

Public Healthcare and Education Workers Vice President: Anthony Brown, 23,584 votes; Margaret Cook, 78,085 votes. (Applause)

At-Large Diversity Member for the Southeast Region: Ed Barlow, 98,876 votes; Vera Mikell, 215,764 votes. (Applause)

At-Large Diversity Member for the Western Region: Fernando Roman, 145,691 votes; Dante Harris, 169,143 votes. (Applause)

District 4 Vice President: Linda Hinton, 21,323 votes; Tim Strong, 13,556 votes. (Applause)

District 6 Vice President: Charlie Torres, 15,332 votes; Claude Cummings, 27,312 votes. (Applause)

District 9 Vice President, the first election: Rafael Navar, 15,340 votes; Kenny

Williams, 12,345 votes; Frank Arce, 22,104 votes.

The results of the runoff elections in this race are Rafael Navar, 17,422 votes; Frank Arce, 31,401 votes. (Applause and cheers)

In the uncontested elections, At-Large Diversity Member for the Northeast Region, Carolyn Wade was elected by acclamation. (Applause)

At-Large Diversity Member for the Central Region, Erika White was elected by acclamation. (Applause)

District 1 Vice President Dennis Trainor was elected by acclamation. (Applause)

District 2-13 Vice President Ed Mooney was elected by acclamation. (Applause)

District 3 Vice President Richard Honeycutt was elected by acclamation. (Applause)

District 7 Vice President Brenda Roberts was elected by acclamation. (Applause)

CWA-SCA Canada President Martin O'Hanlon was previously elected by acclamation. (Applause)

NABET-CWA Vice President Charles Braico was previously elected by acclamation. (Applause)

IUE-CWA Vice President Carl Kennebrew was elected previously according to the IUE-CWA rules and the CWA Constitution. (Applause)

AFA-CWA Vice President Sara Nelson was elected previously by acclamation. (Applause)

TNG-CWA Vice President Bernie Lunzer: The News Guild-CWA election for President, was held this spring. Incumbent Bernie Lunzer won that election and continues to hold that seat during an appeals process overseen by TNG's Sector Election and Referendum Committee. A decision is expected soon when the committee's investigation concludes. Lunzer has agreed to not be sworn in with the appeal pending but continues as Guild President and as CWA Vice President. (Applause)

Congratulations to all. We look forward to working together stronger than ever, deeper than ever, more committed than ever. Brothers and sisters, there is your Executive Board.

... The delegates arose and applauded at length ...

PRESIDENT SHELTON: We will now install the

new CWA Executive Board.

We, the Communications Workers of America, have built out of our own experience an organization which today stands as a great institution for justice. We have fashioned that organization, our union, the Communications Workers of America according to the dictates of democratic tradition.

We have today taken upon ourselves a great responsibility, a trust delegated to us by the thousands of men and women whose work make our union possible. In keeping with this tradition, we have held truly democratic elections, an action by which we have chosen our leadership.

We have chosen leaders who throughout the years have demonstrated their ability, courage, and devotion that they are well-qualified to fill the sacred trust we have placed upon them. They have as their creed our common faith and devout belief in the essential dignity of all.

This cause throughout the free world finds its finest expression in unions of working men and women.

Those who we have elected are dedicated to guide us in a never-ending struggle for industrial, social, and political democracy. Our freely chosen officers will speak and act in our name. It is up to us, individually and collectively, the members of the Communications Workers of America, to see that these actions are not hollow. Theirs will be wise decisions made in the name of the best interests of our membership and for our fellow working men and women in the entire free world.

But those statements and those decisions will only have a force and effect to the extent that we support them. In a larger sense, you, the delegates to this great Convention, must carry the trust which we have bestowed upon them far beyond the bounds of this assembly.

It is up to us to take home the faith we have demonstrated in electing them and translate that faith into concrete action. They are a living symbol of our trust and faith and signify our belief that they will act in accordance with the responsibilities of the high positions we have

bestowed upon them.

Their work of service for us and all people will be consecrated since it is Godly work to bring justice and equity here upon this earth. In that spirit, we ask that they demonstrate all humility in the assumption of their duties and obligations. It is then, in the name of the membership and of the sacred cause of free labor, that I administer the oath of office to our elected officers, reverently asking our creator to look after them and care for them in this execution of their solemn obligations.

Will At-Large Diversity Executive Board members and Executive Director of Canadian members please come to the podium.

Brothers and sisters, do you on your honor accept the office of At-Large Diversity Executive Board Member and Executive Director of the Canadian members, and hereby the trust of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out decisions, orders, and

regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist your local officers, who comprise the Executive Board of the union, to uphold the Constitution of the Communications Workers of America at any and all times?

Do you solemnly swear to work tirelessly to build our union by organizing the unorganized?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent labor movement, and pledge yourself to defend our nations and their institutions?

Will each of you, one at a time, step forward, place your left hand upon the Bible, raise your right hand, and pledge yourself to the oath and sign the CWA Constitution-- which is someplace up here (laughter)-- thus symbolizing your conviction of your oath?

Carolyn Wade.

DELEGATE CAROLYN WADE: To this, I, Carolyn



C. Wade, Diversity Board Member for the Northeastern Region, do so solemnly swear so help me God.

(Applause)

DELEGATE VERA MIKELL: To this, I, Vera Mikell, Diversity Board member for the Southeast Region, do solemnly swear, so help me God.

(Applause)

DELEGATE ERIKA WHITE: To this, I, Erika White, Diversity Board Member for the Central Region, do solemnly swear so help me God. That's it, okay. Thank you. I appreciate it. (Applause)

PRESIDENT SHELTON: Sign it.

DELEGATE DANTE HARRIS: To this, I, Dante Harris, Diversity Board Member for the Western Region, do solemnly swear so help me God.

(Applause)

PRESIDENT SHELTON: Congratulations.

And last but certainly not least.

DELEGATE MARTIN O'HANLON: To this, I, Martin O'Hanlon, President of CWA Canada, do affirm.

(Applause)

PRESIDENT SHELTON: Will the Vice Presidents

please come to the podium and form a semi-circle around the platform?

Do you, on your honor, accept the Office of Vice President, and thereby the trust of the Executive Board members of the Communications Workers of America?

Do you solemnly swear that you will faithfully fulfill the responsibilities of your office and carry out the decisions, orders, and regulations of the duly constituted authorities of the Communications Workers of America?

Do you hereby pledge yourself to assist your fellow Vice Presidents and International Officers who comprise the Executive Board of the union, to uphold the Constitution of the Communications Workers of America at any and all times?

Do you solemnly swear to work tirelessly to build our union, organizing the unorganized?

Do you swear that you will faithfully preserve the fundamental principles and traditions of a free and independent labor movement, and pledge yourself to defend our nations and their

constitutions?

VICE PRESIDENT MARGARET COOK: To this, I, Margaret Cook, Vice President of the Public, Healthcare, and Education Workers sector of the Communications Workers of America do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT CLAUDE CUMMINGS: To this, I, Claude Cummings, Jr., Vice President of District 6 of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT SARA NELSON: To this, I, Sara Nelson, CWA Vice President and President of the Association of Flight Attendants CWA, do solemnly swear. (Applause and cheers)

VICE PRESIDENT CHARLES BRAICO: To this, I, Charles Braico, President of the NABET-CWA, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT DENNIS TRAINOR: To this, I, Dennis Trainor, Vice President of District 1 of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT BRENDA ROBERTS: To this, I, Brenda Roberts, Vice President of District 7 of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT FRANK ARCE: To this, I, Frank Arce, Vice President of District 9 of the Communications Workers of America, do solemnly swear so help me God. (Applause)

VICE PRESIDENT LINDA L. HINTON: To this, I, Linda L. Hinton, Vice President of District 4 of the Communications Workers of America, do solemnly swear, so help me God. (Applause and cheers)

VICE PRESIDENT LISA BOLTON: To this, I, Lisa Bolton, Vice President of Telecommunications & Technologies Sector of the Communications Workers of America, do solemnly swear, so help me God. (Applause)

VICE PRESIDENT CARL KENNEBREW: To this, I, Carl Kennebrew, President of IUE-CWA, do solemnly swear so help me God. (Applause and cheers)

VICE PRESIDENT RICHARD HONEYCUTT: To this, I, Richard Honeycutt, Vice President of District 3

of the Communications Workers of America, do affirm.  
(Applause)

PRESIDENT SHELTON: How could I forget you?

VICE PRESIDENT EDWARD MOONEY: To this, I, Edward Mooney, Vice President of District 2-13 of the Communications Workers of America, do solemnly swear so help me God. (Applause and cheers)

PRESIDENT SHELTON: Now will Secretary-Treasurer Sara Steffens please come to the podium.

Do you, on your honor, accept your Office as Secretary-Treasurer of the Communications Workers of America and solemnly swear that you will truly and faithfully fulfill the responsibilities of your office and perform the duties belonging to this office and carry out decisions, orders, and regulations of its duly constituted authorities; that you will organize the unorganized; and that you will earnestly and in good faith defend the integrity of our union, and pledge that you will uphold the Constitution of the Communications Workers of America and the ideals and principles of a free trade union movement and its sacred

traditions; and that you will hold as part of that sacred trust conferred upon you the duty of defending our nation's and their constitutions?

SECRETARY-TREASURER STEFFENS: To this, I, Sara Steffens, Secretary-Treasurer of the Communications Workers of America, do solemnly swear. (Applause and cheers)

PRESIDENT SHELTON: So I get a union break now. (Laughter)

... Secretary-Treasurer Steffens assumed the Chair ...

SECRETARY-TREASURER STEFFENS: I have the privilege to install our President-Elect. Do you, Christopher M. Shelton, as the duly elected President of the Communications Workers of America, on your honor swear that you will honorably and faithfully fulfill the solemn responsibilities embodied in the Office of President of the Communications Workers of America and that you will perform the duties associated with this office;

That you will truly and faithfully observe the Constitution of our union at all times, and will

carry out the decisions, mandates, policies, and objectives legislated by the duly constituted bodies of this union;

That you will honorably and faithfully strive to promote the good and welfare of the membership of the union and of working people in our countries and throughout the free world with whom we are united in the sacred bond of labor solidarity;

That you will strive to improve the lives of all working people by organizing the unorganized; that you will in good faith, with an unshakable conviction and with deep-rooted courage, strive to protect, preserve, defend, and advance the ideals, principles, and tradition of a free and independent labor movement;

And that you will faithfully persist in the advancement of the fundamental principles and enduring welfare of their people?

Christopher M. Shelton, will you place your left hand upon the Bible, raise your right hand, and pledge yourself to the oath and sign the constitution as a symbol of your resolution to

fulfill this pledge.

PRESIDENT SHELTON: I, Christopher M. Shelton, the President of the Communications Workers of America, do solemnly swear, so help me God.

... The delegates arose and applauded at length, clapping in unison ...

... President Shelton resumed the Chair ...

PRESIDENT SHELTON: Will the officers we have installed, the local officers, delegates, alternates, and visitors, please stand and bow your heads in silent prayer. Let each of us in our own way, each of us in our own words, pray for eternal guidance and the strength and will from almighty God to do His work on earth. Shall we pray.

... The delegates and guests bowed their heads in prayer ...

PRESIDENT SHELTON: The installation, brothers and sisters, is now complete. These elected leaders of the Communications Workers of America have been duly installed in the name of the membership. (Applause) Your new Executive Board. (Applause)



... The newly-elected officers formed a circle, held hands, and raised them in the air, shouting "CWA, CWA" ...

PRESIDENT SHELTON: I would like to ask Secretary-Treasurer Sara Steffens to come to the platform to introduce the Finance Committee.

... Secretary-Treasurer Steffens assumed the Chair ...

SECRETARY-TREASURER STEFFENS: At this time, I would like to call the Finance Committee to come up to the platform. The members of the Finance Committee are:

Dante Harris, President AFA-CWA Local 29012, the Chair;

Frank Tallarine, Secretary-Treasurer, CWA Local 1106;

Michael Cabanatuan, Vice President, TNG-CWA Local 39521;

Christine Shaw, Treasurer, CWA Local 4100;

Did we all get here?

I recognize the Committee for the purposes of presenting the report of the Finance Committee.

... The Committee members took turns reading the report, as follows: ...

CHAIR HARRIS: Good morning, sisters and brothers.

Your Finance Committee met in Washington, DC, on May 21st and 22nd to review the 2018 and 2019 expenses, and the 2019 through 2020, and 2020 through 2021 CWA operating budgets. Every supporting document requested was made available to us.

The Committee also reviewed the Consolidated Financial Statements for the period ending May 31, 2018, prepared by the Certified Public Accounting firm of Calibre CPA Group, PLLC. The auditors conducted their audit in accordance with generally accepted accounting principles. In the accountant's opinion, the financial statements fairly present, in all material respects, the financial position of the Communications Workers of America, AFL-CIO, CLC as of May 31, 2018.

The Finance Committee carefully reviewed expenses paid out during the 2018-2019 fiscal year

and would like to acknowledge the efforts of the districts, sectors and divisions that were able to stay within their administrative budgets.

The committee also reviewed the paid expenses within those administrative units which were more than one percent over their annual budget allocations. On Friday, July 26, here in Las Vegas, the Committee then met with, and received communications from the Vice Presidents of District 2-13 and District 3.

We understood their explanations based on their unique circumstances. The majority of the overages were due to unanticipated legal expenses that exceeded retainers, building maintenance and existing fixed-term contracts for office equipment.

Our discussions and recommendations focused on continuing to find ways to manage costs in the most productive and efficient ways possible. Considering the new environment our union faces, the Finance Committee and the district/sector presidents shared many creative ideas that will promote the discipline needed to meet the needs of the future.

Also, we would like to recognize those administrative units that were able to keep their expenses within their allocations despite having similar challenges. Recommendations made by the committee last year made a difference. Actions were taken to reduce bargaining expenses, including increased use of video bargaining, converting conference rooms so they can be used for negotiations and sending teams home during breaks in bargaining.

The Secretary-Treasurer's Office established a contingency fund for extended bargaining; however, if "Funding Our Fight For the Future" fails to pass, the fund will maintain a negligible balance-- a projected \$741 versus \$600,000 spent in FY 2018-19, affecting many large contracts.

Two senior directors now split the work of reviewing and revising SIF and Growth Fund applications, which has helped speed up the process. Efforts have been made to coordinate and merge meetings when feasible. The customer service conference was eliminated during this time frame,

the Next Gen events were combined with existing meetings, and the union is exploring a national bid with a union hotel chain.

We continued to make progress building the union with CWA STRONG, with regular nationwide monitoring and coordination of non-member signups and routine check-in calls, as well as expanding member and non-member tracking capacity through the new Aptify database. Meanwhile, we're moving towards Phase 2, "Stewards Strong," a program to strengthen our stewards program, the backbone of our union.

The Janus decision continues to have a major impact on our budget planning. The across-the-board 25 percent cutbacks in non-personnel budgets paid off. While the cuts were painful, districts and sectors have stepped up. So far, the impacts of Janus have not been as severe as anticipated, but the cutbacks have helped us weather the worse-than-anticipated layoffs in telecommunications, especially at AT&T where our Membership Development Report shows about a 6,000 member loss.

The Finance Committee makes the following recommendations to further work with our budgetary challenges:

\* Support the resource rebalancing proposal, "Funding Our Fight for the Future," as approved by the Executive Board. The proposal protects the CWA Member Relief and Strategic Industry Funds while providing financial stability for the union as we build power for our future. The plan will ensure reliable funding for projects that build strength for CWA members, fund long-term projects across industry and geographic boundaries to reduce dependence on outside vendors and reliance on short-term project staffing. It will also assist our members during a strike by allowing them to get maximum strike benefits faster.

\* Build union strength with the passage of "Funding Our Fight for the Future" using programs to capitalize on the growth of interest in unions among younger Americans, taking back the White House and Congress in 2020 and increasing our influence and prominence through the National Affiliation Fee

Program, which will give all our CWA locals a stronger voice in the AFL-CIO, its state federations and the Canadian Labour Congress.

\* Recognize that the proposed budgets for the next two fiscal years are maximum budgets that may need to be reduced by the Executive Board based on unanticipated circumstances such as continued loss of membership and dues caused by outsourcing, layoffs and continued attacks on organized labor.

\* In the spirit of CWA STRONG, all members need to support the "Stewards Strong" training and renewal program in order to increase funding and expand stewards training.

\* Identify and train enough new stewards throughout CWA in order to achieve the goal of a 1:10 ratio.

\* Require that any administrative unit whose expenses exceed one (1) percent of their budget allocation must provide a reasonable explanation for the cause of the overage to the Finance Committee. If necessary, they shall be prepared to present that explanation to the

Committee or the Convention Delegates. Any administrative unit whose expenses exceed three (3) percent shall attend a training set up by the Secretary-Treasurer's office for budgeting effectively.

Meeting many of the previous recommendations of the Finance Committee, using CWA STRONG and stepping up our organizing efforts has helped keep our union strong in the face of declining membership, attacks on unions, and the Janus decision; however, we need to rebalance and redirect our resources so that we can continue the fight. "Funding the Fight for Our Future," as approved by the Executive Board, is crucial. It will enable us to preserve our Members' Relief Fund, adding an additional level of protection with a soft floor that redirects half of investment funds back into the MRF to build the balance once it falls beneath \$400 million.

Additionally, the existing floor remains at \$377 million, at which point, no money would flow into the SIF or Growth Funds until the MRF balance



is restored.

Passing "Funding Our Fight for the Future" will help us to continue our battle, even as we face continued challenges from the White House, Congress, the Supreme Court and employers.

The Secretary-Treasurer's Office instituted a number of changes to increase the efficiency of the Union:

1. By launching the Aptify membership database, which will reduce the number of systems currently in use by combining multiple systems into one;

2. Moving to protect local and international funds, including preparing for a potential international compliance audit, expanding training for local officers on dues processes, e-mail fraud and DOL compliance requirements;

3. Improving the use of technology, expanding the use of data to collect, coordinate and analyze information, and increasing use of the "PledgeUp" dues collection system, including for PAF/COPE contributions.

CWA has made great strides in adapting to the Janus decision as well as the challenges posed by Telecom industry layoffs, especially at AT&T. Organizing gains, particularly at TNG-CWA, has helped, but we still face ongoing obstacles and threats from the Trump administration that are worsening, and we need to step up our efforts to organize more workers.

The 2018-2019 Finance Committee would like to thank President Chris Shelton, Secretary-Treasurer Sara Steffens, Assistant to the Secretary-Treasurer Elizabeth Wilks, and their staff for their time and efforts in aiding the committee in the review, development and preparation of this year's report.

The Committee also wishes to thank representatives in all CWA districts, sectors and headquarters for their ongoing efforts to achieve the financial targets outlined in the 2018-2019 budget.

With the ongoing impact of Janus, anti-union legislation, and an unfriendly NLRB, trying times

lie ahead. But with the leadership of our Executive Officers, Local Executive Boards and our members working collaboratively, we can-- and will-- prevail. "Funding Our Fight for the Future" and CWA STRONG will not only help us survive but make us a better - and stronger union.

The Committee moves to adopt this report.

SECRETARY-TREASURER STEFFENS: Okay. The Finance Committee has moved the adoption of this report. Is there a second?

... The motion was duly seconded from the floor ...

SECRETARY-TREASURER STEFFENS: A motion has been made and seconded for the adoption of the committee's report. Do we have anybody approaching the mics?

Seeing no one approaching the mics, all those in favor, indicate by raising your hands.

Down hands. Opposed by like sign.

The report is adopted.

Thank you very much for your hard work.

(Applause)

PRESIDENT SHELTON: I would like to call on District 1 Vice President Dennis Trainor to come to the platform to introduce the Defense Fund Oversight Committee.

VICE PRESIDENT TRAINOR: At this time, I would like to call on the Defense Fund Oversight Committee to come up to the platform. The members of the Defense Fund Oversight Committee are:

Cecilia Valdez, Secretary-Treasurer of CWA Local 7026, Chair;

Ken McNamara, President, CWA Local 1037;

James Gardler, President, CWA Local 13000;

Gary Kundrat, President, CWA Local 4340;

Nancy Brown, President, CWA Local 6215;

Monica Alvarado, Secretary-Treasurer, CWA Local 9423;

John Lewis, Member, IUE-CWA Local 83761;

Jeffrey Heisey, Secretary-Treasurer, United MEC-AFA;

Bill O'Meara, Member, TNG-CWA Local 32035.

I recognize the Committee for the purpose of presenting the report of the Defense Fund Oversight

Committee.

CHAIR VALDEZ: Buenos días, good morning. Thank you very much for your attention to our committee's report, and for the beginning of this report I pass it to my brother, Ken McNamara, out of District 1.

COMMITTEE MEMBER McNAMARA:

Report of the  
Defense Fund Oversight Committee  
July 2019

Through resolutions and rules adopted by various CWA conventions, the Defense Fund Oversight Committee is charged with the responsibility to review activities associated with the Robert Lilja Members' Relief Fund (RLMRF), the Strategic Industry Fund (SIF) and the Growth Fund (GF). 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 also issues a report to the Biennial Presidents' meeting.

The DFOC met December 10 through 12, 2018, and April 29 through May 1, 2019, in Washington, D.C. The Committee reviewed activities associated with The Robert Lilja Members' Relief Fund (RLMRF), Strategic Industry Fund (SIF) and Growth Fund (GF). The DFOC regularly reviews new grant requests approved by the Executive Board during weekly conference calls and evaluates reallocations and grant extensions between our regular meetings.

To continue the presentation of this report, I turn to my brother from District 2-13, Jim Gardler.

COMMITTEE MEMBER GARDLER: Good morning.

I. INVESTMENTS - Prior to submitting this Biennial Report, the Defense Fund Oversight Committee met with representatives of the Segal Marco Consulting Group to review investment performance of the funds. The Segal Marco

Consulting Group 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, and were rehired in 2016, after a similar process.

Segal Marco Advisors 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, D.C. 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. IPS presented its review to the DFOC at the October 2016, and May 2017 meetings.

The opening balance of the Robert Lilja Members' Relief Fund on January 1, 2018, was \$432,002,225. The balance of the Members Relief Fund as of December 31, 2018, was \$420,373,255. According to the rules, one-half of the earnings in

the Member's Relief Fund are moved to the Growth Fund. Earnings on Robert Lilja Members' Relief Fund investments from January 1st, 2018, to December 31st, 2018, were \$1,520,444 and, therefore, \$760,222 was transferred into the Growth Fund in April of 2019.

According to Robert Lilja Members' Relief Fund 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 Robert Lilja Members' Relief Fund. Once the target floor balance is achieved, the quarter hour of dues is redirected to the SIF, and the Robert Lilja Members' Relief Fund's growth is fueled by investment returns and asset appreciation.

The Robert Lilja Members' Relief Fund did not fall below the floor during the period from June 1st, 2018, to May 31st, 2019. When the Robert Lilja Members' Relief Fund reserves reach \$500 million, the floor will be raised to \$400 million.

## II. The Robert Lilja Members' Relief Fund

The balance of the RLMRF as of May 31, 2019,



was \$442,880,415.

Expenditures - June 1, 2018 thru May 31,  
2019:

1. Victims of Collective Bargaining:

There were two victims of collective bargaining in this period. Those victims were from CANTV Local 54041 for \$32,000; and Stephens Media Group, Local 51024, \$29,600.

For the continuation of this report I will hand it off to my brother from District 4, Gary Kundrat.

COMMITTEE MEMBER KUNDRAT: Good morning.

Mortgages: The DFOC discussed the current mortgages to locals held by the fund. All mortgages are current. The fund is the first lien holder, and loans may be up to 80 percent of the current appraised value with a clear title. Mortgages as of May 31, 2019, can be found in the following graph. The total balance is \$4,477,696.54. And the total loan amount is \$7,047,259.46.

III. Strategic Industry Fund (SIF) - The balance of the Strategic Industry Fund as of May 31,

2019, was \$82,148,316.

The Strategic Industry Fund campaigns approved by the Executive Board and the DFOC 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 gaining insights on how to best manage future projects.

The campaigns operate with specific budgets and clear measurable benchmarks with six-month evaluations. We currently have 106 active SIF campaigns.

To continue this report, I pass the mic to District 6 Representative Nancy Brown.

COMMITTEE MEMBER NANCY BROWN (CWA Local 6215): At our April 2018, meeting at CWA headquarters the DFOC was informed of the following:

\* In April 2018, CWA President Chris Shelton and Secretary-Treasurer Sara Steffens, acting in their capacity as Trustees for all of CWA's funds, signed a Memorandum of Understanding that allows the SIF to loan CWA up to \$35 million at four (4)

percent interest as an investment from the unallocated balance of the SIF. The loan would be drawn on an as needed over five-year period, then repaid fully over the following 15 years. Interest would be paid throughout the 20-year term on the total draw.

\* The line of credit would be used solely to make federally mandated contributions to correct underfunding of the now-frozen CWA Staff Pension Plan, also known as the "Legacy Plan."

\* The unallocated SIF balance as of 5/31/19 equals \$47,909,650.

[\* The total SIF money invested by the Segal Marco Advisors, including both the unallocated balance and allocated but unspent dollars, is \$68 million.

\* After conducting a financial analysis the Segal Marco Advisors group, acting as fiduciary of the Strategic Industry Fund, provided a report that the loan is an appropriate substitute for certain current SIF investments. Segal Marco Advisors has no concerns from a portfolio liquidity perspective.

\* Based on the current market environment, Marco recommended the appropriate interest rate at four (4) percent.

\* The Segal Marco Advisors analysis shows that even in their most conservative scenarios, SIF investment returns are not negatively impacted, even at full draw-down. In the best-case scenario, the loan will slightly improve SIF investment performance without increasing risk, by replacing fixed-income investments that currently earn lower rates of return.

\* The unallocated SIF balance has remained stable for a number of years, as new SIF revenue slightly outpaces program spending.

\* The Trustees are confident that the line-of-credit investment will not restrict spending on SIF programs.

\* According to the Trustees, even if total SIF program expenditures were to increase by as much as 50 during the draw-down period, the SIF still would not deplete its entire unallocated balance.

\* As with all existing investments, the line

of credit will have no impact on totals available in any sector/industry "silo."

\* To date, only \$100,000 of the line of credit has been used.

B. Given the DFOC's oversight function, we discussed this transaction with the trustees, who answered our questions, and are reporting this information to the membership.

For continuation of the report, I turn it over to my sister from District 9, Monica Alvarado.

COMMITTEE MEMBER MONICA ALVARADO (Local 9423): Good morning.

Growth Fund: The balance of the Growth Fund as of May 31, 2019, was \$12,496,271, which consists of portions that are allocated and unallocated.

At the 74th CWA Convention held in April 2013, this committee recommended, and the delegates approved, the establishment of the Growth Fund, which allows 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 the

earnings from the RLMRF have been invested in building CWA's ability to fight for economic justice for our members through the Growth Fund. The DFOC's responsibilities were expanded to include participation with the Executive Board in the approval and evaluation of requests submitted to the Growth Fund.

Under the Growth Fund rules:

(A) The remaining investment returns 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.

The Growth Fund supports and enhances 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 campaigns operate with specific budgets and clear measurable benchmarks with six-month evaluations. We currently have 23 active Growth Fund campaigns. The active Growth Fund campaigns are listed in the report.

Total Income for 2012 Investment Proceeds:  
\$12,622,500.

Total Income for 2013 Investment Proceeds:  
\$14,083,500

Total Income for 2014 Investment Proceeds:  
\$10,345.000

Total Income for 2015 Investment Proceeds:  
zero dollars.

Total Income for 2016 Investment Proceeds:  
\$6,326,981.

Total Income for 2017 Investment Proceeds:  
\$13,845,061.

Total Income for 2018 Investment Proceeds:  
\$760,222.

Total Income - \$57,983,265.

Total Allocated - \$57,606,553.

Bank fees - \$3,581.

Total Unallocated - \$1,509,805.

For the purpose of continuing our report, I turn it over to my brother John Lewis from the IUE.

COMMITTEE MEMBER JOHN LEWIS (IUE-CWA Local 83761): Thank you, Monica.

Because the funding of the Growth Fund is solely dependent upon the variability of the stock market (as shown in the chart above), the DFOC recognizes the need to make changes to stabilize the income flow into the Growth Fund. The DFOC was asked to consider the recommendations below. \*\*

Recommendations for Consideration by the 77th CWA Convention:

A. The DFOC has the responsibility of overseeing CWA's Growth Fund which supports union-wide programs that help members build power across all Districts and Sectors of CWA. Growth Fund projects enhance our union's organizing, legislative and political, education and leadership development efforts. They also enable CWA members to connect with members of other organizations who are fighting for economic justice and democracy. By working



together, we build our movement making it possible to fight back and grow stronger during a time when corporate CEOs and the one percent have focused on destroying unions.

A core principle of our labor movement is that when working people join together, we have more power to make positive change than we do on our own. The same principle applies to CWA's work with other organizations and constituency groups. When CWA members and retirees join efforts with other unions, civil rights, labor, environmental, government reform, and advocacy organizations, we can remake our democracy and push back against the one percent.

CWA Growth Fund Grants facilitate connections with our allies and builds power across our union as demonstrated by the following examples:

- \* Fight the offshoring of American jobs.
- \* Fighting for economic justice with coalition partners.
- \* Challenging the power of Wall Street.
- \* Passing a Responsible Banking Ordinance in Los Angeles.

- \* Providing resources to fight gender and racial discrimination and harassment on the job.

- \* Expanding CWA members' work with civil rights groups to push back against voter suppression.

- \* Working with the Poor People's Campaign, a multi-racial movement fighting the causes of poverty.

- \* Educating the members on how the economy and our democracy are being rigged in favor of the one percent.

- \* Political boot camp trainings, to educate and mobilize thousands of CWA members.

- \* Trainings for thousands of CWAers to challenge the power of Wall Street.

- \* Organizing thousands of new members to join the fight against attacks from right-wing special interests.

- \* Mobilizing against the Janus Supreme Court Decision, making the entire public sector nationwide "right-to-work" for less.

- \* Boosting the NewsGuild-CWA's successful

efforts to give media workers a voice in the workplace.

- \* At ABC Sports and NBC Sports, NABET-CWA signed up 1600 new members

- \* Organizing public higher education employees at state universities across District 3.

- \* Ensuring that the FAA Reauthorization Bill included top priority items for flight attendants and passenger service agents: instituting a minimum rest period of 10 hours for flight attendants to bring them in line with the flight crew, and stronger protections for airline passenger service agents from passenger assaults.

- \* Supporting retiree involvement in Arizona, which helped elect Kyrsten Sinema, a strong pro-worker ally, to the U.S. Senate in a tightly contested election in 2018.

- \* Helping CWA members and retirees in Missouri defeat Missouri's Proposition A, a so-called "Right-to-Work" ballot initiative.

COMMITTEE MEMBER JEFF HEISEY: It is our view that the changes proposed will stabilize the

funding of the Growth Fund while adding safeguards for the Members Relief Fund. This resolution also protects the current balances in each silo of the Strategic Industry Fund. Finally, the resolution creates the necessary cash flow to stabilize the Growth Fund and ensure that the important work of CWA can continue.

Therefore the DFOC supports the resolution Funding Our Fight for the Future.

COMMITTEE MEMBER BILL O'MEARA (TNG-CWA Local 32035): Thank you, Jeff.

B. Given the financial struggle of our locals, we are in favor of establishing lower rates for the MRF "Loans to Locals" program. Current mortgage loans should be rolled back to a four (4) percent interest rate as soon as practicable. Further, the Secretary-Treasurer will work with the DFOC to discuss how to set rates going forward as well as whether to set a cap on the amounts of monies committed to this program in an effort to protect the MRF.

C. There has been an increase in the volume

of SIF and GF grants from 50 in 2013, to the current 129. Due to this increase in volume, the DFOC requests this Convention's approval of an increase in the amount allocated for administrative costs from the current two and a half ( $2^{1/2}$ ) to four (4) based on the amount of SIF and GF expenses processed. The increase shall be utilized to add a minimum of two (2) staff to properly review, audit and process SIF and Growth Fund grant expenses.

D. The Defense Fund Oversight Committee and the Executive Board of CWA have unanimously agreed to authorize a change in the payout level to assist striking workers, effective August 1, 2019. So, here's how it would work:

Commencing on the fifteenth (15th) day of a strike, \$300.00 (an increase from the current \$200.00) per striker per week will be provided (subject to availability of funds) for use by the local strikers' assistance.

Commencing on the twenty-ninth (29th) day of a strike, \$400.00 (an increase from the current \$300.00) per striker per week will be provided,

again, subject to availability of funds) for use by the local strikers' assistance. Payments to locals will end on the seventh day following the conclusion of the strike. In the event the last week of a strike is not a full week, the payments to the locals shall be pro-rated.

And now back to our Committee Chairperson, Cecelia Valdez.

CHAIR VALDEZ: Thank you, Bill. The Committee would like to thank Mary Catucci, our support staff from the National for the support and knowledge. She has worked with our committee tirelessly for the last six years. As you can see by our report, she does a lot of hard work, and we want to make sure that she gets recognized for this. (Applause)

We would be remiss if we did not recognize her hard work. She needs help, and as you can see, we are requesting that in the grant.

With that, the members of the Defense Fund Oversight Committee submit the report to the delegates of the 77th Convention for their adoption.

... Shouts of "So move" ...

VICE PRESIDENT TRAINOR: Is there a second?

... The motion was duly seconded from the floor ...

VICE PRESIDENT TRAINOR: The motion has been made and seconded for adoption of the Committee's report.

Seeing that there are no delegates wishing to speak, all those in favor indicate by raising your hands.

Down hands. Opposed by like sign.

The report is adopted.

Thank you, Defense Fund Oversight Committee, for your tireless work. (Applause)

... President Shelton resumed the Chair ...

PRESIDENT SHELTON: At this time, I would like to call on the Resolution and Rules Committee to come up to the platform.

While they are coming to the platform, I just wanted to say, again, that our normal procedure is to report resolutions in numerical order, although it may be necessary to rearrange the order

in which resolutions are reported out.

Also, while the Resolutions Committee is coming to the platform, I wanted to report out the DFOC elections. In District 2-13, Jim Gartler has been reelected. (Applause)

In the Public Sector, Arthur Cheliotis has been reelected. (Applause)

In the Airline Sector, Jeff Heisey has been reelected. (Applause)

In the Media Sector, Bill O'Meara has been reelected. (Applause)

On the Trial Panel elections, District 1, Kevin Condy has been elected. (Applause)

District 3 will hold their election after lunch.

District 4, Robert Boelk, has been elected. (Applause)

In District 7, Shad Ercanbrack has been elected. (Applause)

Will the Committee please read Resolution No. 77A-19-1, "Funding Our Fight for the Future."

CHAIR LUDWIG: Thank you, Mr. President.



Please turn to the Resolutions report and look at Resolution 77A-19-1, "Funding Our Fight for the Future."

Thank you, Mr. President. Please turn to the Resolutions report and look at Resolution 77A-19-1. I will read the resolution.

Resolution # 77A-19-1

Funding Our Fight for the Future

Billionaires and corporate CEOs continue to attack our labor movement and block working people from building unions. Today, less than 11 percent of U.S. workers belong to unions, including just 6.4 percent in the private sector.

We know that our ability to sustain CWA members' standard of living is closely tied to our ability to grow our union and its power. Our wages, benefits, and jobs are under attack as CWA employers turn to wage-lowering strategies such as outsourcing, offshoring, and union-busting. At the same time, non-union employers intensify their opposition to worker organizing.

Amid the escalating attacks on workers'

rights, CWA has remained strong. We have withstood this economic and political onslaught as well as any union, and we can point to many successes in the form of job preservation, membership growth, and strong contracts that maintain our members' standard of living. But these struggles grow more difficult as the one percent grows stronger. The system is rigged against us. Each round of bargaining is harder than the last.

CWA's strategic response to this attack has been three-fold:

- \* Convention delegates created the Strategic Industry Fund in 2006, to strengthen our position at the bargaining table, and in 2009, they expanded its purpose to include organizing. In 2013, delegates established the Growth Fund to strengthen CWA's overall power through education, organizing, activism, and political action.

- \* We created the CWA STRONG program to revitalize our union by signing up new members, identifying new activists, and supporting local officers.

\* We have formed alliances with other groups to work toward building a pro-worker political and legislative environment.

The Strategic Industry Fund is funded with one-quarter hour of pay per member per month. These dollars go to the industry in which the contributing member works, and they underwrite campaigns with industry-specific goals to strengthen our bargaining power.

Each year's Growth Fund deposit equals half the previous year's investment earnings from the Members Relief Fund. These funds can be used for projects whose impact is greater than any specific industry, region or membership group, including organizing in new areas.

While SIF funding reflects the stability of overall dues collection, contributions to the Growth Fund rise and fall with stock-market returns. Since the last Convention, there have been two separate years with no funds available to deposit in the Growth Fund. This uncertainty inhibits long-term planning and investment in our membership through

the critical education, organizing, and political action programs that the Growth Fund supports.

CWA must rebalance these income allocations to effectively build our union. Income for the Strategic Industry Fund and the Growth Fund should be combined into a single funding flow and then divided: 50 percent to the Strategic Industry Fund and 50 percent to support national Growth Fund programs.

As we rebalance our funds, CWA should also increase our investment and standing in the larger labor movement by affiliating 100 percent of our CWA members to the AFL-CIO, its state federations, and the Canadian Labour Congress via the combined income stream. This shift will serve our strategic interests by giving CWA locals a stronger voice inside their state federations, and CWA a stronger voice in the larger labor movement.

To fund this "wall-to-wall" affiliation, the Executive Board recommends directing 100 percent of the Members Relief Fund investment earnings into the new combined SIF and Growth Fund revenue stream.

In the years since delegates created the Strategic Industry Fund, our Members Relief Fund (MRF) has grown to \$428 million-- up from \$377 million in 2009, the number set as the "floor" below which the fund must be replenished. At this moment in our Labor movement, it does not make sense to allow this balance to continue to balloon when CWA could instead invest in organizing, building power, and strengthening our solidarity with our labor movement. Funding the full costs of wall-to-wall AFL-CIO affiliation will not only grow our power, it will free funds at both the local and national level that can be put to work immediately for our members.

In conjunction with the Defense Fund Oversight Committee, the CWA Executive Board will enforce rules to maintain a robust strike fund. Should an extended strike cause the MRF to fall below \$400 million, we will reallocate one-half of the MRF's investment earnings to the Strike Fund. Should the MRF drop below the \$377 million floor, new SIF and Growth Fund contributions will return to the MRF.

Rebalancing and reinvesting are important steps, but they are not enough. Ultimately, CWA's strength grows from the solidarity and engagement of our membership. We know that our stewards are key to moving all aspects of the CWA Triangle: representation, movement building, and organizing. Our stewards are the face and voice of our union on the job.

For this reason, CWA must commit to investing significant resources into training the stewards who will help us build the strongest possible organization in every workplace. Public sector units with strong stewards have had a much greater success signing up new members prior to Janus. The same has long held true in our "open shops" in Right-to-Work-for-Less regions. As our CWA STRONG polling shows, where members report a high degree of steward contact, they are more likely to agree that CWA does an excellent job of fighting for its members.

Resolved:

1. Current income directed to the Strategic

Industry Funds and all investment earnings from the Members Relief Fund shall be combined into a single funding stream.

2. From this income stream, CWA shall make 100 percent of the per capita payments to affiliate our CWA members to the AFL-CIO, its state federations, and the Canadian Labour Congress.

3. Following the payment of AFL-CIO per capita payments, CWA shall assign 50 percent of these funds to the Strategic Industry Fund silos and 50 percent of these funds to the Growth Fund.

4. Every local shall commit to create a systematic plan to expand and strengthen its steward structure. CWA will launch as a top union priority a "Stewards Strong" training and renewal program, supported by current union structures and supplemented by SIF/Growth funds.

5. The Defense Fund Oversight Committee will continue to monitor SIF and Growth Fund projects and spending within the current rules, and to enforce the existing "floor" of MRF reserves.

Nothing in this resolution shall prevent a

local from opting to leave their state federation and thereby stopping affiliation payments made to the state fed on behalf of their members.

The Committee moves the adoption of Resolution 77A-19-1, "Funding Our Fight for the Future."

PRESIDENT SHELTON: Brothers and sisters, what you have before you is Resolution 77A-19-1, "Funding Our Fight for the Future." The Committee has moved it. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: And there is a delegate on the "for" mic, No. 1, Delegate Medina.

DELEGATE DEBBIE MEDINA (President, CWA Local 7777, Colorado): As unionists, we all know that union density nationwide is diminishing, and that every day is a struggle to organize workers. Less than 11 percent of U.S. workers belong to unions, including just 6.4 percent in the private sector.

Our wages, benefits, and jobs are under attack as employers outsource and offshore our work,



while increasing their union-busting tactics. Non-union employers make it more and more difficult for workers to organize. As the one percent grows stronger, it is becoming more difficult for CWA to remain strong.

The system is built to defeat us as we have seen in bargaining. Each session has become harder to preserve what we have. CWA has responded to these attacks with the Strategic Industry Fund to strengthen our position at the bargaining table and to support organizing, education, activism, and political action. CWA STRONG was developed to sign up new members, identify activists, and support local officers. By forming alliances with other groups, CWA has worked toward building a pro-worker political and legislative environment.

One hundred percent national and state affiliation with the AFL-CIO is a must for our union. We need and must have legislative leverage and strength to grow our union and change anti-union legislation that threatens our existence every day. Funding Our Fight for the Future combines the

Strategic Industry Fund and all investment earnings from the Members Relief Fund.

From these combined funds, CWA will make all locals' 100 percent national and state per capita payments to the AFL-CIO and Canadian Labour Congress. Fifty percent of the remaining funds will be assigned to the Strategic Industry Fund silos, 50 percent to the Growth Fund. This will free the CWA general fund to hire much needed staff representatives.

Full affiliation will greatly increase CWA's strength inside the labor movement and will allow locals' increased ability to impact state and federal programs. Locals currently paying state and federal per capita to the AFL-CIO will be relieved of this expense and can reallocate funds to other purposes.

Brothers and sisters, we fight every day for our members, our locals, and our principles. We must continue our fight for it is a noble one, but we need help. We know there is strength and power in unity. We need full affiliation of all of our

locals with the AFL-CIO to successfully forge forward and grow. Your "yes" vote on the SIF growth initiative is imperative to our future.

In solidarity. (Applause)

PRESIDENT SHELTON: On the Motions mic, Delegate Salazar.

DELEGATE MICHAEL SALAZAR (Local 7037): Yes, I would like to propose an amendment to your proposal "Funding the Fight for the Future." It's only a small amendment to a portion of the proposed where it reads, \$377 million is what the floor is today, the hard floor. We would like to change that to read \$400 million would be the hard floor. And then the soft floor would be what the balance of the fund is today. Just that portion and then everything else remains the same.

PRESIDENT SHELTON: I'm going to bring Secretary-Treasurer Steffens up here to explain what the effect of that motion would be on this resolution.

DELEGATE SALAZAR: Thank you.

SECRETARY-TREASURER STEFFENS: So, as

currently written, Resolution No. 1 puts additional money to be balanced into the SIF and Growth Fund streams as well as paying for the AFL-CIO per caps and paying to the state federations. Were the hard floor to be raised to 400 and the soft floor to be at the current balance-- which at today's date is close to \$450 million-- that would have the effect of actually having less money available into the SIF and Growth Funds for an undetermined amount of time if the AFL-CIO payments and the state and fed payments were retained. So, very different than what was originally in Resolution 1.

PRESIDENT SHELTON: Thank you.

Delegate Salazar, you can speak on your motion.

DELEGATE SALAZAR: Well, since it is--

PRESIDENT SHELTON: Excuse me one second. Has the motion been seconded? Is there anybody seconding that motion?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: You can speak on your

motion.

DELEGATE SALAZAR: Okay, thank you.

Since everything is getting more expensive and we are definitely losing a lot of members in telecommunications, of which I work for one company that has tried to eliminate my job, I think we need more money to try to help strikers, try to help a fight, a real fight in the streets, because it's going to be really ugly coming in the future. So I would like to have enough money to be able to do that. \$400 million, of course, I would rather have a billion, but, you know, that's not going to happen, and I understand.

I understand that there is also a problem with using it as a piggy bank. We never intended that to be used as a piggy bank. We never used it or intended to use the fund as a means of paying for our representatives within the union.

So, this was the only solution I could come up with, that I thought would be at least be more feasible to everybody, whereas if we raise the floor to 400 million, which helps a little bit with the

MRF, and then we raise that soft floor. Which means that, although we may not be to the soft floor, there will still be money going into the SIF fund.

I understand Sara's problem with having to finance the plans that they want to do to go forward. However, I still want to stay with my amendment. Thank you.

PRESIDENT SHELTON: So you have heard the amendment. It's been seconded. Is there any delegate wishing to speak for or against that amendment?

Seeing no delegate going to a microphone to speak on the amendment-- excuse me. I'm sorry. On Mic No. 4, Delegate Gendron, speaking on the amendment.

DELEGATE MICHAEL GENDRON (Local 1108): I'm speaking out against the amendment as it was presented. If this was to go forward, that amendment would cripple the SIF and Growth Fund program and all of the projects that we have worked on. This is something that we should not do. The things that we have been able to accomplish with the

SIF and the Growth Fund would come to a sudden halt, and we would not be able to move forward. So I speak out against it. (Applause)

PRESIDENT SHELTON: Are there any other delegates wishing to speak for the amendment? I can't see with these lights. That's why-- on Microphone No. 4, Delegate Kavanagh.

DELEGATE PATRICK KAVANAGH (Local 1032): Out of Union, New Jersey. Good morning, brothers and sisters. I also rise in opposition to the motion. I understand it may be a well-meaning, well-intentioned motion, but in reality this will have a disastrous effect on what we are trying to do here in terms of strengthening ourselves and building our organizing capacity, doing the work that we need to do in movement-building, and all of our political action.

I encourage the delegates to stay the course on this very, very important resolution, and I oppose the motion. Thank you very much. (Applause)

PRESIDENT SHELTON: On Microphone No. 3, Delegate Perkins.

DELEGATE CHAD PERKINS (Local 7250): I am speaking for this amendment because I believe, as we continue to attach programs to the Members' Relief Fund and we rely more and more on it, it is even more important that we bolster the floor for its original purpose, which is for strikes. Thank you. (Applause)

PRESIDENT SHELTON: Any other delegates wishing to speak on the amendment?

... Calls for the question ...

PRESIDENT SHELTON: The question has been called. All those in favor of calling the question, please raise your hands.

Down hands. Opposed by like sign.

The question has been called.

We are now voting on the amendment. All those in favor of the amendment, please raise your hands.

Down hands. Opposed by like sign.

The amendment fails. (Applause)

We are now back on the main motion. On Microphone No. 4, Delegate Dean.



DELEGATE ROGER DEAN (Local 9431): This is a motion that is near and dear to my heart. I do not have a scripted response. This comes straight from my heart, and I want you to know why. As a single father, I have had to balance my own budget for close to 50 years. I did not reach into anybody else's pocket. When I needed help, I asked, and I paid it back. I did not steal from anybody else's refrigerator. I did not steal from anybody else's pocketbook. I did not take money from my parents' savings account without an agreement to pay it back in full, and of my own choice, with interest.

I take great offense to this motion. You are reaching into somebody's else pocketbook to balance a checkbook that you should have balanced on your own. (Applause)

We are all adults in this room, and we should be taking responsibility for that. If you have a cash flow problem, you do not reach into my wallet to fix it. We are a union who stands on parody, equity. We ask for things of our employers that we are not willing to ask of ourselves on this

motion.

If you need more money, then you need to ask the hard question: Why is it that we are failing? We are failing because not everybody in this room pays the same dues structure. That, my brothers and sisters, is the hard question here. That is the elephant in the room. Nobody wants to approach it and say, hey you, brother or sister, are not paying your fair share. And you are getting the benefits of it.

My brothers and sisters here in Nevada know that problem very well. They have members who do not pay dues, and yet they have to bear the expense of representing them. Bullshit. I'm not afraid to call it. I'm not afraid to piss people off. I'm going to call you when you come to me with bullshit. I'm going to call you on it when you come to me with an argument that doesn't float.

The holes in your argument, with all respect, are that you haven't balanced your books. You haven't done what you need to do to plug the holes in your own ship. You demand that of the

districts. You demand that of the locals. It's time you demanded it of yourself. (Applause and whistles)

Brothers and sisters, I realize we have a hard fight against us. There is no doubt about that. I realize that unions are at the lowest point they have ever been in our history since they have been created in this nation. But I see that as an opportunity. I see that as a pendulum that has swung so far to that side, it's time to swing it back. The answer isn't reaching into somebody else's pocket. The answer is: do the damn hard work. Get out and organize. Get out and mobilize. Get out and do it on volunteer work like my local does.

My officers put in 60 to 70 hours of volunteer time every goddamn month because we don't have the funds to pay for people. I am a small local. But I will be goddamned if I don't fight. My members fight. My officers fight. And when they don't, I kick their ass. So please don't be offended, President, if I kick yours. (Boos, boos)

I am not here to-- no, hey, wait, wait. I'm not here to tear anybody down, but I am here to hold people accountable. So when I say kick your ass, that's what I mean, is hold you accountable. And I will do so, because that is the oath that I have taken to my members. Thank you. (Applause)

PRESIDENT SHELTON: On the questions mic, Delegate Blanco. Name and local number, brother. I don't think you gave your local number.

DELEGATE JOE BLANCO (Local 6360, Kansas): Good morning, brothers and sisters. My question here is on affiliation. My local has the daunting task of representing members in two states. We are on a state line. My question is, will they pay the affiliations for both states?

PRESIDENT SHELTON: We will pay the affiliation for whatever state they actually work in, but we will not pay both states.

DELEGATE BLANCO: I have members in both states, that's my question.

PRESIDENT SHELTON: They work in both states?

DELEGATE BLANCO: I have members in Kansas and members in Missouri. I just want to make sure that I phrase it properly, that you will pay for the affiliations of my members in Missouri and my members in Kansas.

SECRETARY-TREASURER STEFFENS: Your members who work in Missouri will be affiliated with the Missouri State Fed, and your members who work in Kansas will be affiliated with the Kansas State Fed.

DELEGATE BLANCO: That is correct.

SECRETARY-TREASURER STEFFENS: That is the answer.

DELEGATE BLANCO: Okay.

PRESIDENT SHELTON: On Microphone No. 3, Delegate Johnson.

DELEGATE JASON JOHNSON (Local 81408, United Optical Workers, NY): Good morning, brothers and sisters. I am here with local delegates, and we support Resolution 77A-19-1, for the biggest reason is that it will help sectors, division, districts and more to hire more staff for very important efforts such as organizing. (Applause)

Organizing has to be one of the most important initiatives for our union if we want to be here tomorrow. Merging these funds will allow us to hire more staff to support and focus on these efforts.

Our local continues to see businesses we represent close labs, close stores, reduce staff, and more. But there is a tremendous potential to grow our local, as there are thousands of employees in the industry that are not yet organized. But like most locals, we are spread extremely thin, and we cannot do this alone. We need help.

Again, merging these two funds will allow the hiring of more staff to give our local and other locals the help they need for these very important topics. We support the merger of these funds, and we hope we can count on you to support them as well. Thank you. (Applause)

PRESIDENT SHELTON: On the Questions mic, Delegate Blackburn.

DELEGATE DAVID BLACKBURN (Local 7050): Other than growing the union by organizing, does the

Executive Board ever consider ways to increase revenue, not just divide revenue, as an example, a dues increase or taking the dues from your entire weekly wage as opposed to just what your base wage would be? I was here in 1980 when we did the two-hour dues increase and back again when we did the quarter hour. I was just wondering if the Executive Board looked at any way to increase income other than this proposal that has a divided income?

PRESIDENT SHELTON: Yes, we have considered all those things, and we don't think that it's appropriate right now, with our members in the places where they are, where their wages are not increasing by leaps and bounds, to try to do a dues increase. We don't think it would end up being fair to the members to do that. (Applause)

As far as collecting dues on full income, weekly income, we don't really believe that that would pass this Convention, but we have considered all those things, obviously.

DELEGATE BLACKBURN: Thank you very much.

PRESIDENT SHELTON: You're welcome.

On the Motions mic, Delegate Gonzales.

DELEGATE ROBERT GONZALES (Local 7011, Albuquerque, NM): I agree that we do need to have a more stable way to fund both the SIF and the Growth Fund, but I don't think we should be hurting the Members Relief Fund. It sounds like if we put 100 percent of our investment income to the combined SIF/Growth Fund, our Members Relief Fund will stay stagnant.

I would like to see amendments on this bill to where we keep 20 percent of the investment earnings in the Members Relief Fund, and only have 40 percent going to the SIF, 40 percent going to the Growth Fund. That way we can see all those funds grow. Thank you. (Applause)

SECRETARY-TREASURER STEFFENS: So this motion would have the effect of, as the delegate just said, instead of taking 100 percent of the investment income, subtracting AFL-CIO and State Fed payments and dividing it between the SIF and Growth funds, you would essentially be taking 80 percent of the investment income, subtracting the AFL-CIO per



capita, the State Fed affiliations, and dividing the remaining income between the SIF and the Growth Fund.

We don't have the numbers in front of us right now to do a projection on exactly how much less that might mean for the SIF and the Growth Fund. Obviously, there's going to be variation from year to year.

PRESIDENT SHELTON: So you can speak on your motion, Delegate.

DELEGATE GONZALES: I have nothing further to say.

PRESIDENT SHELTON: Any delegate wishing to speak on the motion, please go to a microphone. This is on the amendment.

Excuse me. Is there a second on the motion?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: There is a second. Any delegate wishing to speak on the amendment, please go to a microphone. I hope I am seeing no delegate going toward a microphone. It's very hard to see up

here.

So the motion before you, brothers and sisters, is to change or to amend the resolution so that 40 percent would go into the SIF and 40 percent would go into the Growth Fund. All those in favor, please raise your hands.

Down hands. All those opposed, please raise your hands.

The motion fails. (Applause)

On Microphone No. 3, Delegate Sheil.

DELEGATE KEVIN SHEIL (Local 1103): I rise to support the proposed changes in the funding for the SIF and Growth Funds. Brothers and sisters, I was one of the local officers who originally proposed the creation of the Growth Fund back in 2013. By then, the SIF Funds had already proven their value helping to fund contract campaign and legislative campaigns through the different industry silos.

But it was very clear to me then that some of the most important work of our union, frankly, and that also included campaigns on legislation that

affected all of our members, regardless of where they worked like the Employee Free Choice Act and the TPP Trade Agreement, our political programs, when we fight to elect pro-worker candidates and to defeat our political enemies, which affects every one of our members. And we needed more money for major organizing campaigns, some which may fall outside the jurisdiction of any silo-based SIF, that's why we proposed the creation of the Growth Fund.

In the six years it has been in existence, I believe it has made a real difference in the lives of our members. Some of the most important work, like the political boot camps, runaway inequality, our campaigns to take on Wall Street, to fight Trump's anti-union appointments and his anti-worker cabinet appointments, have all been funded by the Growth Fund.

But since the Growth Fund was created, it's become clear to me that the funding mechanisms we set up in 2013 were flawed. The income to the Growth Fund came from earnings on the investments on

the Members Relief Fund and the SIF funds, and in two of the last six years, because the stock market was flat or declined at the end of the year, there has literally been no money for the Growth Fund.

Some of the most important work of the union was jeopardized because of the ups and downs of the stock market. That just doesn't make any sense. And the truth is, as a local union officer at this point, I can't honestly say that I can tell you the difference between what the SIF fund does and what the Growth Fund does.

All I know is that the projects funded by both of them are critical to the defense of this great union and the defense of our members. I also know that the SIF fund is actually over-funded. Virtually, every one of the SIF fund silos is running a major surplus, so money that could be used for important projects is sitting unused in the SIF silos.

By restructuring the funding of the SIF and Growth Funds as proposed, we will be able to continue funding all the important industry-related

projects we have funded in the past and guarantee that we have adequate funding for the work that is only Growth Fund eligible.

Also, by switching the payments of the AFL-CIO affiliation dues to the new Growth Fund, we will free up General Fund money to hire desperately needed staff who do the hard work of bargaining and representation.

Now, on the Defense Fund issue, I was recently on strike for seven weeks with 30,000 other CWA brothers and sisters, and the MRF paid out \$50 million. So, the point there, is that there is plenty of money in the Defense Fund to pay for strike protections. I know what it's like to be on strike, so I worry about that too, but there is money there, and we need to use it.

So all in all, this is a well-thought-out absolutely critical improvement to the structure of our union with no downsides. I urge every delegate to vote "yes" on this resolution. Thank you.

(Applause and cheers)

PRESIDENT SHELTON: At Microphone No. 1,

Delegate Adams.

DELEGATE CARRIE BIGGS-ADAMS (Local 59051):

I call the question.

PRESIDENT SHELTON: The question has been called, brothers and sisters. It is not debatable. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: All those in favor of calling the question, please raise your hand.

Down hands. Opposed by a like sign.

The question has been called.

So, what is before you, brothers and sisters, is Resolution No. 77A-19-1 without amendment. All those in favor, please raise your hand.

Down hands. Opposed by like sign.

The resolution is adopted. (Applause and cheers)

Will the Committee please read Resolution No. 77A-19-2, "CWA STRONG."

CHAIR LUDWIG: Thank you, Mr. President.

The Chair recognizes Penny Franklin.

COMMITTEE MEMBER FRANKLIN: Thank you, Mr. Chair. Please turn to page four of the Resolutions Report and look at 77A-19-2, entitled "CWA STRONG."

PRESIDENT SHELTON: Could we have quiet in the hall please.

Resolution # 77A-19-2

CWA STRONG

At the CWA Convention in 2017, CWA delegates adopted a program designed to build our union CWA STRONG in every way-- determined that all staff, local officers, stewards, and organizers make growing our union membership a high priority. Over 300 CWA locals signed pledges committing to:

- \* An internal organizing plan. If the local is below 80 organized, the local will design a systematic plan to increase membership by 10 percentage points.

- \* Strengthening our stewards structure by increasing the number of trained stewards by at least 10 percent in the first year.

- \* Workplace mobilization structures that

allow the local to contact every member with important information and move them to action in support of bargaining and other issues.

\* An active Legislative-Political Committee to send activists to boot camp trainings, thereby expanding the number of members fighting for pro-worker candidates and legislation.

\* An active Human Rights Committee (CRE and Women's Committees).

\* Communications. Ask every member for their email address and cell phone number so that the local can regularly update them and move them to action.

Strategic Industry Fund (SIF) and Growth Fund resources have assisted locals in carrying out the CWA STRONG Program. This includes conducting organizing trainings, leading membership blitzes, providing assistance in building organizing committees to conduct deep systematic work, and ensuring that all CWA-represented workers are asked to join CWA. CWA Staff Representatives have also bargained for improved language on workplace access,



information about the unit, and New Hire Orientations.

Strong concrete growth began with the locals that jumped into this effort early, and that growth has motivated hundreds more locals to participate in CWA STRONG.

Our determination and energy has resulted in increased member involvement in every aspect of the union. Nationally, we have grown in membership density by six percent and many locals have surpassed the 10 percent goal. We have cut the number of non-members in half. There are still thousands of potential CWA members in our workplaces, many of whom have not yet been asked to join.

Resolved: CWA leaders and members renew our commitment and rededicate ourselves to building our union ever stronger by working to make continued progress on all CWA STRONG goals.

The Resolutions Committee moves the adoption of Resolution 77A-19-2, "CWA STRONG."

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Any delegates wishing to speak on it?

Seeing no delegate heading to a microphone-- scratch that. On Microphone No. 3, Delegate Thomas.

DELEGATE DOMONIQUE THOMAS (Local 9510): I rise in support of this resolution. We must go back to one-on-one, face-to-face discussions with our members. Some of us have lost the support of our membership because they don't see us. We are too busy representing them behind closed doors.

We need to get back to grassroots, face-to-face daily meetings, updates, and start conducting memberships on a regular basis. We must make an effort to be in touch with every member if we want to increase and sustain our numbers. I encourage you to adopt the CWA STRONG program in your local.

My local immediately began working the CWA STRONG program and has seen a significant increase of non-members becoming members in our mobility unit and in our Santa Ana Unified School District

Substitute Teacher Unit.

As I said before, please support the CWA STRONG program. Thank you. (Applause)

PRESIDENT SHELTON: Again, seeing no delegate heading to a microphone, what you have before you is Resolution No. 77A-19-2, "CWA STRONG." All those in favor of that resolution, please raise your hand.

Down hands. Opposed by like sign.

The resolution is adopted. (Applause)

Will the Committee please read Resolution No. 77A-19-3, Strengthening CWA with a Steward Strong Campaign.

CHAIR LUDWIG: Thank you, Mr. President. The Chair recognizes Dori Dempsey-Rieck.

DELEGATE DORI DEMPSEY-RIECK (Local 3642): Thank you, Mr. Chair.

Please turn to page six of the Resolutions report and look at:

Resolution No. 77A-19-3

STRENGTHENING CWA WITH A "STEWARD STRONG" CAMPAIGN

CWA is as strong as our base of engaged

membership. We know that our stewards are key to engaging our members in order to achieve all aspects of the CWA Triangle: representation, movement building, and organizing. Without a doubt, stewards play the most crucial role in building our power.

The challenges we face underscore the need for CWA to strengthen the support we provide to the fundamental source of our power: our stewards. CWA STRONG polling shows that where members report a high degree of steward contact, they are 20 to 25 percent more likely to say CWA is doing a "good to excellent job" fighting for members and are more likely to have been asked to get involved in bargaining, political, and legislative fights.

The critical role of strong stewards was evident in the AT&T Mobility Orange contract fight. A systematic effort to build a workplace steward and mobilization structure empowered workers to conduct an aggressive mobilization campaign, including an unprecedented four-day strike. In the process, numerous new workplace leaders emerged, and the spirit of our union blossomed.

We have already begun the process of improving our steward education and development program. A CWA Steward Strong campaign will strengthen and deepen this effort and advance our goal of expanding the number of stewards by 10 percent so that every workgroup has at least one trained steward. This program will require dedicated resources, as well as an understanding of the expanded role of the steward as an activist, organizer, and problem-solver.

Resolved: CWA commits to address the current economic, political, and democratic crisis of our time by preparing stewards with a comprehensive power analysis of our employers, and training and support to deepen the skills needed for effective grievance-handling, mobilization, organizing, and movement building.

Resolved: CWA will launch as a top priority a CWA Steward Strong campaign, which will redefine the role of the steward with a focus on building worker power and generating pressure on employers to address the workplace needs of our members. This

broader view of the steward will not only include representation but also, utilizing structured mobilization, strengthen our legislative and political impact and our connections with grassroots coalition partners to move our members' issues.

Resolved: CWA will develop and support a campaign that includes a systematic plan and program to help locals expand and strengthen their steward structures. This will include conducting a comprehensive census of existing workplace organization, creating local-by-local goals to increase steward representation, undertaking targeted mobilization activities, and implementing a comprehensive campaign of steward education and development.

Resolved: The CWA national union, districts, divisions, sectors, staff, and every local will make achieving a steward workgroup ratio and structure a priority in an effort to engage our members in building worker power using all sides of the CWA Triangle.

The Resolutions Committee moves the adoption

of Resolution No. 77A-19-3, entitled "Strengthening CWA with a Steward Strong Campaign."

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded ...

PRESIDENT SHELTON: Any delegate wishing to speak, please head to a microphone. On Microphone No. 3, Delegate Wisniewski.

DELEGATE STEVE WISNIEWSKI (Local 3108, Orlando, FL): Back in May, we ran this training, and I would like to take this opportunity to share a few things I liked about it. When you look at the CWA Triangle, our past trainings pretty much only covered the representation side. We would watch an old grainy video about the history of CWA, cover the paperwork, and dive into the do's and don'ts of grievance handling-- not exactly creating the most well-rounded stewards.

Let's face it, most of our members sign up to be stewards because they know the system is rigged and it's screwing them over, but what they don't know is the how and why. This training will help them put those pieces together by taking

elements of many other CWA trainings and weaving it into one comprehensive class. Just like a CWA Political Boot Camp, it explains how politics is linked to the struggles of working-class families.

Just look at the recent Janus decision or the corporate tax giveaway. Like a runaway inequality class, it explains how the massive wealth and income gap we experience isn't by accident, but my design. How the powerful use race as a wedge to divide us because they know people united can never be defeated.

Like an organizing institute, it equips stewards with the basics for having those difficult conversations with the non-member colleagues on why it's important to join the union. And sadly, in today's environment, the majority of our states are now right-to-work, making skills like this critical to our survival. It takes pieces of mobilization and unity trainings to educate on how every good contract comes because members mobilized and fought for it.

Another aspect I thought was a great touch



was that the class can be tailored to the needs of different CWA sectors and industries we represent. For example, our local has 10 contracts, and they are not all telecom. The training we ran was for our NewsGuild units and featured items that were specific to their industry. The same can be done for other sectors of CWA.

When you fuse all these components, along with grievance handling, into one training, it creates a stronger steward. And studies have shown, where stewards are strong, members are more likely to feel like the union is fighting for them and much more likely to participate in the union's mobilization activities and legislative fights.

The old curriculum needed to be updated. Strengthening CWA with a steward strong campaign does that. I would ask that you support this resolution. (Applause)

PRESIDENT SHELTON: On Microphone No. 3, Delegate Marcotte.

DELEGATE KARI MARCOTTE (President, Local 7818): We are a local that represents seven

bargaining units with the large geographic area of eastern Washington, northern Idaho, and all of Montana for AT&T Mobility. I am speaking in support of this resolution. I have been trained on the old program and recently participated in the new Strong Steward training pilot program. We recently put on a training in July in Montana.

Our stewards are very important parts of our locals. We must provide them with the best training to tackle these difficult times. It's a crucial moment in the battle between corporate America and the working-class people of this country. With the forces of greed and corruption in this country attacking our ability to organize new members, negotiate contracts, and the very way in which we represent our members in the workplace.

One of the most important things about this new steward training program is, not only does it train stewards in how to organize and mobilize, but it also provides even more information on the grievance process and steward responsibilities to make sure our members understand the ins and outs of

their responsibilities as representatives in the workplace. It represents a change in the old way of thinking: "You are the union, what can you do for me?" to the thought of, "We are the union, what can we do together?"

It provides the history of the unions. This gives the younger generation the background as to why we are here and what we have accomplished, and how we can learn from our history to make our union stronger going forward.

I know in our bargaining groups, we have many new members in the last couple years; many who are millennials, who had no idea what working for a union company meant. Finding ways to engage this group is key to our future. This can be challenging. With new hires not getting the same pension and benefits in many cases, they have very different views on what is important to them. If we become divided, we fail.

Members can't learn these things in two days alone, which is why the new steward training is not just a manual, but a program where stewards get

ongoing support and development to take on more responsibility in our union. Our local's goal is to train a steward in every work group.

Communication is very important. One of our biggest complaints by members is they don't hear what's going on. We are trying to change that, and slowly but surely, we are accomplishing our goal. With proper education and training, we can bridge this gap. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 1, Delegate Milos.

DELEGATE ELIZABETH MILOS (Local 9119): Good afternoon.

I would like to make the following amendment to this: "CWA will develop a plan to create a CWA TV channel to which locals can contribute with uploaded media to give voice to the struggles and victories of our labor movement and the communities where workers and their families pay rent, mortgages, go to school, get medical care, and work." Should I speak on this amendment?

PRESIDENT SHELTON: Not until it's seconded.

Is there a second to the motion?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: You may now speak.

DELEGATE MILOS: At the 2017 Convention, members expressed the need to create a communications strategy that would include the creation of a CWA TV channel to which local organizers and members can contribute with the voices of our members and communities. This amendment is crucial to the movement-building and organizing legs of our CWA STRONG triangle.

We can't continue to depend on the mainstream media to present our issues which, due in large part to the concentration of corporate media ownership via deregulation, our issues are often misconstrued or presented with anti-labor slants to their regular media audiences. This affects our contract fights and the defense of our pensions, and the viewpoints of corporate-controlled media pits workers against workers.

In fact, our money, workers' contributions

to our retirement plans, are used by billionaire financial asset management companies, such as Blackstone Group, to attack our housing rights, our healthcare rights, and workplace rights by funding our opposition and their massive media campaigns.

We are the Communications Workers of America, and we need to be a voice and have a central voice in our issues. Thank you. (Applause)

PRESIDENT SHELTON: Any delegates wishing to speak on the amendment or against the amendment?

Since there is no delegate heading to a microphone, what you have before you, brothers and sisters, is an amendment to 77A-19-3 that the CWA Executive Board should develop a CWA TV channel and contribute by uploading media to assist CWA STRONG.

All those in favor of that amendment, please raise your hand.

Down hands. Opposed by like sign. The amendment fails.

On Microphone No. 3, Delegate Rosenkrans.

DELEGATE NOLAN ROSENKRANS (Local 34043, Toledo): Hello, CWA family. I stand before you

today to urge you to support this resolution and to commit to a new, better, stronger steward program.

Just last week, members in my local chose their fourth Vice President in 18 months, and while I am happy so many members are willing to step up when called upon, it would be nice if I could get one of them to stick around for a bit.

That's not always easy, especially in the newspaper industry with publishers more concerned with protecting their profits than fair treatment of staff. Turnover in newsrooms is coming at a tremendous pace. Not only do we lose members from layoffs, but many of my co-workers have their eyes constantly on the door. When you haven't received a raise in 17 years, I wouldn't blame you for making the tough decision to leave a career. But that reality of an entire profession under attack is why so many journalists are energized to fight back.

And so I am not disheartened. Instead, I am constantly inspired by new members who, though they may be inexperienced, are not just willing but eager to pick up the torch. This resolution and the CWA

Steward Strong program are about nurturing their passion and about helping to feed the flame. When my local, when CWA is at its best, is when our members are taking the lead, sparked by worker activists who live and breathe the union spirit, and my members have that spirit. They are the fire.

We have been in a perpetual resistance campaign for nearly two decades, and yet they do not give up-- whether it's loading up a van in the early morning to hang black balloons throughout the workplace before the bosses show up, whether it's developing social media campaigns to fight back against the lies of our owners, that the cuts to our jobs, our pay, and our benefits are a necessity rather a selfish choice.

Whether it's walkouts, boycotts, or rallies, our members have shown time and again that they are mobilized, and they have not had to be coaxed or prodded to fight. Mobilizers throughout our local develop, implement, and lead our campaigns. They would not be successful otherwise.

CWA and its locals all over, be they



district locals or sector locals, have realized through hard experience that our old models need change. While our legacy and our structure have served us well, we must adapt in this time of perpetual attack on workers everywhere. We cannot rely on a handful of leaders servicing our members and enforcing our contracts. We cannot rely on a small but skilled and dedicated group of staff to organize new units. We cannot rely on a few appointed and elected leaders to build our movement. All our members must be leaders in all aspects of this fight.

In the best of times, this would not be easy, and we all know that this is not the best of times. As local leaders, we are constantly rebuilding and retraining as cut after cut hits.

CWA can and it must support this by offering to give resources to the establishment of a stronger steward program. We must unleash the burning passion of our members and turn their anger and pain into righteous indignation that will not be satisfied until we have won.

It's time to put the young activists with their hair on fire about injustice in the workplace, at the bargaining table, in front of bosses. It's time for shop stewards who focus on grievances in quiet meetings with management, to pick up a megaphone and shout from the streets. It's time for our members to look beyond their own fights and we will only win when we stand together.

I ask the delegates of this Convention to not just vote for this resolution, but to live it. The best developed program will fail if our locals do not take ownership of it. Go back to your locals, go back to your members, and help find and develop new leaders.

I believe that there are hundreds, thousands of stewards in our ranks just waiting to be named. If we unleash the power of our members, they will lead us, so when we say it's time to fight, they will tell us it's about damn time. Thank you.

(Applause)

PRESIDENT SHELTON: On Microphone No. 1, Delegate Dennis.

DELEGATE JAMES DENNIS (Local 4100): Call the question.

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: There is a motion to call the question. It is non-debatable. All those in favor of calling the question, please raise your hands.

Down hands. Opposed by like sign.

The question has been called.

What is before you, brothers and sisters, is Resolution No. 77A-19-3, "Strengthening CWA with a Steward Strong Campaign." All those in favor, please raise your hand.

Down hands. Opposed by like sign.

The resolution is adopted. (Applause)

On Microphone No. 2, Delegate Hernandez.

DELEGATE ROLANDO HERNANDEZ (Local 3010, Puerto Rico): Buenos tardes. I would greatly want to appreciate the committee, the Resolutions Committee, that was going to include a resolution

for the resignation of the Governor of Puerto Rico. Even though it was not included, and it had to be retired, and in the name of democracy, we were able to do it in 15 days. And I appreciate-- (applause and cheers) I appreciate CWA for all the support, and the fight will continue, and we will go on, and we will not stop, because we deserve respect for the names of the Puerto Rican families, the workers, and for all citizens of the Island of Puerto Rico.

... The delegates arose and applauded at length ...

PRESIDENT SHELTON: So he was so afraid of our resolution that he resigned. Thank you, brothers and sisters.

I would like to thank, again, the Resolutions and Rules Committee. We will be calling on you again to report out on more resolutions later in the Convention.

Just one announcement: I misspoke when I read some trial court elections before. The District 4 election for trial court will be held 15 minutes after the Convention recesses.

I would now like to call Vice President Honeycutt to introduce the Constitution Committee.

While the committee is being seated, on Microphone No. 1, Delegate Remski.

DELEGATE MARISA REMSKI (Local 9003): I move that we forgo the reading of the entire Constitution report and have the committee only read their rationale associated with each proposed Constitutional Amendment that they recommend.

... The motion was duly seconded from the floor ...

DELEGATE REMSKI: Can I speak on it?

PRESIDENT SHELTON: You may.

DELEGATE REMSKI: We have had access to the report months prior to the Convention and have been provided copies upon registration. This motion is in the interest of time so that these important matters can be fully debated. (Applause)

PRESIDENT SHELTON: Any delegate wishing to speak on the motion?

So what is before you, brothers and sisters, is a motion to only read the summary on each of the

Constitutional amendments. All those in favor,  
please raise your hand.

Down hands. Opposed by like sign.

The motion carries. (Applause)

I recognize the Committee for the purposes  
of presenting the report of the Constitution  
Committee. Will the Constitution Committee read  
Constitutional Amendment No. 1 or, as the motion  
that was just passed, the summary of No. 1?

[See Appendix for the full text of the Amendments]

CHAIR RYAN LETTS: Constitution Amendment  
No. 1 was submitted by the CWA Executive Board.  
These amendments to various provisions of the  
Constitution are all being proposed as one amendment  
as they are all related. The purpose of this  
amendment is to consolidate the PPMWS into the CWA  
Districts' administrative structures. PPMWS would  
no longer function as a separate stand-alone sector  
within the CWA.

In 2006, at the CWA Convention, the  
delegates passed a resolution entitled, "CWA - Ready  
for the Future: Ten Steps to Strengthening

Bargaining Power." Step 10 called for the, quote, "right-sizing of the Board." The resolution stated that, "This has been one of the most controversial and difficult issues in the Ready for the Future discussion.

The CWA Executive Board has spent much time over the past months in sometimes tense discussions struggling with this issue. The "Ready for the Future" resolution went on to state, "The Board is confident that in the next five years, through accommodations and additions, the Board's composition will be right-sized and balanced." But in fact, the Union has struggled over the last 13 years to resolve the issue.

The Committee believes that this proposed amendment furthers the purpose of the Ready for the Future resolution. The need to consolidate the PPMWS is widely acknowledged given its unique circumstances within the union. This sector has seen a dramatic decrease from 47,000 members at the time of the ITU merger with CWA in 1987 to 3,600 active members today. Thus, PPMWS membership has

shrunk by approximately 90 percent since the merger of ITU and CWA.

Currently PPMWS has only 4,079 members, of which 533 are retirees. Since 2010, there has been a dues revenue decrease of more than 51 percent. This structure, given the size and dispersion of the membership, has become financially and administratively unsustainable, triggering the current discussions about restructuring. Additionally, projections for the future appear equally problematic.

With typically small bargaining units spread across the country from Maine to Hawaii, the shrinking and geographically dispersed membership has made maintaining a separate administrative structure for the PPMWS highly inefficient, ineffective, and financially unsustainable.

Out of necessity, many PPMWS Locals have already voluntarily merged with each other or merged into CWA Locals. Today there are 44 traditional PPMWS Locals and 56 amalgamated Locals with PPMWS members.



If this amendment is adopted, PPMWS Locals and bargaining units within amalgamated Locals will be serviced by their respective districts which have staff representatives spread across the country. Other than who is servicing them, the locals are unaffected by this amendment. The locals will continue to have their choice to merge with other Locals or not.

Again, this administrative consolidation is in keeping with the 2006 Resolution #1 "Ready for the Future. Integrating PPMWS Locals more fully into the districts will enable them to be fully serviced by district staff who can assist-- as do other locals within the district-- with bargaining, grievances, arbitration, organizing, legislative/political work, and matters of internal governance.

The funds in the PPMWS Operating Fund, the PPMWS Strike Fund, and the PPMWS General Fund will be distributed, after payment of any bills or debts of the sector, to locals within the PPMWS members on a per capita basis.

The Constitution Committee recommends this

proposal.

PRESIDENT SHELTON: So the Committee has made a motion to pass Constitution Amendment No. 1. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: On Microphone No. 4, Delegate McConnell. Oh, I'm sorry, No. 3.

DELEGATE DON McCONNELL (Local 14827, Chair, PPMWS Laws & Finance Committee): We took about 18 months of some very difficult decisions, but after that, the Laws and Finance Committee agreed to present a Sector Reorganization Proposal to our conference, where it was overwhelmingly approved by the delegates.

I support this proposal, and I ask that you support and respect the decision made by our sector by supporting this proposal that finalizes the PPMWS reorganization. (Applause)

PRESIDENT SHELTON: On Microphone No. 5, Delegate Leizer.

DELEGATE KIM LEIZER (Local 31026): Will

PPMWS locals be eligible to pick to join sectors instead of the districts?

PRESIDENT SHELTON: Yes.

DELEGATE LEIZER: Thank you.

PRESIDENT SHELTON: On Microphone No. 4, Delegate Pickens.

DELEGATE NATASHIA PICKENS (Local 6355): President Shelton, we put our name in there, but we are not speaking against the PPMWS. We wanted to talk for the Public Sector.

PRESIDENT SHELTON: On Microphone No. 3, Delegate Valero.

DELEGATE KENNETH VALERO (Local 14708): First of all, let me just say I have never spoken at a Convention before, so I will try to not say anything or do anything stupid. (Laughter)

PRESIDENT SHELTON: You will do fine, brother.

DELEGATE VALERO: Thank you, sir.

I speak with great reluctance in favor of this amendment. As President Shelton has reported, there were discussions with the sector Laws and

Finance Committee over the last 18 months. My understanding is that these talks were not always cordial, to put it mildly, with strong feelings on both sides, but an agreement was reached that the sector, in fact, voted in favor of on Saturday.

President Shelton reported on the condition of the sector, the unbelievable decline in our numbers the last 30 years, and that the agreement provided that sector locals will be blended into their respective geographic districts, that the funds of the sector will be distributed to the locals, and that our locals will retain their autonomy. And as he reported, and as Acting Executive Sector Officer Ed Mooney reported, regardless of what we may personally feel, we must all stay united for the good of us all.

And finally, I want to say the Sector is the old ITU, the International Typographical Union, the oldest continuously existing union in North America, founded in 1852. Yet it was not without controversy. In 1948, several Mailer locals split away and formed the International Mailers Union, and

I have a personal connection to that. My father, Ralph Valero, was the last President of the International Mailers Union from 1970 to 1978 when he headed, along with Allen Heritage, the IMU back into the ITU.

And so there being no real viable alternative as I see it, the principles and traditions that the ITU and IMU have fought for are also those for which the CWA was founded. And I hope and I know that they will continue on in this great CWA union, in you, in us, the repository now of those great printer and mailer unions. Thank you. (Applause)

PRESIDENT SHELTON: Seeing no delegate heading to a microphone, what you have before you, brothers and sisters, is Constitutional Amendment No. 1, PPMWS. All those in favor of that Constitutional Amendment, please raise your hands.

Down hands. Opposed by like sign.

The amendment carries. (Applause)

And now I would like to call on Vice President Honeycutt to introduce the Constitution

Committee.

VICE PRESIDENT HONEYCUTT: Good afternoon, everyone. We are in the afternoon. At this time, I would like to call on the-- well, okay, you are on the stage, so we won't go through-- sorry about the introduction part.

Ryan Letts, President CWA Local 4034, Chair;  
Christopher Ryan, President Local 1123;  
Kathryn Ayala, President AFA-CWA 24077;  
Penny Knapp, President CWA Local 9417;  
Debbie Media, President CWA Local 7777.

PRESIDENT SHELTON: Thank you, Richard--  
Vice President Honeycutt, excuse me.

Will the Committee read Constitutional  
Amendment No. 2?

Amend Article XIII, Section 7

Appeal of Revocation

(a) A local may appeal the findings of the Executive Board to the next Convention by giving written notice to the Secretary-Treasurer of the Union within thirty (30) days after the publication of the findings of the Executive Board of the Union.

~~No findings shall become effective pending the disposition of the appeal.~~ **The findings and decision of the Executive Board shall become effective immediately and the Local placed into temporary administration pending any appeal to the Convention or Presidents' Meeting.** As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non- Convection years may be heard and resolved by delegates to a Local Presidents' Meeting. **Notwithstanding any other provision of this Constitution, any appeal of a decision regarding a Charter Revocation must be made to the next Presidents' meeting or Convention. whichever occurs sooner.**

(Submitted by the CWA Executive Board)

COMMITTEE MEMBER: This second proposed amendment seeks to amend Article XIII, Section 7, "Appeal of Revocation."

The Committee's recommendation is based on the following rationale:

This change was submitted by the CWA

Executive Board to shorten the timeframe for an appeal of an Executive Board decision to revoke a charter and to allow the Executive Board to gain immediate control over a local whose charter the Executive Board has decided to revoke.

Currently, an appeal to the Executive Board's decision to revoke a Local Charter can be made to either a Presidents' meeting or deferred to the next Biennial Convention, pursuant to Article IX, Section 7(e) of the Constitution. Thus, an appeal may take as long as two years to reach conclusion. This amendment would make it mandatory that the appeal be heard at the next Presidents Meeting or the next Convention, whichever comes first.

In addition, this proposed amendment would authorize the Executive Board to place a local whose Charter has been revoked by the decision of the Executive Board into immediate temporary administration, thus protecting the membership and the assets of the local pending any appeal.

This proposed amendment only changes the



above referenced provisions. There is no change proposed to the reasons a Local Charter could be revoked (Article XIII, Section 5), the hearing procedure (Article XIII, Section 6) or the two-thirds (2/3) vote of the Executive Board (Article XIII, Section 6), Convention or Presidents' Meeting (Article XIII, Section 7(b)) to effectuate a Charter revocation.

The Committee recommends adoption of this proposal.

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Any delegate wishing to speak, please head to a microphone.

Seeing no delegate heading to a microphone, I hope, what you have before you, brothers and sisters, is Constitutional Amendment No. 2, Charter Revocation. All those in favor of the amendment, please raise your hand.

Those opposed?

The amendment carries. (Applause)

Will the Committee read Constitutional  
Amendment No. 3

COMMITTEE MEMBER: Constitutional Amendment  
No. 3:

Public, Healthcare and Education Workers

Article V - Membership,

Section 6 - Retired Members' Council

[See pages 9 thru 14 of the Report]

This proposed amendment change was submitted  
by Tom Benedetto, President, CWA Local 1104; Shawn  
Ludwig, President, CWA Local 1038, and Cori Gambini,  
President, CWA Local 1168.

Again, as with the PPMWS proposed amendment,  
the Committee believes this proposed amendment  
furthers the goals of the 2006 "Ready for the  
Future" resolution. Essentially, the same reasoning  
applicable to that proposed amendment applies here.

The Committee acknowledges that these  
changes are difficult. Change is always hard. But  
change we must in order to strengthen our union and  
the representation of our members. To borrow a  
phrase from a previous important change in our union

related to the addition of the Diversity Board member, "If not now, when?"

The Public, Healthcare & Education office as currently structured does not bargain contracts or handle grievances or arbitrations for most Public Health Care or Education units. That function is currently carried out by districts and/or locals.

While some legislative and political work for public worker units is performed by the Public, Healthcare & Education Office, this work is also carried out by districts.

Organizing work on behalf of Public, Healthcare & Education Units is currently performed by coordinating with the Organizing departments, districts, and the Public, Healthcare & Education Office. The proposed amendments would simply consolidate all work currently done on behalf of the Public, Healthcare & Education members in the districts, which are already performing this work. Therefore, this amendment eliminates duplicate work and fulfills all three legs of the CWA Triangle.

The proposed amendment to the Constitution

is designed to accomplish the following:

\* Merge the functions of the Public Healthcare and Education Workers office into the Districts and eliminate the need for a separate office.

\* Transition the work of the Public, Healthcare & Education Workers office into the Districts during the 2019-2023 term of office of the Public, Healthcare & Education Workers Vice President. The President of the Union shall be responsible for the timeline and completion of the transition. The President of the Union and the Executive Board will work with the Public, Healthcare & Education Workers Vice President and District Vice Presidents to ensure a smooth transition.

\* The Public, Healthcare & Education Workers' Vice President will work with the District Vice Presidents during and after the transition until the present term of the Public, Healthcare & Education Workers' Vice President expires in 2023.

\* Create a new Public, Healthcare &

Education Workers Executive Board seat that will be filled by election at the 2023 Convention. This will ensure the Public, Healthcare & Education Workers have a voice on the Executive Board. This is modeled after the At-Large Diversity Executive Board Member seats. The Public, Healthcare & Education Workers Executive Board Member shall:

(a) Act under the direction of the President and perform such duties as may be assigned by the President or the Executive Board;

(b) Be responsible, under the direction and with the assistance of other members of the Executive Board, for matters of common concern and interest affecting Public, Health Care & Education Workers within the union;

(c) Attend meetings of the CWA Executive Board, in person or by telephone call, as may be scheduled by the President or the Executive Board;

\* In the event a vacancy occurs in the office of Public, Healthcare & Education Workers Vice President during the 2019-2023 term for any reason, the President shall appoint a temporary

Public, Healthcare & Education Workers Executive Board Member to fill the unexpired term.

\* Ensure that the Public, Healthcare & Education members will continue to have a representative on the Defense Fund Oversight Committee (DFOC).

The Committee recommends adoption of this proposal.

PRESIDENT SHELTON: Is there a second?

... Seconded from the floor ...

PRESIDENT SHELTON: On Microphone No. 1, Delegate Rice.

DELEGATE RON RICE (Local 3179): President Shelton, I make a motion that we suspend this question indefinitely. (Applause and cheers and whistles)

PRESIDENT SHELTON: Is there a second?

... Seconded from the floor ...

PRESIDENT SHELTON: You may speak on the motion.

DELEGATE RICE: Sisters and brothers, in our President's opening remarks to this body, he stated

that he wanted us all to leave this Convention more united and stronger than when we came in.

(Applause) We cannot move towards that goal with this amendment. 140,000 of your brothers and sisters will no longer have a voice. They are the most diversified single group in this great union.  
(Applause)

Brothers and sisters, it is imperative that this amendment not go through. Rather than passing this rash and ill-timed amendment, let us do as our President asked of us: Let us leave more unified, more ready to fight, and far more union strong.  
Thank you. (Applause)

PRESIDENT SHELTON: We have had a motion to postpone consideration indefinitely. We have had a second to that motion. It requires a majority vote. The effect of this motion is to remove this question from this year's Convention. Are there any other delegates wishing to speak on the motion?

On Microphone No. 4, on the amendment,  
Delegate Wade.

DELEGATE CAROLYN C. WADE (Local 1040): Mr.

President and delegates, I rise to speak against this motion. I have been a Public Worker for a number of years, and we all know that, if you are public workers, you work for government. We are very political. Politics are local.

The office of the President-- the office of the Vice President for Public Workers, it's been there. However, our needs have been met within the district because we deal at the local political level. I urge you to not support this amendment because it does not meet our needs. Our needs are being met in the area where we work, and that's local. (Applause)

We are one union. And we would be in terrible, terrible shape if we waited for this department to meet our needs. Our needs are met locally. They are met by the district. I urge you to continue that, because we have just gone through Janus. Public workers grew in Janus, but the help for fighting Janus came from the districts. So the districts are supplying the help that we need, and we encourage you to allow that to continue. And I



am speaking as a public worker who has seen both sides of it.

I also want to add something else to it. We have been a public sector local that has helped across the country, helped other locals in their fight for whatever reason they were in the fight. This should have been the responsibility of the Office of the Vice President for Public Workers. However, because locals saw the need, we responded to our brothers and sisters who were in need.

And that did not come from any office but came from the locals because we are one union. And in that union, our needs are met in the district. And not only that, there is no separation of telecommunication and public workers. If telecommunication needs assistance in our district, we assist. If public workers need assistance, we assist.

We ask you not to disturb this relationship because our needs are met. Thank you, Mr. President. (Applause)

PRESIDENT SHELTON: On Microphone No. 3,

Delegate Day speaking on the amendment.

DELEGATE JOANNA DAY (Local 6186): I actually work in a laboratory as a state worker. I rise for this motion because it is important in Texas that we have a great district; but we also have a sector that stands for all state workers in Texas, as well as in all of District 6.

In the past, our district wasn't as amenable to helping us organize without contracts, without the right to strike. And now that we have a Sector Vice President that completely supports us on all levels-- mentoring, you got it. They are always there for us. Yes, the district is too.

But we need a stronger, more powerful voice, and the way we are doing that is organizing through the sectors. And if we get rid of the sectors, where is it going to stop? There are other sectors in this union, and we all need to stand up because it's just like, "They came for the Jews and I did not stand up." (Cries of "Ooooh") Oh, yes, it is. It's the same thing. If you go down there, they are going to go after all of us one by one until we are

a single entity. We are not all the same. We are diverse, and we need representatives for us. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 4, Delegate Kavanagh.

DELEGATE PATRICK KAVANAGH (Local 1032):  
Good afternoon. Mr. President, I rise in opposition to the motion, and I'm going to speak just to the motion here. The motion to remove this proposal from debate at this Convention and to remove it from debate indefinitely, I think is absolutely wrong.

Look, brothers and sisters, this is not an easy conversation, but it is a conversation that we need to have today, here in this room, in order to move forward as a union. (Applause)

I don't think putting this discussion off does any good to any of us who spend every minute of every single day as a union leader trying to build this union and build the strongest union possible. And we should be up for having that discussion right now, we should have that debate, and we should move forward on this important question.

We are CWA STRONG. This requires a strong, vigorous debate in this room today among the delegates. And then as you have encouraged us, Mr. President, we have to come together and work together based on the outcome there.

I oppose this motion, and I strongly encourage the delegates to oppose this motion so that we can have this debate here today. Thank you very much. (Applause)

PRESIDENT SHELTON: On Microphone No. 3, Delegate Pickens.

DELEGATE NATASHIA PICKENS: Thank you, President Shelton. Good afternoon, everyone. I would like to speak for the motion.

This is a rash proposal that shouldn't have come forth and we believe that, in order to serve us as sectors, that we should not be talking about this proposal because it was just thrown together.

They are talking about, we are getting ready, trying to do the rebalancing of the districts, yet we are a sector that makes up about a third of CWA, and you are going to take the voice

away from an entire sector? That makes no sense.

(Applause)

That's why I am saying this is a rash proposal, because there is no way that you could have looked at how CWA is comprised and see the amount of members that make up the Public, Healthcare & Education Workers, and decide that the response for that is to get rid of our Vice President. Thank you. (Applause and cheers)

PRESIDENT SHELTON: On Microphone No. 1, Delegate Brosnan.

DELEGATE THOMAS BROSNAN (Local 1126, Utica, New York): I would like to call the question.

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: It is non-debatable. All those wishing to call the question, please raise your hands.

Down hands. Opposed by like sign.

The question has been called. We are now back on the main motion--

... Cries of "No, no" ...

PRESIDENT SHELTON: I'm sorry, the main amendment. On Microphone No. 3, Delegate Ludwig.

... Cries of "Noooo" ...

PRESIDENT SHELTON: I'm sorry. All right. So what we are voting on, brothers and sisters, is the motion to postpone indefinitely. All those in favor of postponing indefinitely, please raise your hand.

Down hands. Opposed by a like sign.

... (Confusion on the floor) ...

PRESIDENT SHELTON: Would everybody take their seats for the moment. And can we try to do this as expeditiously as possible.

All right. All those voting for postponing indefinitely, please raise your hand.

Down hands. Opposed by like sign.

The motion carries. (Applause and cheers)

... Cries of "Roll Call" ...

PRESIDENT SHELTON: Please, everybody, stay in your seats for a minute. A call for a roll call vote has been made.

... Cries of "Boooo" ...

PRESIDENT SHELTON: It requires 20 percent of the delegates to support a vote for a roll call. Those in favor of a roll call vote, please signify by raising your hand.

... Those in favor raised their hands ...

PRESIDENT SHELTON: Those opposed?

The roll call vote has been opposed.

(Applause and cheers)

So I would like to recess the Convention for lunch. Please return at 1:45.

...Thereupon, the Convention recessed for lunch at 12:40 p.m. ...

## TUESDAY AFTERNOON

## SESSION

The Convention reconvened at 2:10 p.m.

PRESIDENT SHELTON: Since a number of delegates are not back yet, we are going to put the Convention at ease for 10 minutes.

... The Convention stood at ease ...

PRESIDENT SHELTON: Can we come to order?

A delegate has called for a division of the house. Such a request only requires one delegate, and no vote is necessary. It does not require a second and is not amenable under Robert's Rules.

So what we are dividing the house over is the 20 percent for the roll call vote.

... Cries of protest, "No...No" ...

PRESIDENT SHELTON: We go by Robert's Rules here. So, all those who are in favor of a roll call vote, go to this side, to the right, to my right of the room.

All those opposed, go to the left side, my left side of the room.

... The delegates chanted "bullshit,



bullshit, bullshit, bullshit, bullshit" ...

PRESIDENT SHELTON: Okay, everybody. Take your seats. The delegate has changed his mind.

(Applause and cheers)

Will the Committee read Constitutional Amendment No. 5-- excuse me, No. 4?

Although it's unusual, I was right the first time. It's Constitutional Amendment No. 5.

COMMITTEE MEMBER: No. 5. Article IX - Executive Board.

Section 1(c) - The Vice Presidents  
(District; Public, Healthcare & Education Workers; TNG-CWA Sector; NABET-CWA Sector; IUE-CWA Division, and AFA-CWA Sector).

Article XII - Duties of Officers and other Executive Board Members

Section 3 - Vice Presidents-District; Public, Healthcare & Education Workers; TNG-CWA; NABET-CWA; IUE-CWA; and AFA-CWA Sector).

Section 4 - Vice Presidents- Districts,

Article XV - Elections

Section 2 - Vice Presidents and PPMWS

Executive Officer

(a) District Vice Presidents shall be elected by a secret ballot, after nominations from the floor, at a meeting of delegates from the District.

Public, Healthcare & Education Workers Vice President shall be elected by secret ballot, after nominations from the floor at meetings of delegates representing members of Public, Healthcare & Education workers units, respectively.

(f) In the event a vacancy occurs in the Office of Telecom and Technology Vice President during the 2019-2023 term for any reason, the President and Executive Board will oversee the transition of that sector into the Districts for the unexpired term.

Article XXVIII - Amendments

Section 6

(a) Amendments adopted in a Convention shall become effective on the thirtieth (30th) day

following the adjournment of the Convention, provided, the Convention does not specify a later date, or unless within thirty (30) days a referendum vote on the amendment or repeal is initiated, in which event, the amendment or repeal shall not become effective unless it is sustained by such referendum. Amendments or repeals adopted or sustained by referendum procedure shall become effective on the thirtieth (30th) day following such action or on a later date if so specified.

(b) Amendments adopted at the 2019 Convention with regards to The Telecom & Technology Sector shall become effective during the 4-year term of office of The Telecom & Technology Vice President. The President of the Union will decide the timeline for the transition and completion. The President and Executive Board will work with the Telecom & Technology Vice President and the District Vice President on a smooth transition. The Telecom & Technology Vice President will work with the District Vice Presidents during and after this transition until their present terms of office

expire in 2023.

(Submitted by Jim Gardler, President CWA Local 13000 and Keith Purce, President CWA Local 1101)

As with the PPMWS proposed amendments, the Committee believes this proposed amendment furthers the goals of the 2006 "Ready for the Future" Resolution. All of us know, CWA along with the entire labor movement, has been under vicious attacks for decades. For example, the Janus decision (even though not specifically damaging to the private sector) has the potential to cost the Union millions of dollars a year in lost revenue. In order for CWA to survive we must adapt; we must change the way we function and we must be smarter and more efficient than ever before. This proposed amendment to the Constitution is designed to strengthen and restructure our Union in the face of these attacks. It is not an attack on Sectors. Sectors are a vital part of our Union, but we have to acknowledge that the Union is under attack.

As we stated in connection with the PPMWS proposed amendment: "CWA - Ready for the Future -

Ten Steps to Strengthen Bargaining Power," Step Ten called for "Right-Sizing the Board." The Resolution stated that "this has been one of the most controversial and difficult issues in the Ready for the Future discussion... The CWA Executive Board has spent much time over the past months in sometimes tense discussions struggling with this issue." The Ready for the Future resolution went on to state: "The Board is confident that in the next five years, through combinations and additions, the Board's composition will be right-sized and balanced." But in fact, the Union has struggled over the last 13 years to resolve this issue. The Committee believes that this proposed amendment furthers the purpose of the Ready for the Future resolution."

This proposal advances the commitment made as part of Ready for the Future in 2006, by merging the Telecom and Technology Office (T&T) and transitioning the functions of this office into the districts. The Vice President of Telecom and Technology will remain in office for the remainder of their current term (2019-2023) in order to help

with the transition. We realize this is not an easy change, but it is one that must be made now.

CWA no longer has the luxury of having offices and/or Sectors that duplicate work that is already being done by the districts. Our resources, including staff, must be focused on Districts and Sectors that are in the best position to maximize the support we provide to members in these challenging times.

The Amendments to the Constitution are designed to accomplish the following:

- Merge the functions of the Telecom & Technology (T&T) office into the Districts and eliminate the need for a separate T&T office.
- Transition the functions of the T&T office into the Districts during the 2019-2023 term of office of the T&T Vice President. The President of the Union will be responsible for the timeline and completion of the transition. The President of the Union and the Executive Board will work with the T&T Vice President and District Vice Presidents to ensure smooth transitions. The T&T Vice President

will work with the District Vice Presidents during and after the transition until the present term of the T&T Vice President expires in 2023.

- In the event a vacancy occurs in the office of Telecom and Technology Vice President during the 2019-2023 term for any reason, the President and Executive Board will oversee the transition of the functions of that office into the Districts for the unexpired term. Such vacancy, if it occurs between 2019 and 2023, will not be filled. The Committee Recommends Adoption of this Proposal.

PRESIDENT SHELTON: The Committee has made a motion. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: At Microphone No. 1, Delegate Tolbert.

DELEGATE BARBARA TOLBERT (Local 3250): I move that we suspend the contentious amendment indefinitely. (Applause and cheers)

PRESIDENT SHELTON: Do you mean postpone indefinitely?

DELEGATE TOLBERT: Suspend indefinitely.

PRESIDENT SHELTON: The proper language under Robert's Rules is "postpone" indefinitely.

DELEGATE TOLBERT: That's fine, postpone indefinitely. (Applause and cheers)

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: You may speak on the motion.

DELEGATE TOLBERT: Sisters and brothers, in our President's opening remarks, he called on all of us to leave this Convention both stronger and more unified than when we arrived. (Applause and cheers)

The amendment before us will not move us toward that goal. CWA, I am asking for your support on my motion is to suspend the contentious amendment indefinitely.

Over 28,000 current employees and over 100,000 retirees of your sisters and brothers, also a very diverse group in this great union, should not be disenfranchised. Rather than passing this rash



and ill-timed amendment, let us do as our President asked, let us leave more unified than we arrived, ready to fight and union strong. An attack on one of us is an attack on all of us. Thank you.

(Applause and cheers)

PRESIDENT SHELTON: On Microphone No. 3, Delegate Wojtowicz.

DELEGATE SHARI WOJTOWICZ (Local 7250): Thank you. I stand in support of the amendment. Some of the people that were passing out literature on the main motion have talked about the plan, the "map for our future of CWA," and it's a future that doesn't include sectors and doesn't include seven districts. In the spirit of transparency and honesty, we need everyone to see the plan, have time to review the plan, so that we can map out our future together.

I am asking you to support the amendment to be completely transparent, to table indefinitely so that we can all be on the same page. Thank you.

(Applause and cheers)

PRESIDENT SHELTON: Just to correct the

record, it is not an amendment. It is a motion to postpone indefinitely.

On Microphone No. 4, Delegate Purce.

DELEGATE KEITH PURCE (President, Local 1101, New York): Good afternoon, brothers and sisters. My Local represents close to 6,000 members, most of them in telecommunications. Now, over the years, we have had to eliminate jobs on our Executive Board. We have had to combine jobs such as Secretary and Treasurer. We had to get rid of our Executive Vice President. And this is a viable local.

But you are going to continue to kick the can down the road instead of addressing situations that need to be done up there on the Executive Board. (Applause and cheers) We can't continue to come here every Convention and see the same amount of people sitting up there but not the same amount of people sitting here. (Applause and cheers) It's not fiscally responsible.

I know, you think this is some attack on the sectors. The other delegate was using the Nazi statement before, which is utterly ridiculous.

There is no attack on T&T. There is no attack on any sectors. This is something that is going to be good for all of us. The district knows how to fight for you. The district knows how to bargain your contracts. The district can represent you.

Half the time, the district is doing that job for you, and it's not T&T. Listen, I can only tell you, I have been working for Verizon since 1987. I came there, they had rotary phones! You know what? Now I can talk to my daughter on a phone and she is in New Zealand. Those days are over. We are going to sit back and rely on land lines, on AT&T. Those things have gone by the wayside.

We have to adapt; we have to move forward. We can't just keep saying indefinitely, indefinitely, indefinitely, and then complain when the District or the National turns around and says, we need more money to run our organization, because they are not able to cut anything, because you are not allowing them to trim.

I mean, I am right now in the middle of a merge with Local 1105. (Applause) They have over

1,700 members; I have 6,000, and we are still looking to merge. We are looking to merge while we are strong, not while we are weak. Now, we are two strong locals, and we are only going to get stronger, and the only one who benefits from that is our members, your members.

We need to do these things. I mean, what was it, 13 years ago, "Ready for the Future" was the program that was voted on at the Convention. Right?

... Shouts of "2005" ...

DELEGATE PURCE: 2005, I'm sorry. The 10-point program called for right-sizing the Executive Board, but since then, the only step taken in that direction is the merger of 2 and 13. That is not good enough. We are no longer a union of 700,000 members. We are fighting for our existence, and we need to be stronger and streamline.

I know I would love to think this is still 1987, you know, but it ain't. So we are going to have to start making some tough decisions, and that means all of you are going to have to start making these tough decisions. It's easy to stand up there

and say, "no, no, no, no, no." I would love to say that. I would love to have an Executive Board of 17 people. But you know what? It can't be done these days. We have to make the tough decisions. We all have to stand together, we all have to fight together, and we all have to make sure we stay united, even when we have this debate.

It's okay to have a debate. Stop pushing the can down the road. All right? Thank you very much, brothers and sisters. (Boos and cheers)

PRESIDENT SHELTON: On Microphone No. 4, Delegate Gardler.

DELEGATE JIM GARDLER (President, Local 13000): I rise in opposition to this motion and here to simply state: Some time ago after we passed the "Ready for the Future" amendment or resolution, we made a decision to merge District 2 and District 13. It was a tough decision. A lot of people were nervous. A lot of people weren't sure what to do, but we saw the writing on the wall, and we are stronger every single day because of this, my brothers and sisters in 2-13. (Applause) Every

single day we are stronger because of this.

Right now, we currently do the work in our district office, negotiating contracts, handling grievances, handling the political work on behalf of our local and working with our district, not through a sector. Our locals are big. Don't get me wrong. Our sector is shrinking. And if we are doing the work in the district, right now, for all those locals, why wouldn't we put those resources allocated in those districts to have better representation for our members with staff representatives, and money and resources to get everything done that we need to do?

I don't understand. This is an easy decision. This is a common sense decision. The delegates in 2006 voted for this resolution. They didn't vote against it. If the delegates didn't agree with this, they should have voted against the "Ready for the Future" Amendment in 2006, so we could still stand here and talk about this 13 years later. Thank you. (Applause, cheers, and boos)

PRESIDENT SHELTON: On Microphone No. 1,

Delegate Roth.

DELEGATE ROBERT ROTH (Local 7750): Good afternoon, brothers and sisters, I make a motion to call the question.

PRESIDENT SHELTON: There is a motion before you. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: There is a motion to call the question. It is non-debatable. All those in favor, raise your hand.

Down hands. Opposed by like sign.

The motion passes. (Applause) The question has been called. We are now voting on whether to postpone indefinitely or not.

On Microphone No. 3, Delegate Skotarczyk.

... Cries from the floor, "He called the question. You can't do that. He called the question" ...

PRESIDENT SHELTON: Sorry. So we are voting now on whether to postpone indefinitely. Could you take your seats because this is going to be

impossible otherwise.

PRESIDENT SHELTON: On Microphone No. 2, your point is not well taken. We had two speakers on both sides.

DELEGATE JACOB VICK (Local 4103): Not for the second motion, or for the motion that was called. There was only two people that spoke against it, and only one individual got to speak for it. That's my point of order, Mr. President.

PRESIDENT SHELTON: The maker of the motion spoke, too.

DELEGATE VICK: You had a second motion to end it, and only two people spoke for or against it, and only one individual got to speak for it.

PRESIDENT SHELTON: The maker of the motion spoke for it.

DELEGATE VICK: Mr. President, at the beginning of this Convention, there were rules that were set, that you cannot call for the question unless two individuals spoke, and you had an equal number for or vice versa. And the question was to indefinitely suspend. There was only two people who



were against it and one individual for it. There was a gentleman up at the mic to speak for that motion.

PRESIDENT SHELTON: There were two individuals. The maker of the motion spoke for it, and another individual spoke for it also.

Will the parliamentarians give me the record to see who spoke?

... The Convention stood at ease ...

PRESIDENT SHELTON: There was a Delegate named Jacob Vick who spoke for it, as the motion maker also spoke for it. To answer your question, Delegate Taubert who made the motion spoke for it. Delegate Wojtowicz spoke for it. Delegate Purse spoke against it, and Delegate Gardler spoke against it. And then the question was called.

So we are now voting on calling the question-- sorry. We are voting on postponing indefinitely. (Applause) All those in favor, please raise your hand.

Down hands. Opposed by like sign.

The motion carries. (Applause and cheers)

I would like to thank the Constitution Committee for their tireless work. Thank you very much.

It's now my great pleasure, and it's really great, to introduce to you our new Organizing Director, Tom Smith. (Applause)

Tom is not only 6'3", but he is a giant in CWA organizing, which is a good thing because he has big shoes to fill following Sandy Risher and Larry Cohen.

Tom, and a small group of his co-workers at the University of Tennessee, came to CWA in 2002 to build a union in a right-to-work state with no bargaining rights. That Local now stands at over 2,200 members-- (applause) yes, give them a round of applause-- and with the support of District 3, is spreading across the South.

In his first months on the job, in addition to supporting all of our current work, he is working with Vice President Cummings and the District 6 organizing team to begin a new organizing drive to add 700 new members in the AT&T Mobility Home

Solutions group to our ranks.

Even though organizing today is as tough as it's ever been, with our broken labor law and Trump stacking the NLRB against us, more and more workers are on the move and looking for ways to build the union, and CWA will stand with them. That, brothers and sisters, is who we are.

Please welcome Tom as he presents the organizing report. (Applause)

ORGANIZING DIRECTOR TOM SMITH: Thank you, President Shelton. It's a great honor to be here.

Sisters, brothers, union family, since our last Convention, CWA has added over 5,000 new members through external organizing efforts.

(Applause) And we have added an additional 4,500 members in the Public Sector through internal organizing and the external leads that this drove. Give it up for the best union on the planet.

(Applause)

All across CWA, we organize because we know when we fight, we win. We have achieved much, and each and every one of us in this room should feel a

real sense of pride that you have earned through this hard, hard work. But, union siblings, as organizing becomes harder and harder, we must become ever more creative in our campaigns, and we have to keep the fire of fighting for full-fledged labor law reform alive.

We need real change, radical change in the broken regime we call "labor law" in this country. In every other democracy on the planet, labor rights and collective bargaining, access for all workers are guaranteed-- every other democracy in the world, except here in the United States.

A true story, and one that's stuck with me, was when Brazilian bank workers, led by sister Rita Berlopa, came to CWA and offered to help our union organize U.S. bank workers. You see, around the world, some 90 percent of bank employees have union representation. But not here in America.

Rita has built her union under a dictatorship, literally hiding out, sleeping in church basements to avoid a government willing to imprison or even kill trade unionists. She asked us

to partner with her because, even after they had restored democracy-- for a time-- in Brazil, the appalling work conditions here in the U.S. were driving down their work standards. We have to remember that attacks on unions aren't just something business does; these are human rights violations. (Applause)

And for America to remain a democracy, if the land of the free is to really mean something, it will take workers having power with strong unions. This is what's at stake with organizing, and this is why we need to take a little time at every convention to celebrate and honor the accomplishments, the hard work of many of you here in this room and thousands of other CWA members.

In our organizing efforts over the last two years, journalists have helped lead the way. There have been truly amazing wins-- like the victory at the New York Times, that the guild has undertaken-- excuse me, the L.A. Times. Pardon me. Yay, L.A. Times-- and the Guild has undertaken campaigns to win gender pay equity, to stop harassment at work,

and to fight for a free press itself in an effort to organize thousands of new members in the TNG-CWA.

And we've seen other's giant wins. In District 1, 835 production assistants in New York City voted unanimously to join Local 1101.

(Applause) And this is truly amazing: Six different elections, 835 ballots, zero "no" votes. (Applause)

And Local 1101 followed this up in just a matter of weeks and organized another unit of 85 PPA's. In District 6, home-based customer service reps at Frontier proved that even running the company closes down the physical call center and moves people to home-based, workers still have the power to unite and fight for improvements in our lives.

In NABET, we added hundreds of members at NBC, FOX Sports, and Direct TV broadcast. And District 6 helped organize another group of ski patrol. So don't worry, when you are leaving very hot Las Vegas, you can find a unionized slope for your future ski trips. (Laughter)

Locals in District 3 showed why we never

give up on organizing. They tried for years in many southern states to support AT&T Mobility technicians in their attempt to win a union voice. These workers face a complex decision in joining CWA because the company insists that newly organized employees into the CWA Black Mobility contract are treated as new hires for benefit purposes. In order to join our great union, these technicians had to choose to voluntarily freeze their pension just to have a voice. That's not an easy choice.

But starting in Louisiana and Tennessee, technicians facing pay cuts and forced overtime started organizing for that voice, and these efforts spread to Georgia and South Carolina, all told bring 138 Mobility technicians into CWA.

And likewise, Local 2222 organized Cricket Wireless workers in Virginia, and we have continued to organize across cable and in wireless. Building on eight years of organizing and bargaining mobilization at Cable Vision in Brooklyn, 130 techs at the renamed Altez in Westchester and 43 in Walchenser Falls, New York, along with units of 11

and 40 techs respectively in Logan and Beckley, West Virginia, overcame weekly hostage meetings with management, false promises, and threats of every kind to win elections. So give it up for Locals 1103, 2002, and 2007, and 1101. (Applause)

And Local 1109 supported their members at Verizon's Brooklyn stores to beat back another bullshit attempt by the company to break the union with another de-cert vote. (Applause)

In the years ahead, these efforts to break through however hard the fight would be in wireless are truly life or death for our union. And it starts with strengthening our membership at AT&T Mobility. Right now, we have 5,000 already represented potential members throughout the country. And, brother and sisters, we must sign these folks up.

In the public sector we have grown by 3,500 members, as I said before. And these efforts have been led by our New Jersey State locals and in other Janus-affected states-- New York, Ohio, New Mexico and California, and in municipalities that we



represent in Florida. And these efforts have inspired new organizing in local government in New Jersey and across the south.

As our members take on Wall Street for the damage it's done to our communities, we continue to stand side-by-side with bank workers. And it was workers partnering with us at Wells Fargo to break the scandal about people being forced to open fraudulent accounts.

Those workers and CWA activists have gone on to testify before Congress, and they forced two Wells Fargo CEO's to resign. (Applause) If you have somebody in your life that you don't like that much, I understand Wells is still looking for a new CEO so you may encourage them to apply for that job.

But in all seriousness, through these efforts, the starting wage at almost every large bank has been raised to \$15 an hour, and many as high as \$20 an hour. (Applause)

At the French behemoth B&P which owns the Bank of the West here in the U.S., UE Global Finance and the European Works Councils have negotiated

Global Framework Agreements to guarantee organizing rights.

We are honored to be joined by our friends from those Works Councils in the Bank of the West and Santander workers from California and Texas. But even when companies make promises to respect workers' rights, we learn the hard lesson that in the U.S. employers will find every possible way around partnerships with unionized workers. We see that at our largest employer at AT&T where our members have bargained for years and made real sacrifices to ensure organizing rights. But management comes up with one damn excuse after the next on why our neutrality and voluntary recognition agreements just can't apply.

They twist words and falsely claim that new titles with thousands of workers, titles that more than 3,000 of our former members have taken, titles that they've created in violation of our AT&T Mobility contract are excluded from the bargaining unit.

And even after relying on us to win

regulatory approval for their deal to buy Time-Warner, AT&T has drug its feet claiming they have organizing rights for only 82-- 82 of over 20,000 workers at Warner Media.

We will not let them get away with bullshit like this. We are organizing these workers anyway and we have sued them to enforce our rights to arbitrate this for our members. (Applause)

Another major battle has been against Deutch Telecom's efforts to push through a job-killing merger between T-Mobile and Sprint, a merger that we know will drive down wages all across the industry; a merger that we know will cut as many as 30,000 positions across Rowe's stores.

But we are fighting back and showing companies-- companies like Telecom and companies like AT&T are workers rights and human rights, and human rights are workers' rights. We are fighting back because you cannot run workplace dictatorships, you cannot ram through job-killing mergers in quarterly surplus after quarterly surplus without us holding you accountable. (Applause)

At AT&T Mobility activists have been on the front lines in building power in their industry. Over 100 of them have joined the CWA Organizing Brigade and they are helping T-Mobile and Verizon workers organize in every district across our union. I am honored to be joined by one of these brigadistas. Please help me in welcoming Vice President of Local 37083, Carissa Hahn, who has been working with T-Mobile workers and fighting back against the disastrous merger between T-Mobile and Sprint. Carissa. (Applause)

CARISSA HAHN (Local 37083): Thank you, Tom. I appreciate this opportunity to address the delegates of the CWA convention.

Good afternoon, union family. So, as we know, organizing the wireless industry means battles on many fronts. For the past year, for us it's meant an exhaustive opposition to this merger between T-Mobile and Sprint. When workers at T-Mobile were surveyed, they told us that job security was their number one concern. They also said that they want the freedom to organize without the

interference of their employer, and we know T-Mobile and Sprint are notoriously aggressive in their anti-union behavior.

If this merger is approved, it will negatively impact all of us in the wireless industry, including our members at AT&T Mobility who are going to have a harder time negotiating for fair wages and benefits in their contracts.

T-Mobile activists and their CWA brothers and sisters have fought the merger by educating and moving our co-workers to action. We have been lobbying locally in D.C. and visiting the FCC to turn in a petition signed by a thousand T-Mobile and other wireless workers.

President Chris Shelton spoke at two different congressional hearings on the merger, and our voice has been heard as we have seen the merger delayed time and time again, and now the issues of jobs are front and center.

Recently the attorney generals in 13 states, plus the District of Columbia, filed lawsuits to block the merger, and we at CWA want to support

them. (Applause)

The deal is bad for every worker in the wireless industry. Since last Friday's approval-- I am kind of short here-- Thanks, Tom [as he brings her a step-up to the podium]

Since last Friday's approval by the Department of Justice that the merger can proceed, the Attorney General's lawsuit is the only thing that's blocking this merger's final approval.

So please join me, we are going to kick off this petition, and if you can pull out your phones and send a text, we are going to text to 69866 no merger, N-O-M-E-R-G-E-R, to 69866, no merger.

With this, together we can continue to build our union and the voice of all wireless workers. Thank you all. (Applause)

TOM SMITH: Thank you, Carissa. When we fight, we win.

Yesterday Secretary-Treasurer Sara Steffens spoke on the responsibility that each of us have to continue this work for the future generations. For me, this is a duty that I owe to an eight-year-old

daughter and a four-year-old son, and there is no alternative than to give them a better world than this one that we have right now.

In the years to come, this great union is poised to make major organizing breakthroughs. We are poised with government contractors in the media industry, in manufacturing, in our airline sector led by the AFA, and we will organize thousands of public workers, higher education employees, and employees at high tech firms, and through your efforts, we will continue to push to organize the entire wireless industry because, union family, when we fight, we win. (Applause)

It's my honor now to hand things back over to President Shelton as we continue to acknowledge your outstanding accomplishments in our efforts to build power for working people. Thank you.

(Applause)

PRESIDENT SHELTON: Thank you, Tom. You know, "When we fight, we win" is more than just a slogan for us here in CWA; it's the heart of what it means to be a trade unionist in 2019. These are

hard times for our union movement and hard times for organizing.

Labor law in the U.S. is completely broken. To join our union today, you first have to survive campaigns of psychological terrorism and then threats of being thrown out of a job. The corporations and the one percent who sit at the top of this rigged economy have decided they will tolerate nothing that they deem as a threat to their power.

Sisters and brothers, we can have no illusions. They see us, all of us, as the enemy. At our last convention in Pittsburgh, this body laid ambitious plans to strengthen our locals, increase our membership density by 10 percent across the board, to build our steward structure, our legislative and political action committees, and our human rights committees. We made a commitment to not simply survive the attacks, but to thrive. And that's just what we have done. We have met these attacks with our fists up.

Over 300 locals pledged to go home and carry



forward our CWA STRONG policy. As I shared in my keynote, all across our great union, union stewards, local officers, our staff, and rank-and-file members have risen to meet these challenges. Because of your hard work, we are and will continue to remain CWA STRONG. (Applause)

Perhaps nowhere else in our great union have CWA leaders embraced the CWA STRONG pledge more vigorously than our sisters and brothers working at the State of New Jersey. All across the Public Sector, our members found themselves on the front lines of the attack on trade unionists, and our whole union rose as one to defend these members.

The corporate hacks cooked up legal challenges to permit the Supreme Court to overturn nearly half a century of labor law and make the public sector "right-to-work for less" across the country.

Make no mistake, brothers and sisters: they hoped that the Janus decision would be the death blow to labor. But our union fought back. Neither the reactionary New Jersey governor-- and I hate

saying his name-- Chris Christie, nor the Supreme Court majority could knock our members out. From June 2017 to June 2019, hundreds of stewards had thousands of one-on-one organizing conversations in their state workplaces and signed up-- listen to this number-- 4,020 non-members. (Applause)

In the same time period, stewards and staff signed up 4,733 newly hired employees. (Applause) That's 8,753 new members since the bastards came up with Janus.

After eight years of stalled negotiations and demands for givebacks, our members knew it would take political mobilization to seat a governor who would truly bargain with New Jersey's public servants, and that's what we did. Through a record-setting political mobilization, supported by SIF and Growth Funds to the elect Governor Phil Murphy, let me tell you, I have met with a bunch governors, and Phil Murphy is a true believer in collective bargaining and a government that works for working people. (Applause)

With Phil in the Governor's office,

bargaining and continued mobilization won an agreement that restored retroactively the step increments that "plfft" Christie had illegally withheld, plus additional raises.

These folks standing up here and District 1 Vice President not only bargained one contract; they bargained two contracts with Governor Murphy. So give them a round of applause for that. (Applause)

CWA members overwhelmingly ratified our new contract covering 35,000 state workers. Seventy percent of our members turned out to vote during ratification, with 1,077 new members joining our union just so they could vote on the contract and vote yes. Ninety-nine percent voted to ratify. A magnificent multi-year success story, proving once again, that when we fight, what happens?

THE DELEGATES: We win!

PRESIDENT SHELTON: That's right. To recognize and honor these outstanding efforts, I am pleased to present a new organizing award this year, our first President Morton Bahr CWA STRONG Award, to the Presidents of Locals 1031, 1032, 1033, 1036,

1037, 1038, and 1040. (Applause)

To accept these awards, the New Jersey State Worker local presidents, including Sister Carolyn Wade, President of Local 1040, are up here along with the Vice President who helped them do all this, Dennis Trainor from District 1. (Applause)

We named this award the "Morton Bahr Award" because of Morty's vision, tenacity, and union building. Under Morty's direction, we expanded the union to welcome in New Jersey State workers in the early 1980s-- not with a simple affiliation, but through an organizing campaign led by Larry Cohen, based on a network of 1,000 stewards who had pulled off a wildcat strike, an illegal wildcat strike for that matter. Morty embraced mobilization and political action to ensure the best for our members.

As strong a leader as Morty was, he knew that he could not do it alone and stressed the need to build committees that drive our work and make our union strong.

Most of all, Morty knew his power at the bargaining table derived from the members and

stewards in the workplace who led them. I am honored to present the New Jersey State Worker local presidents with these awards. Please join me in recognizing these outstanding CWA leaders.

... The delegates arose and applauded ...

PRESIDENT SHELTON: The award-- I don't know if you can see it-- but the award is the CWA fist, and it says, "President Morton Bahr, CWA STRONG Award." This one says, "CWA Local 1031, presented at the 2019 Convention." (Applause)

This one is 1032. (Applause)

1033. (Applause)

1036. (Applause)

1038. (Applause)

1039. (Applause)

1040. (Applause)

1037, Ken, I didn't get you? That's what happens when you make jokes. (Applause)

Just an aside, brothers and sisters, two weeks ago, I sent out a note to all the locals and all my staff, myself and George Kohl went to visit President Bahr on his 93rd birthday, and he is

pretty sick. So I ask all of you to pray for him. I told him about this award, and he was as happy as could possibly be that I was naming an award after him and that it was going to be for organizing, and that the first recipients were these folks from New Jersey.

So please give them another round of applause because they certainly deserve it.

(Applause)

Carolyn, please stay.

We will now be recognizing a group of locals for their special success in external organizing. Since our last Convention, each of these locals were able to support over 100 workers in gaining formal recognition for a voice at work. CWA's organizing program is built on locals like these. It is fitting now that I hand the mic to my sister and Diversity Board member Carolyn Wade, President of Local 1040 and the Chair of the Executive Board Organizing Committee, to read the list of locals we will recognize.

Just an aside, Carolyn's local has the

distinction of having received this award more than any other Local in the union, a total of 16 times, I believe, Carolyn. (Applause)

DELEGATE CAROLYN WADE (Local 1040): Thank you, President Shelton.

Since our last Convention, CWA locals from around the country has brought over 4,500 new members through external organizing campaigns. We will be recognizing a group of locals for their special success in organizing. In one of both of the past two years, these locals were able to support over 100 workers in gaining formal recognition for a voice at work. It is these locals, and hundreds of others we won't be officially acknowledging up here, who keep the spirit of our founding leaders alive in communities across the United States and Canada.

So, to those locals who tried but did not reach the level of 100 new workers, for those in states and bargaining units without union security clauses in their contract, to those where internal organizing is a daily part of your work, for those

in membership organizations without formal recognition and signing up new members and is building power and movement, we want to say your efforts are critical and you inspire us all.

(Applause)

You know better than anyone the acknowledgment of those locals that we are about to recognize, those locals who support our 100 workers in new bargaining units to win representational rights. More than 200 locals have received this award at least once. Each local will receive a \$1,000 organizing subsidy, as well as a plaque for the current year. Locals who have won this award 5, 10, or 15 times, woohoo, will receive \$5,000. So join me as we congratulate these locals.

Local 1101, New York City, has organized 15 exempt staff at Cornell School of International Labor Relations School, 835 parking attendants at ABC, HBC, CBS, NBC Cable, NBC TV, and Sony, and 85 parking attendants from Netflix, Possible Productions, and Big Indie Hunt.

Local 1103 (applause) Port Chester, New



York, has organized 130 techs in West Chester and 42 techs at Altice/Cablevision in Wappingers Falls, New York.

Local 1109 Brooklyn, New York, have organized 160 installers and 41 warehouse and door knockers employees at Aclara.

Local 31003, New York, New York, has organized 50 editorial staff at mic.com, 30 digital workers at Time, Inc., 180 editorial workers at New York Magazine, 60 workers at Quartz, 67 editorial workers at Ziff Davis, 23 digital newsroom employees at Fortune Magazine, 15 employees at the New Republic, 30 employees at UAW, 25 editorial staff at Pitchfork, 16 editorial staff at ARS Technica, 114 staffers at the New York Magazine, and 125 workers at Buzz Fed. (Applause)

Local 31041, Providence, Rhode Island.  
(Applause) Local 31041 of Providence has organized 60 workers at Hartford Courant/Tribune publishing, and 75 workers at Daily Hampshire Gazette.

Local 51011, New York, New York, has organized 100 broadcast technicians at NBC Sports

Network.

Local 32035, Washington, DC, has organized 19 Rewire monthly magazine editorial staff, 82 workers at M&R Strategic Services, 22 news and development department workers at Center for Public Integrity, 63 Revolution Massaging workers, 107 newsroom employees at Tidewater Media Guild, 42 National Abortion Federation Hotline employees, 80 workers at Lambda Legal, and 50 BSMG/Chesapeake Guild workers.

Local 3265, Athens, Georgia, has organized 401 higher education workers at University of Georgia. (Applause)

Local 3565 Oxford, Mississippi, has organized 100 higher education workers at the University of Mississippi. (Applause)

Local 34071, Chicago, Illinois, has organized 10 People's Action workers and 280 newsroom employees at the Chicago Tribune.  
(Applause)

Local 6171, from Krum, Texas, has organized 161 homebound customer service representatives at

Frontier Communications. (Applause)

Local 36047, St. Louis, Missouri, has organized 14 newsroom staff at Southern Illinoisan, 52 SEIU National Fast Food Workers Union staff members, and 76 Omaha World-Herald newsroom employees. (Applause)

Let's give all of these outstanding locals another round of applause. (Applause)

At this time, it is my privilege to introduce our President, Chris Shelton. (Applause)

PRESIDENT SHELTON: Thank you, Carolyn.

In thinking about the organizing challenges that we face, I looked back at our founding CWA President Joe Beirne's convention address. At that convention, Joe would give the first of what has become the most important award in the union, the President's Organizing Award. In his remarks, Joe acknowledged the hard work that it took to organize the communications industry.

He said, "We have been constantly searching for the best way to do the job. This generation of local leaders is not less smart nor less dedicated

than those of years ago. There was no blueprint then, nor were there textbook answers when we struggled to organize and form this half million-member organization that we have today."

We are fed endless propaganda to divert our attention from the one percent, where three billionaires-- only three-- have more wealth than 160 million Americans who are at the bottom 50 percent of Americans. The one percent wants to divide the working class and urges us to blame anyone but them. Instead, they point the finger at supposedly "dangerous" immigrants, "greedy" public employees, "deadly" Muslims, and "fake news" journalists as the source of our economic problems.

They want to divide us based on the country of our birth, the color of our skin, the faith we observe, who we love, and, sisters and brothers, where we work.

But Joe's challenge rings true for today's generation of local leaders just as it did nearly 50 years ago. There is no formula for organizing. Activists of today are just as smart as yesteryear,

just as hard working, and I am confident you will develop a blueprint for the growth of CWA.

As I know many of you will remember this award is in the shape of the hat that Joe would often wear. The reason we call it the "Hat Award" is that at each organizing meeting, Joe would pass around his hat-- and it's a pretty ugly hat-- to collect funds, and the amount collected would determine just how far down the road he would go to the next organizing drive.

This is the spirit we need to build unity with, and power for, not yet organized workers. Over the years, this award has gone to individuals, locals or CWA districts that have worked together to build our union. This year, I am proud to present this award for two truly inspiring efforts. So we are going to give out two hat awards this year.

The first President's Award commemorates organizing efforts that have brought more than 2,000 journalists, editors, and media workers into our union since our last Convention. Economic conditions at many newspapers have been devastating.

It is commonplace that non-union journalists have gone without raises since before the 2008 financial crisis.

Adding to this slow burn of resentment and exploitation, we see an all-out attack on the principles of the free press itself. Journalists find themselves targeted as scapegoats by corporate backed cowards unfit to hold public office. Donald Trump has gone so far as to refer to journalists as "enemies of the people."

When a hedge fund shuts down local papers, these bloodsuckers create what are being called "news deserts," where communities have no local news reporting to speak of.

David Simon, creator of HBO's *The Wire*, testified to Congress back in 2009 about the dangers of gutted newsrooms across the country. He predicted that the next 10 to 15 years would be one of the greatest times in U.S. history to be a corrupt politician.

Facing such existential crises, media workers have built a movement to organize print

newsrooms, digital media, and new media platforms. These efforts are as much about improving working conditions as they are for journalists to take their destinies and the future of the Free Press in their own hands.

In Allentown, Pennsylvania, where management successfully pushed a de-cert back in the 1980s, workers have once again organized their newsroom and re-established themselves as a News Guild Local. (Applause)

After decades, more than 100 years actually, of trying, nearly 400 journalists at the LA Times won their union. (Applause and cheers) And just months later, nearly 300 more journalists at the Chicago Tribune followed suit. (Applause)

In so-called "right-to-work for less" states, like Virginia, Nebraska, Wyoming, and Florida, where many have been terrified into thinking that starting a union is "illegal," newsroom staffs are overcoming their fear and organizing. (Applause)

And the Guild is doing this work as it

should be done-- with members taking the lead and reaching out to non-union contacts, building capacity, learning skills, becoming long-term rank-and-file organizers.

Members of the Guild's Organizing Committee from Allentown, the Virginia Pilot, the Florida Times-Union, the AP and others, many recently organized themselves, showed us the lesson that working people have learned time and time again: If ordinary people have any hope of protecting ourselves and building brighter tomorrows, it takes joining together, hand-in-hand, to organize, organize, organize, and fight, fight, fight.

To recognize these amazing achievements, I am proud to present this first President's Award for Organizing to the News Guild Organizing Committee, and Stephanie Basile, the Guild's New Unit Organizing Coordinator. To accept this award will be the delegation of chairs of Guild Locals 34071, 38010, 34043, 36047, 32035, and Local 3108, along with your Vice President, Bernie Lunzer. Please join me on stage. (Applause)



Make some noise. (Applause, whistles, and cheers)

The Guild, brothers and sisters, has shown that even under this so-called "labor board," it is still possible to organize workers and win collective bargaining. But in addition to the millions of workers without a union that face a rigged election process and broken bargaining rules, another 50 percent of workers have no formal access to collective bargaining rights, period. You heard me correctly.

Today in the United States, half of all workers are not guaranteed the basic human right to join a union and engage in collective bargaining. Our broken labor laws leave you out altogether if your employer misclassifies you as an independent contractor, if you work in the so-called gig economy, or if you are a public employee in the South.

Twenty years ago, workers at the University of Tennessee, Knoxville, began organizing to demand a living wage, fair treatment, and a voice in their

lives. Just like Joe Beirne said, "these workers had no textbook, no blueprint" for how to organize a union from scratch. But these campus workers said, "So what?", and did it anyway.

As an independent union they won limits on forced overtime, and made the University provide Hepatitis-B vaccines free of charge to employees after United Campus Worker-- or UCW-- Co-chair, Ernestine Robinson, was stabbed by a needle while cleaning a dorm room. These victories came from their grit and determination, all-- all-- without a collective bargaining agreement. (Applause)

In 2002, when these workers began looking for a national union to partner with, they had only 22 dues-paying members. But from humble ragtag beginnings, these workers have built a fighting union of more than 2,200 members working at every single public college campus across Tennessee-- hundredfold membership increase.

They fought the richest governor in America for four years as he pushed a scheme to outsource thousands of custodial, maintenance, and skilled

trades workers across the state. It turned out that same governor, Bill Haslam, has invested in the company he was trying to give the work to. Goes to show you how right David Simon was about now being a great time for corrupt politicians.

Since our last Convention, UCW in Tennessee has continued to grow, adding more than 400 new members in that state alone. In turn, these Tennessee campus workers have inspired higher education staff and faculty at schools all across District 3 and the Southeastern Sports Conference to begin building CWA locals themselves.

... The delegates chanted Tom, Tom, Tom, Tom...

PRESIDENT SHELTON: Under Vice President Richard Honeycutt's leadership, our Executive Board has chartered new locals, first in Georgia and just last December in Mississippi. These new locals standing here on this stage-- and they aren't here on this stage. Where are they? They left? Well, I wish they were standing here on this stage-- have added more than 500 new dues paying CWA members

since they were chartered: over 400 members in Georgia and at the University of Mississippi where they have signed up 100 members in just the last six months.

Local officers in Tennessee have no contract provisions for lost time. Nope. They have used their vacation days to travel to Georgia and Mississippi to help workers start unions from scratch in the heart of the anti-union South.

State law in many of these places makes it illegal for union dues to be deducted directly from employees' paychecks, so these locals are built by asking co-workers to hand over their credit card and checking account numbers to pay dues by bank draft.

We know that workers who build now and organize today will win tomorrow.

We will change labor law in this country. We have to for the sake of our children and grandchildren.

And when we do, because of our organizing across the South, CWA will win bargaining rights for more than 200,000 campus workers. (Applause)

That's the bold vision that inspires these brothers and sisters and unorganized workers to push forward. I see why campus workers across the South have reached out to our members in Tennessee for support and guidance.

For this second President's Award I want to honor Tennessee United Campus Workers, CWA Local 3865 President Ed McDaniel. (Applause) Is Ed here?

Since Ed is not here-- oh, he is here, okay. (Applause)

So, this is the first time that we have ever given out two of these President's Awards, but I felt that, because of what you have heard today, that it was an absolute necessity. We couldn't decide which one should get this award, and they were both so deserving of the award, so we had to give out two awards. So please stand up and give them a round of applause.

... The delegates arose and applauded at length ...

PRESIDENT SHELTON: That, brothers and sisters, is what makes CWA STRONG. (Applause)

I would now like to request that District 2-13 Vice President Ed Mooney, come to the podium to present the PAF Awards.

VICE PRESIDENT MOONEY: Thanks to your efforts, CWA Political Action Fund raised \$8,073,637.74 in 2017 and 2018 combined. (Applause) That's nearly half a million more dollars over what was raised during the previous two years. And for the first time in CWA Political Action Fund history, the Political Action Fund revenue reached \$4 million for 2018 alone. (Applause)

We are continuing to look for new and innovative ways to increase our Political Action Fund contributions. Thank you so much for the work you do. It does not go unnoticed, and it is greatly appreciated.

The list of CWA Political Action Fund Honor Locals is in your convention packets and will be incorporated into the official Convention Proceedings. Please join me in acknowledging your great work with a round of applause for a job well done. (Applause)

This year's awards recognize outstanding achievements in political action during the combined calendar years of 2017 and 2018. But I believe you are all winners.

Brothers and sisters, this year, once again, there are two districts that stand out from the rest. Between them they raised more than \$4.2 million, or over half of the total PAF contributions during 2017 and 2018. The two districts-- no surprise here-- are Districts 1 and District 6.  
(Applause)

Let's start with District 1. Would CWA District 1 Vice President Dennis Trainor please join me at the podium. (Applause)

Dennis, your District has won one local award and two district awards. Let's start with the local award. Would Local President Thomas Lane join us at podium please? (Applause)

Congratulations, Thomas. Your local, once again, has had the highest percentage of members contributing to CWA Political Action Fund at \$1 or more per week at an incredible 92 percent. Let's

congratulate Tom and all of the officers and members of Local 1395. (Applause)

Now, on to the two District awards won by District 1. District 1 raised the most PAF dollars in 2017 and 2018 for a total of \$2,323,775.50. District 1 also has the most members contributing to the Political Action Fund at \$1 or more per week, with an average of 10,525 contributors.

Let's express our appreciation and congratulations to Dennis and all of the staff, officers, and members in District 1 for their great work. (Applause)

Now for District 6: Would CWA District 6, Vice President Claude Cummings please join me at the podium.

District 6 has a long history of great PAF fund raising efforts. Over the last two years, District 6 has won two local awards and one district award. For the local awards, would Local 6215 President Nancy Brown please join us on the stage. Congratulations, Nancy. (Applause)

Your local has contributed the most CWA-PAF



dollars during 2017 and 2018, for a total of \$274,082.30. Let's congratulate Nancy and all of the officers and members of Local 6215. (Applause)

The next local award goes to Local 6186. Would Judy Lugo please come to the stage? (Applause) Local 6186 had the highest number of members contributing to CWA-PAF at one dollar-plus per week, with an average of 1,347 contributors.

Congratulations to all the officers and members of Local 6186.

On to the District award won by District 6. District 6 has, once again, won the award for the highest percentage of members contributing at \$1 or higher per week, with an average of 19.84 percent. Congratulations, Claude. Let's congratulate all of District 6, the staff, locals, and members on a job well done. (Applause) Congratulations.

PRESIDENT SHELTON: I would now like to request that a NABET-CWA Vice President Charlie Braico come to the podium to present the "30 Years of Service" Awards.

VICE PRESIDENT BRAICO: Thank you, Mr.

President. Good afternoon, sisters and brothers. At this time, the 77th CWA Convention will honor all of those union local officers who have reached or surpassed 30 years of service since our last Convention, and the list will begin scrolling on the screen.

Francis Murphy, President, CWA Local 1126;  
Paul Jones, President, CWA Local 3611;  
Robert V. Hull, Jr., Pres., CWA Local 4319;  
Robin Schenault, President, CWA Local 4546;  
David Blackburn, President, CWA Local 7050;  
Patrick C. Tubiolo, Treasurer, NABET-CWA  
Local 51021; Ray Taylor, President NABET-CWA  
Local 54041;

VICE PRESIDENT BRAICO: And now let's give them all a round of applause and thanks. We are so proud to recognize these outstanding CWA leaders who have devoted so much of their time and energy to building our union and serving our members over the years. Your dedication, your commitment to our members makes CWA STRONG. (Applause)

Each of these local union officers were

presented with Certificates of Appreciation during their District and Sector meetings immediately before the Convention and, again, we thank them for their service. (Applause)

PRESIDENT SHELTON: Next we will have a video from the Elizabeth Glaser Pediatric AIDS Foundation.

... A video was shown about the progress being made to eradicate HIV-AIDS in Africa's children and parents ...

PRESIDENT SHELTON: I would like to call on the newly-elected Public, Healthcare & Education Workers Vice President Margaret Cook to introduce our guest speaker from the Elizabeth Glaser Pediatric AIDS Foundation. (Applause)

VICE PRESIDENT MARGARET COOK: It is my pleasure to introduce our next guest speaker from the Elizabeth Glaser Pediatric AIDS Foundation. It was 29 years ago that CWA delegates voted to adopt the Pediatric AIDS Foundation as our charity of choice after hearing Elizabeth share her personal story at the Convention. Elizabeth had lost her

daughter Ariel to pediatric AIDS, and was fighting to save her son, Jake Glaser, just six years old at the time.

Elizabeth dedicated her life to building a brighter future for her son and for all children impacted by HIV and AIDS. "You are not like the rest of the world," Elizabeth told CWA delegates, "because you have said that we must care, and we will care about this, and we will help to make it better. With your help," she said, "we can do things that we never imagined possible," and that's exactly what happened.

Elizabeth's son, Jake Glaser, was scheduled to join us here today to talk about how the Pediatric AIDS Foundation, with CWA's support, is saving mothers' and children's lives around the world. Unfortunately, he had a family emergency, and could not be here with us today.

Please give a warm CWA welcome to Craig Evans, Elizabeth Glaser Pediatric AIDS Foundation's Development Director.

BROTHER CRAIG EVANS: Thank you very much.

First of all, I just wanted to relay that Jake is so sad that he couldn't be here today. He commented to me that this was one of his favorite speaking engagements when he was younger. So I made him promise that he will be here at the next Convention if that makes you feel any better. Our good thoughts go out to him and his family during this time. He just had some bad news right on the way to the airport, so he is really sorry he couldn't be here.

But I am thrilled to be here to thank you all for your support of the Elizabeth Glaser Pediatric AIDS Foundation. And how is the Convention going? (Applause) Good.

Again, thank you so much for all of your support. Your over three decades of work and partnership with the Elizabeth Glaser Pediatric AIDS Foundation has helped us reach nearly 30 million women. That's 30 million. That is huge, yes. (Applause)

Last year alone, it helped us test over 70,000 women in the field for HIV -- 70,000.

(Applause)

It's amazing how far we have come, and Elizabeth would have been so proud of the work we are doing today, and with your help, we are trying to reach the end of AIDS for children.

Unfortunately, we still have a little bit to go. We are almost there, and with your help, we can make it all the way to the end. The stigma still a raging battle that we face every day, where mothers, children, and adolescents are afraid to get tested. They are afraid to tell their families that when they are tested that they are positive, and communities are against them all the time. What you are helping do is make change in the health communities around the world.

By supporting the Elizabeth Glaser Pediatric AIDS Foundation, you are telling those that are afraid to tell others that it's okay. We are changing health systems so that HIV is not seen as a stigma, but as something that you need to do to be healthy and strong for you and your family.

I have had the privilege to go to the field

and see this work in action, and I will tell you, what you are doing by helping a mother, you are helping a family and that community. Mothers are the cornerstone of these families, and when you help them, you are helping three, four, five, six people, and when those mothers get together, they are helping entire communities.

I want you to know that your support is not only helping one mother or one baby; it's helping entire families and communities, and we want to thank you for that. (Applause) So I am going to clap for you. (Applause)

So, as we move forward with this fight, it's charging a little bit, and adolescents are now on the front lines of getting HIV. So the Elizabeth Glaser Pediatric AIDS Foundation is growing into the adolescent space to make sure that those adolescents are being tested, that they are being treated, and so that they do not grow up and become adults and spread the disease.

HIV and AIDS is now the No. 1 killer in adolescents in Africa. Yeah, it's a big deal. So,

as we move forward, it's not just babies anymore; it's adolescents, it's teens, it's young boys and girls that we need to reach, not only with education, but testing and treatment, and you are helping us do that.

I want to thank you again for letting us be here. I want to thank you again for your support. I want you to know how important it is that you support us each year, in and out, so that we can do this work and help stop AIDS in children.

I want to give special thanks to Sara Steffens, your Secretary-Treasurer, who is on our board, who we are so grateful to be working with as your liaison, and also, she's very special to us.

So thank you all very much, and I hope you have a great convention, and we appreciate all that you do for us. (Applause)

VICE PRESIDENT COOK: Just one second. There was a question asked. How old is Jake now?

BROTHER EVANS: He is 32 years old. He has led an amazing life. He has been working with us since he has been a kid, and I am honored to know



him and thrilled that he is involved. He just is such a stalwart for his mother's legacy, and he sends his love, and he will be here at the next Convention. I will hold him to it. (Applause)

VICE PRESIDENT COOK: Thank you so much for taking the time to share with your CWA family.

PRESIDENT SHELTON: I would like to call on TNG Vice President Bernie Lunzer to present the Elizabeth Glaser Pediatric AIDS Foundation awards.

VICE PRESIDENT LUNZER: Thanks, Chris.

Good afternoon, sisters and brothers. It is my pleasure to present the Elizabeth Glaser Pediatric AIDS Foundation Awards. Over the last almost three decades, CWA members, all of you, your leadership, and our members, have generously given \$8 million to the Foundation, which is incredible, and I think you should give CWA a hand. (Applause)

This money funds research, training, and advocacy. And I want to say, too, that as we heard the stigma around AIDS HIV has not faded, not in the U.S. either. I think the union should be very proud of helping to continue to bring awareness to this.

Because 2017 was an off year for Convention, we will be presenting awards for both 2017 and 2018. In 2017, we had 324 Locals that participated in what we call our Charity of Choice Program, contributing \$184,249.77. We surpassed those numbers in 2018, with 365 locals that participated in this contributing a grand total of \$225,124.11. I don't know why they put the 11 cents on here, but that's fantastic. (Applause)

This is really amazing, especially when you consider what our members are going through in terms of pay, their willingness to support this has been really fantastic.

I want to take a moment to acknowledge a group of locals before we give out the official awards. Each of these locals contributed at least 200 percent of their quota of \$1 per member per year in 2017 and/or 2018. Many of these locals do an amazing job fundraising, so they don't put pressure on their already stretched treasuries.

I would like to welcome to the stage the following locals for 2017:

... As the Locals were recognized, the Convention gave them a CWA clap of recognition ...

Local 1088, President Mary Tarditi;

Local 13100, President Diana Markowski;

Local 4025, President Mark Kavanaugh;

Local 4484, President James Crozier;

For 2018:

Local 13572, President Todd Trotter;

Local 3402, President Dustin Barber;

Local 3615, President Russell Reynolds;

Local 7272, President David Holzer;

Local 9509, President Christopher Roberts.

For both 2017 and 2018:

Local 1152, President Mary Gorman;

Local 7026, President Shad Ercanbrack;

Local 7050, President David Blackburn;

Local 7777, President Debra Medina;

Local 7803, President Darrin Hartman; and

Local 37082, President Philip Kearney.

Let's give them a hand. (Applause)

Now on to the official awards, the Ariel Glaser Award and the Hope Award: The Ariel Glaser

Award is in honor of Elizabeth Glaser's daughter who died from complications from the AIDS virus at the young age of seven years old in 1988.

The Ariel Glaser Award is presented to the local that raised the most money in a given award year. This year, there is one local in particular that managed to reach this accomplishment for both 2017 and 2018.

The Ariel Glaser Award is presented to Local 1037 for raising an astounding \$8,233 in 2017 and \$8,032 in 2018. (Applause)

This is Local President Ken McNamara. Thank you for your dedication and leadership. (Applause)

Next, the Hope Award is presented to the locals that achieved the highest percentage of their quota each year. This year we will be honoring three locals that not only achieved at least 200 percent of their quota, but also reached the highest percentage for their local size in both 2017 and 2018.

The first award will go to Local 7050 in the category of locals with less than 100 members. They

raised an amazing 1,724 percent of their quota in 2017 and 870 percent of their quota in 2018. Thanks President Blackburn. (Applause)

The second award goes to Local 7026 in the category of locals with between 100 and 500 members. They raised 1,269 percent of their quota in 2017, and 1,440 percent of their quota in 2018. Thank you, Shad Ercanbrack-- I hope I got it right.

And finally, in the category of locals with greater than 500 members, the Hope Award goes to Local 7777, who respectively raised 342 percent of their quota in 2017 and 311 percent of their quota in 2018. Thank you, President Debra Medina, Local 7777, for your local's dedication. (Applause)

And thank you to all the locals for their dedication and their work. Let's give them all a big round of applause. (Applause)

And once again, we thank the Elizabeth Glaser Pediatric AIDS Foundation for being here today. And thanks, Chris. (Applause)

PRESIDENT SHELTON: I would like to ask District 4 Vice President Linda Hinton to report on

the Eduardo Diaz International Solidarity Fund.

(Applause)

VICE PRESIDENT HINTON: Thank you, sisters and brothers. In 2000, at the 62nd CWA Convention, delegates adopted a resolution creating the Eduardo Diaz Union-to-Union International Solidarity Fund. The resolution recognized that CWA has always been a leader in international solidarity.

Our work in this area has always been guided by the belief that we can create a better world where all workers, whichever country they live in and whichever industry they are working in, must have the right to join and organize unions. The resolution set up a voluntary funding mechanism of ten cents per member per year.

Since the creation of the fund, CWA has been able to support workers around the world who are doing the hard, dangerous, and life-threatening work to organize workers.

In particular, over the last several years we have been focused on providing funding to unions working to organize call center workers at AT&T and

vendors who handle calls for AT&T, Verizon, and other U.S. companies.

The recipients are unions in the Dominican Republic, Mexico, and the Philippines. The support has not only helped them build worker power in their countries, but it has helped build our power as well.

The solidarity they have shown has been invaluable. In 2016, during the Verizon strike, union members in the Philippines reached out to us in solidarity. They engaged in work stoppages and public protests, and they hosted a CWA delegation that helped shine a light on Verizon's extensive offshoring. In addition, the unions have provided us with valuable information about the wages and working conditions in call centers serving AT&T customers, which were helpful in our contract fights to protect call center jobs and win a guaranteed percentage for Mobility calls.

I personally had an opportunity to meet with the young group of organizers of RED earlier this year in Mexico City. They are a dynamic and amazing

group of young workers trying to empower workers in Mexico at AT&T call centers. It was one of the most impressive and impactful meetings I have had in a long time. They are thoughtful, strategic, and appreciate the support we have provided. And more than anything, they want to work with us in solidarity to lift up AT&T workers here and in Mexico.

We produced a short video with messages of thanks from the unions and organizers that have received support from the Eduardo Diaz Fund. So you can hear directly from them what this support has meant.

... Video shown on the exploitation of workers by corporations in Latin America, the Philippines and Mexico, and the value of solidarity there ... (Applause)

VICE PRESIDENT HINTON: Thank you. Finally, I would just like to urge all of you to please donate to the Eduardo Diaz fund if you are not doing so already. The work is so critical and needed. Thank you very much. (Applause)



PRESIDENT SHELTON: I would like to ask Telecom Vice President Lisa Bolton to come to the podium to introduce the Retired Members Council.

Just a little story before they get up here. You know, during the last congressional campaigns, I got a call from Nancy Pelosi (Boos) Okay-- about two weeks before, three weeks before the end of election day. And she told me we were close in lots of races in lots of states, but they needed some more money to put them over the top. And we were kind of fresh out of money. We had donated every penny we possibly could.

And I called Ray Kramer and I said, "Hey, Ray," and I had Pelosi on the phone, and I said, "We need a few bucks here to see what we can do to try to push these races over the top." And Ray was already ranting about a couple of the races that he wanted to make sure we won, and without hesitation, Ray donated some money from the Retired Members Council to those races, and Pelosi later called me after election day and said that CWA and our retirees were like in an old cowboy movie with the

cavalry coming over the hill.

So, Ray, wanted to say thank you to you.

He's not here. Well, to the retirees, thank you.

(Applause)

VICE PRESIDENT LISA BOLTON: Good afternoon, brothers and sisters. At this time, I would like to call on the Retired Members Council. As they have come to the platform, I am going to name their names. Some of them were here for their meeting and they already had to leave, but we are not going to leave anyone out.

Patrick Walsh, President of the District 1 RMC;

Adele Rogers, Vice-President of the District 1 RMC;

Jenny Sylvester, Secretary of the RMC Board and President of the District 2-13 RMC;

Joe Kincade, Vice-President of the District 2-13 RMC

Rita Scott, President of the District 3 RMC

Gwendolyn Parker, Vice-President of the District 3 RMC

Annie Flack, President of the District 4 RMC  
Marcy Gregory, Vice-President of the  
District 4 RMC;

Ray Kramer, Executive President of the RMC  
Board and President of the District 6 RMC;

Priscilla Brown, Vice-President of the  
District 6 RMC;

Judy Fries, Executive Vice President of the  
RMC Board and President of the District 7 RMC;

Mary E. Cooke, Vice-President of the  
District 7 RMC;

Ronnie Kinney, Vice-President of the  
District 9 RMC

Jan Heisterman, President of the AFA RMC

Myra Krieman, Vice President of the Media  
Sector RMC;

I recognize Judy Fries, Executive Vice  
President of the RMC Board and President of the  
District 6 RMC, for the purposes of presenting the  
report of the Retired Members' Council. (Applause)

DELEGATE JUDY FREIZE: Thank you, Lisa.

Good afternoon, brothers and sisters. I

have a couple questions for you. How many locals or sectors have a Retiree Chapter? Raise your hands. Okay. Do you know who your retirees are? You don't have to raise your hands. Are you aware of them? Have you ever been to a retiree chapter meeting? Something to think about so that you are in tune with what the retirees are doing.

Once upon a time, we were all active working members, fighting for the benefits that you have now. In retirement, we continue to fight alongside of you. I want to thank all the locals that support their chapter in so many different ways, whether it's paying the \$25 one time fee so they can be a lifetime member, or whether it's letting them use the union hall for their meetings, or doing the mailing. Anything that you do, thank you.

When members retire, we need to encourage them to join the RMC and tell them why it's so important to continue to band together. Even during our retirement, we cannot put away our union card and sit back and reap the rewards and benefits of a long career. We want all CWA members to be lifetime

members so we can reach out to them, so they are better informed and make sure that they are aware of our benefits.

Through the Council, they will be joining forces with active members in support of the union's goal. Whether on the picket line, phone banking, or through other ways of support, we want all retirees to get the information from CWA.

We work in tandem with the active locals, and we will mobilize with them. We can help with organizing drives by informing new members of the benefits of becoming a union member when they start with the company.

We have 227 retiree chapters, and 52,000 Lifetime Members. (Applause) Thank you. But we have a long ways to go.

One important thing is we need better communication once we retire, more current information on our new retirees. I was doing a mailing out earlier this year, and the address I had for one of the retirees was back in 1990. It had never been changed, and they had moved several

times. We also need to update our emails, phone numbers, and cells. We need better ways to reach out to our retirees.

I held a town hall conference call where the system calls all the retirees in that company, and I had 500 that we did not have telephone numbers for, so we couldn't reach out to them. It makes it impossible to reach them without doing an expensive mailing. Then there are no guarantees that our addresses are correct. When they join the RMC, we get that opportunity.

When we were active members of CWA, we enjoyed the protection and benefit of a strong union, committed to negotiating good contracts with safe working conditions, quality benefits, and a good compensation. In exchange for our work, each of us stood shoulder-to-shoulder with our brothers and sisters to get the best contract that we could.

Chapters provide retirees with a vehicle to protect and fight for issues that affect us. Being part of a retiree chapter, you can fight to protect retiree benefits.

Retirees play an important role in winning our key political goals-- health care and retirement security for all and a stronger union movement. This means increasing the ranks of our national Retired Members Council and also building more and stronger retiree chapters. We want to extend and energize CWA retiree power throughout our communities.

Retirees are a powerful force in public opinion and voter polls, where politicians and corporations understand the power we hold when we are an organized unit speaking with one voice.

Retiree chapters are a way to stay connected to the union for social, political, and mobilization purposes, thus giving retirees a voice in matters that affect them.

We are also entitled to participate in the Union Plus Program, discounts on AT&T Wireless, lifelong learning through CWA NETT, and hearing aids as an Alliance for Retired Americans member.

Our membership determines our strength. Active retiree chapters increase our power as

retirees. Chapters are our main venue for keeping our retirees informed. Retirees have a wealth of knowledge and experience, and we want to channel that for the betterment of all of us.

We continue to gear up for bargaining with all our companies that we support. Unions today are literally fighting for their lives. CWA needs us more than ever. With our pensions, health care, and the future of Social Security hanging in the balance, we need CWA more than ever also.

Locals, we need your help. As our chapter officers age, we try to mentor retirees to come in behind us. Several of our chapters are sitting out there with no one to be the team leader. We need you as local leaders to suggest your members that can help us when they retire. They do not have to have been past officers. We have our own training we will give them. The majority of my chapters, the presidents were too busy raising their families when they were working to be involved in the union very much. But now they have time and a passion, and so please talk to your chapters and help us find



someone that will step up and help.

If you don't have a retiree chapter, talk with your RMC officers to get one started, and help us build a movement to protect all retired workers.

I want to share a couple stories as to why I have volunteered for over 10 years to do this in District 7. I sent out a mailing several months ago, and a lady called me. She said she was 92 years young. She wanted to tell me she had just put her check for \$25 in the mail to join the RMC. She said back in the day, she had been a steward. She can't drive and she can't leave the house, but she said, "I can write letters and I make phone calls." Now, how is that for CWA STRONG? (Applause)

That's the enthusiasm we want from these retirees. I talked to a retiree and his wife. They could not afford a supplemental health care plan when they retired. They only had Medicare. But when I got on the line and called with them into their company, YSA, which is your spending account, they had over \$18,000 in there they did not know about, and yet they couldn't afford a supplemental.

I sent out a mailing to a retiree and received a phone call. He had a sharpness to his voice. And he said, "I got your letter. I have been retired over 20 years and have never heard from my union. What do you want?"

I told him, "I don't want anything. I just want to know if you know about your benefits and if you are utilizing your HRA, your Health Reimbursement Account." And I left it at that.

So make sure that you are reaching out to these people. Just because they are retired doesn't mean that they don't want to still be involved.

Okay. We have a new form that was created just this last month. It's called "When We Fight, We Win." I would like to see this go out to all locals, and please hand it out to people when they are getting ready to retire. Because I have talked to so many new retirees and they say, "Oh, I didn't know there was a retiree organization. I didn't know we had a chapter here in our local." So please, order these and get them into the locals so that we are aware of it.

I want to talk about CWA STRONG and what it means for retirees. To us it means increasing our retiree membership, activating and energizing our retirees, building more powerful chapters. We know how powerful we are when we are united. We know when we stand together, we will win together. As retirees, we need to remain CWA STRONG. Retirees have done this before and will do it again. United we stand in solidarity. Thank you. (Applause)

... The delegates arose and applauded at length ...

VICE PRESIDENT BOLTON: Thank you for standing for the retirees. We owe everything we have to the people who came before us. Thank you, Retired Members Chapters.

And who couldn't use an extra \$50,000 here? Reach out to your retirees. Thank you.

PRESIDENT SHELTON: I would like to thank the Retirees Council for their tireless work.

And now for the "In Memoriam."

... The house lights were dimmed ...

PRESIDENT SHELTON: As we meet in Las Vegas,

Nevada for the 77th Convention of the Communications Workers of America, we remember those who are no longer with us. We honor them and their contributions to building our union.

VICE PRESIDENT MARTIN O'HANLON: **Arnold Amber**, Director of CWA Canada from its origin as TNG-Canada in 1995 until he retired in 2011, was a visionary journalist union leader. Arnold worked as an executive producer and reporter for the Canadian Broadcasting Corporation where he won three Gemini Awards for news specials he produced. Arnold was a founding member of the Canadian Journalists for Free Expression, serving as its President for 20 years, and in 2014, he became the first person to receive a Lifetime Achievement Award from the Canadian Committee for World Press Freedom. Arnold retired in 2011, and he died-- fittingly-- on Labor Day, September 4, 2017, at age 77. We miss you, Arnold.

PRESIDENT SHELTON: Carl Kennebrew.

VICE PRESIDENT CARL KENNEBREW: **Mike Bindas** began working at Packard Electric, in Warren, Ohio, in 1956 and was elected to his first union position

in 1958. He served as shop chairman for the 13,000 members of what is now IUE-CWA Local 84717 and helped establish the first joint union-management cooperative efforts with Packard Electric.

In 1983, Mike was elected Secretary-Treasurer of IUE District 7, overseeing collective bargaining within the district. He was elected President of IUE District 7 in 1988 and became IUE-CWA President in 2003. Mike retired in 2005 after 49 years of union service. He died on June 28, 2018, at 79 years of age.

PRESIDENT SHELTON: Frank Arce.

VICE PRESIDENT FRANK ARCE: **Dina Beaumont** was a pathbreaker for union women and a tough negotiator who played a critical role in the growth of CWA. Dina began work as a part-time telephone operator at Pacific Bell while she was still in high school. She was soon serving as a shop steward and in 1962 was elected President of the 18,000-member Federation of Women Telephone Workers. In 1974, Dina led the FWTW into CWA,

becoming Vice President of District 11 in Southern California, which later became part of District 9.

In 1980, Dina joined CWA's National Staff as President Glenn Watts' Executive Assistant, a role she continued under Presidents Bahr and Cohen. Dina helped organize CWA's first National Women's Conference and was a founding member of the executive board of the Coalition of Labor Union Women. She was the first recipient of the United Way of America's Joseph Anthony Beirne Community Services Award, the group's annual top award to union activists. Dina retired in 2005. She died on September 1, 2018, at age 91.

PRESIDENT SHELTON: Claude Cummings.

VICE PRESIDENT CUMMINGS: **Jack Lovett** began his career at Southwestern Bell in 1941 as a deskman, equipment tester, and dispatcher. In 1964, he left his Fort Smith, Arkansas, local to become a CWA Staff Representative, first in Detroit, then in Kansas City. He supported CWA members in District 6 as Area Director for Eastern Missouri, Arkansas, and Illinois, and as Assistant

to the Vice President of District 6, before being elected Vice President of District 6 in 1977.

Jack was a Reserve Air Force Officer, serving in World War II and the Korean War, and retired as a Lieutenant Colonel with the Arkansas Air National Guard.

Jack retired from CWA in 1987. He died on January 14, 2019, at age 96.

**Tommy Parsons** joined Southwestern Bell in 1946 as a lineman. His passion for fairness and justice led him to become a shop steward shortly after he joined CWA. He was elected President of CWA Local 6222 in 1956. He served as a CWA Staff Representative in District 4 then in the Oklahoma City and Austin offices in District 6.

Tommy was elected Vice President of CWA District 6 in 1986. He was a veteran of World War II who received the World War II Victory Medal and three combat campaign medals. Tommy retired in 1992. He died on December 25, 2017, at age 92.

**Joseph F. Andrietsch**, Staff Representative, District 4. December 6, 2018

**Clinton A. Boling**, Staff Representative,  
District 6. April 2, 2018

**Charles Boykin**, Staff Representative,  
Printing, Publishing and Media Workers Sector.  
December 9, 2018

**Rolf Buchner**, Administrative Assistant to  
the Vice President, District 1. September 28, 2017

**Susan Byrnes**, Counsel, IUE-CWA. February  
11, 2019

**Arthur Byrnes, Jr.**, Staff Representative,  
Printing, Publishing and Media Workers Sector.  
August 12, 2018

**Robert "Dennis" Dearing**, Staff  
Representative, District 3. January 6, 2019

**Gale Dreves**, Administrative Director,  
District 13. April 15, 2019

**Leo Ducharme**, Staff Representative, TNG-  
CWA, and President of the Federation of Guild  
Representatives. May 30, 2019

**Harvey Hoffman**, Staff Representative,  
District 7. March 27, 2019



**Michael J. Littleton**, Area Director,  
District 6. January 14, 2019

**John Marshall**, Staff Representative,  
District 6. April 1, 2018

**Mary Mays-Carroll**, Civil Rights and Fair  
Practices Director. February 21, 2018

**Reid Pearce**, Administrative Assistant to  
the Vice President, District 9. June 8, 2018

**Arnise Porter**, Campaign Lead, District 6.  
May 20, 2019

**Robert Proffitt**, CWA Representative,  
District 7. October 17, 2017

**Virginia Rodriguez**, Assistant to the Vice  
President, District 9. December 25, 2018

**John "J.C." Smith**, Staff Representative,  
District 3. January 13, 2018

Officers who have passed away since our  
last convention:

**JoAnn Clark**, Secretary-Treasurer, Local 1110

**Jack McCann**, President, Local 1152

**Dennis W. Reiter**, Treasurer, Local 1033

**Rae C. Roeder**, President, Local 1033

District 2-13

**Rebecca (Logan) Slayton**, President, Local  
2055

**Walter "Bud" Speakman**, President, Local  
13101

District 3

**Robert L. Cotter**, President, Local 3908  
**Elaine Huff**, President, Local 3802 RMC  
**Freddie B. McKerley, Jr.**, President, Local  
3719

**Alton "Lionel" Stafford**, President, Local  
3490

**Donald W. Weatherford**, President, Local  
3704

District 4

**Colette Bonds**, Executive Vice President,  
Local 4998

**Randy W. Carlson**, President, Local 4032

**Bud Greer**, President, Local 4040

**Faye D'Luge**, Secretary, Local 4008

**Ronald Farnstrom, Sr.**, Vice President,  
Local 4070

**Glenn H. Freeman Jr.**, President, Local 4040

**Karl Kay**, Secretary-Treasurer, Local 4320

**Jack Lemonnier**, Secretary-Treasurer, Local  
4034

District 6

**David Baker**, President, Local 6127

**Jody Hamblin**, Vice President, Locals 6324  
and 6325

**Cynthia McCurdy**, Group Vice President -  
Marketing, Local 6009

District 7

**John Cataline**, Vice President, Local 7777

**Neal Kelly**, President, Local 7401

**Larry McCormick**, President, Local 7716

**Cheryl Scholl**, EVP, Local 7175

**Gayle Tellin**, President, Local 7109

**Ray Williams**, Secretary-Treasurer, Local  
7777

District 9

**Mark Crowell**, President, Local 9586

**Carmen Hernandez**, Vice President, Local  
9400

AFA-CWA

**Linda Farrow**, President, AFA-CWA United  
Airlines Master Executive Council

**Kathy Hutchens**, President, AFA-CWA Local  
29011

**Ed Kalahiki**, President, AFA-CWA Local 29014

IUE-CWA

**Mitchell "Red" Adams**, President,  
IUE-CWA Local 82162

**Milford "Wayne" Cupp**, President, IUE-CWA  
Local 84765

**Rodney B. Perry**, Vice President, IUE-CWA  
Local 82173

NABET-CWA

**Dexter Blake**, President, NABET-CWA Local  
51211

**Duane "Red" Corder**, International  
Secretary-Treasurer, NABET -CWA

**John Green**, President, NABET-CWA Local  
52212

**James Harvey**, President, NABET-CWA Local  
52031

**Bud Petway**, President, NABET-CWA Local  
52031

**Freddie Saburro**, Vice President, NABET-CWA  
Region Two.

**Bill Wachenschwanz**, Vice President, NABET-  
CWA, Region Six

NEWSGUILD-CWA

**Gail Latham**, President, TNG-CWA Local 34157

**Ken May**, Treasurer, TNG-CWA Local 32035

**Charlie Ramis**, President, TNG-CWA Local  
33225

**Frank J. Santafede**, President, TNG-CWA  
Local 31041

**Ann Wilhelmy**, President, TNG-CWA Local  
37002

PRESIDENT SHELTON: We remember these  
activists and leaders who came before us. Their  
legacy is the union that we work to build every  
day, and we honor them by continuing the fight for  
workers' rights and justice for all.

The memorial service is concluded.

Thank you. I will now recess the Convention until 8:30 a.m. on Wednesday, July 31st-- excuse me. I will not recess the Convention. For a few announcements, here is Sara Steffens.

SECRETARY-TREASURER STEFFENS: Sorry about that. I promise I won't keep you long. So earlier you will remember when we were announcing our guests, we let you know that the President of CBTU is with us.

There is another important Labor Union Coalition President who was with us and she was not announced as a guest because she is one of our own. That's Elise Bryant, President of the Coalition of Labor Union Women. Can we give her a round of applause?

... The delegates arose and applauded ...

SECRETARY-TREASURER STEFFENS: We are so proud to have Elise as our CWA sister.

... Convention announcements ...

SECRETARY-TREASURER STEFFENS: And then quickly I'm going to bring Anna Cooper, our Data Director up here. Some of you noticed, especially

when you were waiting in line to vote, we have been running a raffle. All you have to do to enter is to confirm an email with us. If you want to confirm more than one email, you can have more than one entry.

We are going to draw the first two winners. I will hold the box. We are going to do the first two winners, and we will do the next three tomorrow. So if you didn't sign up yet, you will still have a chance today.

So, the first one is going to be for the iPad. Winner from Local 3310, Lynn Wright. Okay, Lynn, we are going to email you about how to pick up your iPad. And one more, which one is this?

DELEGATE COOPER: The noise-canceling headphones.

SECRETARY-TREASURER STEFFENS: The other prizes in here are good. We have a FLIP speaker, some more noise canceling headphones, some Beats headphones, so if you didn't sign up yet, you still have a day.

So, let's drive for the noise canceling--

they are really great on the airplane.

DELEGATE COOPER: From Local 1133, Kim Orzechowski.

SECRETARY-TREASURER STEFFENS: We will email you if we can read your email so you can pick up--

If any of you have questions about how to do something similar at your local to get lots of emails, come talk to me or Anna while you are here.

That's all my announcements. I turn the gavel back to President Shelton.

PRESIDENT SHELTON: So, I will now recess the Convention until 8:30 a.m. on Wednesday, July 31st, 2019.

...The Convention recessed for the day at 4:41 p.m. ...



## WEDNESDAY MORNING SESSION

July 31, 2019

The Convention reconvened at 8:52 a.m., CWA President Shelton presiding.

PRESIDENT SHELTON: Can we come to order, please.

Brothers and sisters, for the purposes of our invocation this morning, I would like our very own delegate Deb Casey, Vice President, Local 2204, to come lead us in prayer.

DELEGATE DEBORAH CASEY (Local 2204): Good morning, brothers and sisters.

... The delegates responded with "Good morning"...

DELEGATE CASEY: You can do better than that.

THE DELEGATES: Good morning.

DELEGATE CASEY: There you go! It has been a great couple of days here in Vegas. I hope that each of you have enjoyed seeing old friends that you have made and getting to speak with them, as well as making new ones.

So let's reflect on the past few days here. We have been given knowledge of where our great union stands and what each of us must do as we go back to our locals. We must work smarter to increase membership, organize new groups, educate and engage our members. So let us stand and have a moment of silence.

And as we have this moment of silence, take a moment to pray in your own way for the guidance in leading our members to building power for our future, so that our children and grandchildren have the advantages that we have gained through the years.

... The delegates arose and observed a moment of silence ...

DELEGATE CASEY: Thank you. And everyone have a safe trip home. (Applause)

PRESIDENT SHELTON: Thank you.

Before we actually begin, I would like to take a moment of personal privilege. Yesterday we gave out some new Organizing Awards that we named after President Emeritus Morton Bahr. And last

night, it's my sad duty to tell you, Morty passed away.

Morty, for those of you who don't know him, was the President of this union from 1985 to 2005. He was given the title of President Emeritus, and if anybody ever deserved that title, it was Morty Bahr. Morty Bahr changed this union in many, many ways.

Just a kind of personal story, Morty was my friend and my mentor. A long time ago, I guess 20 years ago now, I became the Area Director in New York, and Morty wrote me a note because Morty had had that job years before I had it. And the note said, "Glad to see you are following in my footsteps. You will be President of this union some day." I still have that note, and I cherish it.

But, Morty-- not only CWA members but the entire labor movement and actually the world, lost a giant last night. (Applause)

Morty was comfortable, whether he was in the company of Presidents of the United States, in the halls of Congress, or on a picket line as you can see from this picture from the 1970 Western Union

strike. That's Morty right there in the middle.

So he was not only a great President, but he was a member's President. Morty loved doing that almost more than anything that he did as President of this union. He will be-- sorely missed doesn't even fit. As I said, he was a giant. He was an amazing man. I'm sure that Morty right now is on a picket line someplace up there, leading chants and screaming the words "CWA STRONG" over and over and over again. (Applause)

Brothers and sisters, please join me in a moment of silence for probably the greatest President this union ever had, Morton Bahr.

... A moment of silence was observed ...

PRESIDENT SHELTON: Thank you. (Applause)

On to the business of the Convention, which Morty would be tapping me on the shoulder and saying, "Come on. Let's get it going."

I want to again thank yesterday's platform observers. Today's observers are:

Kendall Bell, President of IUE-CWA 81381.

Ed McDaniels, President CWA 3865.

And if Ed has to leave, Kim Gallardo, Executive Vice President CWA Local 2143.

I would like to call the Appeals Committee to the stage. As the Appeals Committee is coming to the stage, I just want to report on the cases that the 2018 Presidents Meeting had ordered arbitrated. In 2018, the Presidents Meeting ordered that CWA arbitrate two cases. The first one, Barry Hill, Local 2108.

In the first case, Marilyn Irwin, President of Local 2108, appealed the Executive Board's denial of a case for arbitration to the 2018 Presidents Meeting where delegates ordered that case be arbitrated. The case involved interpretation of the collective bargaining agreement with Verizon.

Between April 13 and May 31, 2016, member Hill joined his Union brothers and sisters on the picket line. Prior to the strike, in January 2016, member Hill had been placed on Step 3 of Verizon's Regional Attendance Plan ("RAP") due to absences. Before the strike, his target date for regression to Step 2 of RAP was June 28, 2016. On June 22, 2016,

however, management informed member Hill that his target date had been extended to August 15, 2016. Member Hill was absent from work from July 28 to August 22, 2016, resulting in his progression to Step 4 and a 15-day suspension.

Member Hill grieved the extension of his target date from June 28 to August 15, 2016, arguing that moving the target date for missing work due to the strike violated the Collective Bargaining Agreement. Had his target date not been moved, member Hill argues, he would not have been suspended following his absence between July 28 and August 22, 2016. Verizon refused to arbitrate, claiming the grievance was "substantively not arbitral."

After the Presidents' Meeting ordered this case to be arbitrated, CWA renewed its attempts to arbitrate this case. Verizon continued to resist.

Finally, the Union was forced to take member Hill's dispute to United States District Court for the District of Maryland, arguing that Verizon should be compelled to arbitrate the grievance. Attorneys for Local 2108 and District 2-

13 made their most recent filing with the court on May 10, 2019, and the case remains pending.

Case No. 2 - Brittany Walter - Local 4322. The second case concerns Local 4322 President Daniel Frazier's appeal of the Executive Board's decision not to arbitrate a grievance regarding member Brittany Walter.

With the consent of the Local, the dispute with AT&T was favorably settled on May 17, 2019. Under the agreement, the terms of the settlement are confidential.

PRESIDENT SHELTON: At this time, I would like to call on the Appeals Committee-- well, I already did that. The members of the Appeals Committee are:

James Ryan, President, CWA Local 13101, the Chair;

David Weidlich, Jr., President, CWA 1298;

Mary Lou Schaffer, Secretary-Treasurer, CWA Local 13500;

Rodney Hughes, President, CWA Local 3607;

Kimberly Humphrey, President, CWA Local

6450.

I recognize the Committee for the purposes of presenting the report of the Appeals Committee. Committee members will take turns reading.

CHAIR RYAN: The Appeals Committee convened July 25th to the 30th, 2019, at the Westgate Las Vegas Resort and Casino in Las Vegas, Nevada, for the purpose of receiving and disposing of appeals in accordance with the CWA Constitution and the Internal Appeals Procedures of the Union, as established by prior Conventions and the Executive Board.

The Committee was available to meet with interested parties on July 27 through July 28, 2019, between the hours of 2:00 p.m. through 6:00 p.m. Outside of these hours, the Committee was available by appointment.

We thank the committee members-- James Ryan, President, CWA Local 13101, Chair; David Weidlich Jr., President, CWA Local 1298; Rodney Hughes, President, CWA Local 3607; Kimberly Humphrey, President, CWA Local 6450; and Mary Lou Schaffer,



Secretary-Treasurer, CWA Local 13500 for their hard work and the time they devoted to these appeals.

Also, the Committee thanks John Dempsey, Staff Representative, CWA District 1, for his support and assistance.

#### APPEAL NO. 1

Monazir Khan, former Executive Vice President of the Education Division of CWA Local 1104, appealed the decision of CWA's Executive Board to uphold the Local Trial Court's ruling, and the Local Executive Board's affirmance of that ruling, which found Mr. Khan guilty of "persistent, severe, and unwelcome sexual harassment" as charged by Local 1104 Business Agent At-Large Heather Nelson, who worked under his direction. This appeal is timely and properly before the 2019 Convention.

Specifically, Ms. Nelson submitted revised charges to correct initial charge deficiencies regarding the lack of a signature and specific dates. The revised charges allege that Mr. Khan had engaged in misconduct that included:

\* Repeated and constant phone calls in which

he discussed intimate details of his personal life;

\* Forcible attempts to kiss her on multiple occasions;

\* Repeated attempts to touch her while the two were driving together and;

\* Initiation of conversations concerning his genitals.

After considering the evidence submitted by the prosecution and the defense, including testimony from various witnesses, in addition to that of Mr. Khan and Ms. Nelson, the Local Trial Court unanimously found Mr. Khan guilty of these charges and suspended him from union membership for four years. The Local Executive Board voted unanimously to leave the Local Trial Court verdict in place, a verdict which was affirmed by CWA's Executive Board.

On this appeal to the Convention, Mr. Khan argues that numerous procedural and substantive deficiencies operated to deny him justice. None of these arguments have merit.

CWA's Executive Board, in a comprehensive opinion, addressed each of Mr. Khan's claims. The

Executive Board determined that: the revised charges were timely and sufficiently specific; the selection of the Trial Court was proper; the substance, handling and production of the trial court transcript was appropriate; and it would not "second guess" the decision of the Trial Court on issues of credibility.

Mr. Khan produced no evidence to establish that CWA's Executive Board's review of the matter and its ultimate decision agreeing with the Local Trial Court and the Local Executive Board was inappropriate or improper.

The Appeals Committee agrees with CWA's Executive Board's conclusion and recommends that the decision of the Executive Board be upheld and Mr. Khan's appeal be denied.

PRESIDENT SHELTON: The Committee has a motion before you to accept [their recommendation] on Appeal No. 1. Is there a second?

... Seconded from the floor ...

PRESIDENT SHELTON: Any delegates wishing to speak on it? On Microphone No. 3, Delegate

Benedetto.

DELEGATE THOMAS BENEDETTO (President, Local 1104, NY): Thank you, President Shelton. I want to just briefly thank the Appeals Committee for their hard work with the amount of cases that they dealt with this week.

I stand before you today asking that you uphold the decision of the Local 1104 Trial Court, the CWA Executive Board, and the Appeals Committee, and deny the appeal of Monazir Khan. Mr. Khan was the Executive Vice President of CWA Local 1104, Graduate Student Union, and I would also like to add that he was my running mate in 2014, when I ran for President, which makes this even harder.

He was up on charges of sexual harassment by a female Business Agent. The local held a two-day trial court, and Monazir Khan was found guilty and suspended from the union for four years.

The Graduate Student Union of Local 1104 is predominantly comprised of young men and women who are working on their education. They are also working for the state universities of New York.

Additionally, some of them take an active part of the union.

In this case, the woman who brought these charges forward was a graduate student who became an active member in the union and was elected as a Business Aide in this Graduate Student Union of the local.

We applaud her courage to come forward, as I know it was not easy for her to do. During the trial and all the preparations leading up to it, she had to relive these events that happened to her. To have to sit on a witness stand and answer difficult questions must have been extremely difficult and painful.

During the trial, other women came forward and testified about events that had happened in the years before these charges were even filed. One woman, a former officer of the local, testified that she, too, was sexually harassed by Mr. Khan. Others described inappropriate conduct by Mr. Khan that they directly observed.

The Trial Court was an emotional and

grueling two days. The result of that was the four years suspension of Mr. Khan. The decision sent the message that this type of behavior will not be tolerated. Sexual harassment doesn't belong in CWA, or anyplace for that matter. (Applause)

Some of you may have seen an email or read an email that he circulated. He has been standing outside all week long, handing out this beautiful, well-written, articulate, well-detailed argument on his behalf. Please don't be fooled by the deception. That is part of his manipulation that we have learned here, and it just can't be tolerated anymore.

We need everyone in this room to support the decision of the Trial Court and the recommendation of the Appeals Committee to uphold the suspension of Monazir Khan and say that this type of behavior will not be accepted in this great union. (Applause)

PRESIDENT SHELTON: On Microphone No. 5, Delegate EttiPIO.

DELEGATE JACKIE ETTIPIO (Local 1133): I just have a couple questions. The first question

was: I read that it took 350 days for somebody to bring charges, so is I am just curious why it took that long.

CHAIR RYAN: Well, what was described as a single actionable event would not bring charges. It became a pattern. Once the pattern was seen and it was developed into charges, then charges were executed.

DELEGATE ETTIPIO: And how many women did come forward?

CHAIR RYAN: I don't have that total number.

DELEGATE ETTIPIO: And my next question is, how long did he hold office before an accusation was made? I just want to know the answer. I want to make sure my vote is correct, that's all. I just want to be fair on both sides.

CHAIR RYAN: That part we didn't look into. I don't have the exact length of office that he served.

DELEGATE ETTIPIO: Okay, thank you.

PRESIDENT SHELTON: Are there any other delegates wishing to speak on this matter?

Seeing no one going to a microphone, what you have before you, brothers and sisters, is Appeal No. 1. Those who wish to support the Appeals Committee's decision please raise your hands.

Down hands. Opposed by like sign.

The appeal is denied. (Applause)

CHAIR RYAN:

APPEAL NO. 2:

CWA Local 6143 President Peace appealed the Executive Board's decision agreeing with the recommendation of Prosecutor Mark Franken not to prosecute her charges against Local 6143 Secretary-Treasurer Joann Elizondo alleging violations of the CWA Constitution and Local 6143 Bylaws. This appeal is timely and properly before the 2019 Convention.

President Peace charged Secretary-Treasurer Elizondo with failing to follow official directives, failing to maintain the Local's records, failing to fulfill her fiduciary duties, and harassing local staff. After his comprehensive investigation, Prosecutor Franken found no probable cause to prosecute.



President Peace alleged that Prosecutor Franken's report reflected bias and lack of due diligence. Specifically, regarding her bias claim, President Peace referenced previous disagreements with Prosecutor Franken and with District 6 Vice President Claude Cummings.

Regarding her due diligence claim, President Peace disagreed with Prosecutor Franken's decision to interview Local Officers, in addition to Secretary-Treasurer Elizondo, and his decision not to ask President Peace to go into certain details or to show him how certain things were done.

Under the CWA Constitution, prosecutors have significant latitude and are not required to follow the procedure suggested by the charging party. Prosecutor Franken's thirty-three-page report contains forty-one exhibits and responds to each of President Peace's allegations.

The Committee has reviewed the extensive file and Prosecutor Franken's detailed report. President Peace has provided no concrete evidence to show that Prosecutor Franken was biased or that his

investigation lacked due diligence and was anything less than comprehensive.

For these reasons, the Committee agrees with the Executive Board that Prosecutor Franken conducted a thorough and unbiased investigation, and that there was no abuse of discretion. Therefore, we see no reason to disturb the recommendation made by Prosecutor Franken, and we recommend that the decision of the Executive Board be upheld and the appeal of President Peace be denied.

PRESIDENT SHELTON: The Committee has made a motion to accept their decision. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Any delegate wishing to speak, please go to a microphone.

Seeing no delegate heading toward a microphone, what you have before you, brothers and sisters, is Appeal No. 2. All those in favor of the Appeals Committee report to deny the appeal, please raise your hands.

Down hands. Opposed by like sign.

The appeal is denied.

CHAIR RYAN: Appeal No. 3 was withdrawn.

Appeal No. 4 was withdrawn.

The Chair calls on committee member Mary Lou Schaefer to report on Appeal No. 5.

COMMITTEE MEMBER MARY LOU SCHAEFER (Local 13500):

APPEAL NO. 5

On July 15, 2019, Local 4340 President David Passalacqua appealed the CWA Executive Board's decision not to arbitrate the local's grievance regarding the discharge of Member Steve Carlson. The appeal is timely and properly before the 2019 Convention

Mr. Carlson was employed by AT&T as a Customer Service Specialist in Cleveland, Ohio. He had 19 years of service. He was terminated for failing to timely report a motor vehicle accident involving his company vehicle and for being dishonest during the company's investigation.

The Company can prove that Mr. Carlson knew that he was required to immediately report the

accident and that he had the opportunity to do so:

\* The Company maintained a policy requiring employees to immediately report to supervision any accident with a company vehicle;

\* In 2017, Mr. Carlson was suspended for failure to report an on the job accident;

\* The company can show that he notified a union steward when he returned to the garage the day of the accident;

\*Two managers were on duty when he arrived at the garage, but he did not report the accident to them, and he failed to call the duty foreman;

\* In addition, Mr. Carlson had three instances of discipline for other offenses, including a prior motor vehicle accident.

The company can also show that Mr. Carlson was dishonest when he was questioned about the accident. Mr. Carlson told the company that he did not know he had damaged the vehicle's ladder rack. The company has evidence that Mr. Carlson told a union steward about the accident and that he used Del Tecs (tie wraps) to secure the ladder to the

truck, making it hard to convince an arbitrator that he did not notice the damage to the vehicle's ladder rack.

Additionally, the union arbitrated and lost a similar termination case in which the grievant failed to immediately report a motor vehicle accident. For these reasons, the Appeals Committee does not believe that any arbitrator would sustain the local's grievance.

Therefore, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal of Mr. Carlson be denied.

PRESIDENT SHELTON: The Committee makes a motion to accept the denial. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Any delegate wishing to speak, please go to a microphone.

Seeing no delegates heading for a microphone, what you have before you, brothers and sisters, is Appeal No. 5. All those in favor of denying the appeal, please raise your hands.

Down hands. Opposed by like sign.

The appeal is denied.

CHAIR RYAN: The Chair calls on Committee Member Kimberly Humphrey to report on Appeal No. 6.

COMMITTEE MEMBER KIMBERLY HUMPHREY (Local 6450):

APPEAL NO. 6

CWA Local 3204 Members David Newbern, Greg Nix, Evan Nolan and Corey Wells ("Charging Parties") filed an appeal of the CWA Executive Board's decision to adopt Prosecutor Isa Shabazz's recommendation not to prosecute their charges. This appeal is timely and properly before the 2019 Convention.

The Charging Parties alleged, among other things, that President Barlow improperly handled the finances of Local 3204 through the purchase of a vehicle, the awarding of a local remodeling contract, and the billing of mileage to the local for reimbursement. The Charging Parties charged Secretary-Treasurer Vanessa Jackson as well, alleging that she knew of President Barlow's

violations and failed to act.

Prosecutor Shabazz concluded that the charges regarding the mileage reimbursement and the remodeling were untimely. The mileage reimbursement was approved by the Executive Board and the membership around December 2014. The renovations at issue were completed in 2015, 2016, and 2017, respectively. Each of these incidents occurred more than sixty days before the February 13, 2018, charges were filed.

Of the charges the Prosecutor found timely, the record does not support any violations of the CWA Constitution or the Local 3204 Bylaws. The Charging Parties did not demonstrate that the local was brought into disrepute as a result of serious offenses as required by Article XIX, Section 1 (i). The local was properly bonded. The requirements for voucher production were met. The requirement of two signatures for the check used to purchase the vehicle was satisfied because the check was delivered by a different officer than the one who signed it, showing the assent of two officers. The

purchase of the vehicle was approved by the Executive Board and by the general membership.

After a thorough review of the appeal and the case file, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal of the Charging Parties be denied.

PRESIDENT SHELTON: The Committee makes a motion to accept their recommendation of the denial of the appeal. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: On Microphone No. 3, Delegate Barlow.

DELEGATE ED BARLOW (Local 3204): Brothers and sisters, I am Ed Barlow. I come before you today to defend my name.

As fellow labor leaders, you and I know we can't please everyone. The charges brought against me were by the four candidates who did not win in our local election, one of which was the Executive VP and Treasurer during the time all but one of the charges came from. For the past year and a half, I



have been on trial defending these bogus charges, the reputation of my local and our great union, and most importantly my name. Everything done in regards to this case was done above board.

As fellow local leaders, I'm sure you all have a member or two that would stop at nothing to destroy your local and your name. Defending these allegations has cost my local upwards of \$30,000. Brothers and sisters, the DOL came in and investigated, and within six months returned all of our local's financial records going back to 2014. The special prosecutor found no wrong. Our District 3 V.P., Richard Honeycutt, upheld the prosecutor's finding, President Shelton upheld the prosecutor's finding, and so did the Executive Board and the Appeals Committee.

The four members who filed these charges created a petition saying that they would get out of the union and encourage other members to get out of the union if we did not find me guilty today. You all, please excuse my language, but I have been waiting nearly two years to say this. Cora Wells,

David Newburn, Greg Knitz, Charles Evan Nolan, your day has come for you to now get the fuck out.

(Applause and cheers)

PRESIDENT SHELTON: You've been hanging out too long with me, Ed.

DELEGATE BARLOW: Sisters and brothers, I hope you will help me and my Executive Board restore our name, restore the name of this great union by voting to uphold the Appeals Committee's recommendation. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 5 Delegate Frost.

DELEGATE MIKE FROST (Local 9003): Good morning, brothers and sisters. This question is not referring to that. This question actually refers to the appeals earlier that were withdrawn. And my question is--

... Shouts of "Point of order" ...

DELEGATE FROST: Am I out of order?

PRESIDENT SHELTON: Somebody is calling for a point of order. Go to a microphone. Whoever called for point of order, go to a microphone.

On Microphone No. 1, Delegate Lutz. I'm not laughing at you, by the way.

DELEGATE RYAN LETTS (Local 4034): I called a point of order because we are on Appeal No. 6. That's what has been motioned out. That's what we should be discussing. So those questions in regards to previous appeals are out of order. (Applause)

PRESIDENT SHELTON: You are technically correct, Delegate Letts, but since all delegates have the right to any questions, let's let him ask the question and see what happens. (Applause)

DELEGATE FROST: It's on. Testing.

Thank you, President Shelton. I didn't mean for this question to be put in the middle of the brothers. This was more of a procedural question.

In a nutshell, on the Appeal No. 3, the member withdrew it. When the member withdrew it, he sent out a letter stating that he was withdrawing it because he was vindicated by the Appeals Committee; that he won. That is obviously not what the appeal says for Appeal No. 3. And my concern is, if he posts this, "I won at the convention, they

overturned it," stuff like that, it's a lie. But because it's been withdrawn, there is nothing about that that says-- like the Appeals Committee has a copy of the letter. Are they going to put something out that says, this is factually untrue; we did not concur with you; we did not vindicate you. What the fuck is the matter with you?" Or does it just sit like this?

I apologize to the brothers and sisters. I expected this question to be at the end of all the appeals. I wasn't expecting to come on in the middle of another brother's appeal, but that was my question.

PRESIDENT SHELTON: First of all, brother, the appeal is in the Appeals Committee report. That's why it was left in there. But second of all, we don't go out and tell members what they can or can't do. And, you know, if a member is out lying about it, I don't know if you ever heard the guy on 1600 Pennsylvania Avenue, but there ain't nobody telling him he's lying either. So, sorry, but there's nothing we can do about a member lying about

what happened with his appeal.

DELEGATE FROST: Thank you for your time.

(Applause)

PRESIDENT SHELTON: All right. Back on Appeal No. 6, any other delegate wishing to speak on Appeal No. 6?

Seeing no delegate heading towards a microphone, what you have before you, brothers and sisters, is Appeal No. 6. All those in favor of the Appeals Committee recommendation to deny the appeal, please raise your hands.

Down hands. Opposed by like sign.

The appeal is denied. (Applause)

CHAIR RYAN: Appeal No. 7 has been withdrawn.

#### APPEAL NO. 8

On October 16, 2018, Local 1298 Member Michael Duffy appealed the decision of the CWA Executive Board to deny his challenge to the January 2018 run-off election for the position of Secretary-Treasurer. This appeal is timely and properly before the 2019 Convention.

The November 2017 election for Secretary-Treasurer did not result in any one of the three candidates for that office receiving a majority of the votes cast. A second election was required. The December 2017 election resulted in a tie between Candidates Michael Duffy and Louise Gibson. A third election held in January 2018 resulted in Ms. Gibson receiving 613 votes and Mr. Duffy receiving 605 votes. One ballot was voided. These results were certified by the American Arbitration Association.

In his appeal to this Convention, Mr. Duffy claims that the membership was not properly notified of the January 2018 election; that Ms. Gibson campaigned inappropriately; and that there were issues relating to voter eligibility.

The evidence presented by Mr. Duffy does not support his allegations. Elections are not required to be identical to previous elections by federal law, the CWA Constitution or Local 1298 bylaws. Ballots, such as those mailed in the January 2018 election can serve as notification and the 23-day timeline for ballot return exceeds the legal

requirement.

Further, the Election Committee acted reasonably under its authority to address all questions concerning the conduct and challenges to elections. It found no inappropriate campaigning by Ms. Gibson.

This Committee finds that, after reviewing the files and the challenges made, the results of the election would not have been changed even if Mr. Duffy's claims regarding voter eligibility were correct. Had the votes in question been cast in favor of Michael Duffy, the election result would have been the same.

For these reasons, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal of Member Duffy be denied.

PRESIDENT SHELTON: The Appeals Committee has made a motion to accept their recommendation of denial of the appeal. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Any delegate wishing to

speak, please head to a microphone. On Microphone No. 3, Delegate Montalbano.

DELEGATE KATE MONTALBANO (Local 1298): Good morning, CWA. I am here today asking for your support on the Appeals Committee decision to uphold the Executive Board decision.

To give context to the appeal, this dates back to our E-board election for Secretary-Treasurer in November of 2017. Our first election had no majority which triggered a runoff. The second election resulted in a tie. The third election was separated by eight votes.

The appeal has three points. The first allegation was that there was not sufficient posters in all locations. There were, in fact, notifications posted. We also posted on our website as well as notification sent to each member's home.

The second allegation was that officers were campaigning prior to the start of their day. This has been a longstanding acceptable practice to allow any members, officers, or candidates to campaign before or after shifts.



The third point is in relation to five votes that were not counted. Simultaneous to this third election, Frontier had a voluntary buyout offer. It was ruled by the Elections Committee that any member who took the buyout, turned in their badge, and left the business would not have their ballots counted.

It's important to point out that even if these votes were counted, and all were for Mr. Duffy, there were only five votes in question. That would not have been enough to change the outcome of this election.

Again, I am asking for your support today to uphold the Appeals Committee decision and for this appeal to be denied. Thank you. (Applause)

PRESIDENT SHELTON: Are there any other delegates wishing to speak?

Since there are no delegates heading towards a microphone, what you have before you is Appeal No. 8, and the Appeals Committee recommending that the decision of the Executive Board be upheld and the appeal of Member Duffy be denied. All those in favor, please raise your hands.

Down hands. Opposed by like sign.

The appeal is denied. (Applause)

CHAIR RYAN: The Chair calls on Committee Member Rodney Hughes to report on Appeal No. 9.

COMMITTEE MEMBER RODNEY HUGES (Local 3607):  
Good morning, brothers and sisters.

APPEAL NO. 9

On March 5, 2019, CWA Local 2108 President Marilyn Irwin appealed the CWA Executive Board's decision not to arbitrate the grievance regarding the discharge of Verizon employee Keith Coleman. The appeal is timely and properly before the 2019 Convention.

Grievant Coleman was employed by Verizon as a Cable Splicing Technician ("CST"). His net credited service date is September 26, 1998. The record indicates that Mr. Coleman suffers from "profound anxiety and anger dealing with difficult customers." Because of that, for a period of time, Mr. Coleman worked limited duties and was off the job on short term disability ("STD") due to this medical condition. In December 2015, Verizon

separated him from employment. Subsequently, he got a job with Comcast as a service technician interacting face-to-face with customers daily.

Verizon's CST job description includes, under the heading "General Duties," the following:

"Contacting customers face-to-face to notify them of work being performed on their lines and when service is restored. Also communicates company policy and bills customer when appropriate."

As a result of the 2011-12 negotiations between Verizon and CWA District 2-13, the district and the company agreed to a new provision that addressed how the company treats employees who have restrictions due to medical issues, which is titled "Medical Restriction Leave of Absence Policy Amendment" ("MR-LOA Policy").

Under the newly bargained-for MR-LOA Policy, an employee who is medically restricted for more than 150 days and for whom no "suitable work" is available, as defined in the 1998 Medically Restricted Policy, will be placed on a medical restriction leave of absence effective on the 151st

day of the medical restriction. The definition of "suitable work" in the 1998 Medically Restricted Policy is "an available existing position that the employee with a medical restriction is qualified to perform. The employee must be able to perform all essential functions of the position with or without reasonable accommodation."

The MR-LOA Policy further states that the medical restriction leave of absence will not exceed 52 weeks in total from the date the medical restriction was first approved. While an employee is on a medical restriction leave of absence, the company will continue to look for suitable work for the employee, first within the employee's bargaining unit and then within the respective state. If the employee has not returned to work at the end of the 52-week period, the employee will be dropped from the payroll.

Based on the MR-LOA Policy, Mr. Coleman was put on a medical restriction leave of absence on the 151st day. And, by the end of the 52-week period, Mr. Coleman's medical restriction remained, and no

suitable work had become available. So, he was dropped from the payroll.

In its appeal to the Convention, the local argues that the company violated Article 11's requirement that Verizon not "unlawfully discriminate against any employee because of such employee's...disability..." The appeal references a decision by the Prince George's County Human Rights Commission involving an employee who had a disability, but could ultimately perform the essential functions of his job. Unlike that employee, Mr. Coleman could not perform an essential job function, specifically regular face-to-face customer contact.

The Appeals Committee notes that neither Mr. Coleman, nor Local 2108 pursued a discrimination claim in any other forum, and the collective bargaining agreement, including MR-LOA, did not require that he be retained. We further note that one of the challenges the local would face if the grievance were to be arbitrated is that Mr. Coleman's current employment with Comcast

demonstrates his ability to regularly engage in face-to-face customer contact. So, his credibility will be seriously questioned.

Based on the above, the Appeals Committee recommends that the decision of the Executive Board be upheld and the appeal of the local be denied.

PRESIDENT SHELTON: Brothers and sisters, the Appeals Committee has made a motion to accept their recommendation to deny the appeal, Appeal No. 9. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Delegates wishing to speak, please head to a microphone. On Microphone No. 3, Delegate Gardler.

DELEGATE JIM GARDLER (Local 13000): Good morning, brothers and sisters.

While it was an unfortunate situation that this member ultimately was terminated from his employment, I have to get up and speak on behalf of the Committee's recommendation not to go forward on arbitration with this for several reasons.

One, having participated on the Bargaining Committee on behalf of my local when this was negotiated, one of the key points that was pointed out-- and why the employer was asking for this-- was an example that they used to say that they have employees that come to work today, and once they get past their probation, they come in with a restriction that says they can no longer deal with customers.

Well, as a service technician by trade, one of the first things I learned when I got hired by this company is, you are dealing with customers every single day as part of your job. And when we negotiated this change in this plan, that was one of the key points; that if you can't interface with customers, they did not want to have to be burdened with carrying people forever on the payroll.

While it's a change that the company was dealing with for years and years and years, they wanted to make this change, because they couldn't sustain it anymore, and we understood that.

And while it was difficult for us at the

bargaining table to make this change, we did it. And as a result of when we did this, my local is predominantly plant employees. I had many people lose their jobs as a result of this change because of the fact that they have restrictions that prevented them from doing their job-- maybe not to the extent of customer interfacing, but there were various ones.

They were difficult situations. We argued them through the grievance process in certain circumstances. We also advised our people to go file complaints with attorneys and file any kind of workers' comp claims if it was related to workers' comp. Go file complaints if there were disability issues or discrimination issues. And in most of those cases, people were successful in resolving their issues externally. But internally, this is the plan that we negotiated, and the company took the steps under the plan to get people off the payroll.

The other side of this is that the person can be placed, under this policy, into a different



position that suits their accommodations. Under the plan guidelines, they don't have to create a job. The job has to be available and someone can apply for it. These people get priority placement for those jobs.

Unfortunately, again, in my local, I had people lose their jobs because there were not available positions for them to be placed into. We had other people in certain times that did get placed because there were jobs available.

But here in this situation, seeing the circumstances, and then seeing the job that he went over and finally took after he lost his job with his employer, it doesn't make any sense, because you are dealing with the same customers. Anybody who works out in the field knows that when you have various companies out there to create competition, you are getting people for Comcast, you are getting Verizon people, you are getting Windstream people, AT&T people, depending on what's available, going back and forth.

So, I ask the delegates, having gone through

this, I know it's difficult to not support a member who has lost their job, but knowing what we went through in bargaining and knowing what has happened in this situation here, I would ask the delegates to support the recommendation of the Committee and the decision of the Executive Board not to go forward with this. Thank you.

PRESIDENT SHELTON: On Microphone No. 4, Delegate Irwin.

DELEGATE MARILYN IRWIN (Local 2108): Thank you. What Jim Gardler said would be correct if there were no available jobs. There were, however.

Keith was a member who cared too much. He was a cable splicer who grew gradually more frustrated, embarrassed, and stressed by Verizon's refusal to invest in its copper plant. Over the years, this resulted in Keith and his co-workers continually being dispatched to the same customers' homes over and over to repair their phone service.

Keith was caught between a rock and a hard place. He wanted to fix his customers' phone service correctly and prevent the repeated out-of-

service conditions, but the customers didn't want FIOS, and Verizon refused to spend money on the copper plant. He told me he got to the point that customers treated our technicians like they were clowns because they didn't know how to fix the phone service after they had been there six, seven, eight times, and it was very disheartening.

Eventually, this got to be too much for Keith. His blood pressure spiked, and he actually sought counseling for help finding a way to not be so stressed by Verizon's greed and uncaring business decisions. One day when a second level rode with Keith, and Keith expressed the impact this was having on him and his customers, the manager told him he cared too much, and he needed to care less.

Eventually, this resulted in Keith's doctor taking him out of work on short-term disability from time-to-time, or periods of him being medically restricted to restrict his contact with difficult customers.

There were also periods where Keith was loaned to construction work, buried service wire or

working on Maryland's double-wood pole project, where he was able to work without any problems.

When filling out Verizon's forms requesting a reasonable accommodation, both Keith and his doctor said he needed no restrictions when working in construction, but had significant restrictions working in maintenance and dealing with difficult customers which resulted in profound anxiety and anger.

When asked to identify the workplace arrangement that he requested and recommended, Keith wrote, "Transfer me to MDU work or construction work. I can work at full capacity in either of those groups. I have been loaned to those groups with little issue." When asked what job tasks were problematic, he wrote, "All job functions when stressed or having anxiety issues. I have a problem with irate or angry customers and unrealistic job expectations."

His doctor wrote that Keith would have no restrictions if he was moved to a different job function, and he could return to work immediately.

He noted that during the periods that Keith was "loaned" to perform construction work, he noticed noticeable improvement in Keith's symptoms.

Verizon never provided Keith with a reasonable accommodation in violation of the ADA, or medically restricted plan and our contract. They never moved him to the MDU buried service wire or double wood pole work functions, even after his doctor and Verizon's IME doctor said that they should, the doctor that Verizon sent him to and paid for.

In response to my appeal to arbitration of this grievance, the Executive Board said our local didn't provide proof that there were jobs that he could be moved into. They were intra-departmental moves. They moved people from this function to that function under the same director. There are no reports to prove that. People were put in those jobs when Keith could have been put in there, and Verizon chose not to.

Keith filed a grievance over his termination and lack of accommodation, which brings us here.

Unfortunately, he did not file a timely complaint with the EEOC like another one of my members, Mr. Green did.

Mr. Green's case was different but had many similarities. The Prince George's County Human Relations Commission ruled on his EEOC case that honoring restrictions is not the same as providing a reasonable accommodation. They ordered Verizon to return Mr. Green to his former position, paying him over \$72,000, and imposed a \$10,000 civil fine on Verizon. This is the maximum civil penalty that they can impose.

The Commission wrote, "Verizon cannot be permitted to erode protections afforded by the law of the United States under the ADA," which is what they did in this case, through their improper unilateral application of the medically restrictive plan instead of the ADA. This civil penalty is meant to be a deterrent--

PRESIDENT SHELTON: You are out of time, Delegate.

On Microphone No. 5, Delegate Delaney.

DELEGATE BILL DELANEY (Local 2100): My question is, did Local 2108 provide the Executive Board and the Appeals Committee with Mr. Green's EEOC ruling, and if so, does it say exactly what President Marilyn Irwin claims? Thank you.

CHAIR RYAN: With regards to the Green case, there is a difference, because Mr. Coleman could not perform the essential functions of his job, whereas Green could perform all the essential functions of his job, and that's why he was awarded his job back. That's a key component of the MRP-- being able to perform all the essential functions of your job.

DELEGATE DELANEY: I'm not sure that answered my question. Did Local 2108 provide the Executive Board and the Appeals Committee with Mr. Green's EEOC ruling?

CHAIR RYAN: Yes. Thank you.

PRESIDENT SHELTON: On Microphone No. 3, Delegate Watson.

DELEGATE MICHAEL WATSON (Local 13101): Thank you. Good morning, brothers and sisters.

Marilyn spoke on behalf of the grievant

about working in construction. Myself being an employee for Verizon for 20-plus years and a lineman by trade, we deal with customers on a daily basis with the double wood initiative which she spoke of. We deal with irate customers that are tired of the way that Verizon has kept the plant over the past 15 or 20 years. So I am here in support of the Appeals Committee. Thank you.

PRESIDENT SHELTON: On Microphone No. 4, Delegate Proctor.

DELEGATE AMORY PROCTOR (Local 2108): I am going to basically continue what President Erwin started talking about. Because this case is so complex, we didn't think it could be complied into a five-minute dissertation. Verizon demanded that Keith attend an independent medical exam, an IME, to determine if he agreed with Keith's doctor's recommendations. The IME agreed with Keith's doctor's recommendations.

Verizon's IME doctor wrote, in April of 2014, and I quote, "He has had some difficulty at work for about five years, but the situation had



become particularly difficult in August of 2014, when he stopped working because of significant anxiety when dealing with disgruntled customers and his inability to find a way to negotiate between the needs of the customers and the policies of the company and the personalities of the supervisors," close quote.

Verizon's IME doctor agreed with Keith's doctor that he should be placed in a position with minimal customer contact as a construction worker, and that this was a straightforward problem that can be solved with proper placement of the employee, matching the employee with his particular skills.

Verizon never provided Keith with a reasonable accommodation in violation of both the ADA, our medical restriction plan, and our contract which prohibits discrimination due to disability. They never assigned him MDU, buried service wire, or double wood pole work functions, even after his doctor and the IME doctor said they should.

In response to President Irwin's appeal to arbitrate this grievance, our CWA Executive Board

noted that our local never provided proof that this work existed and, as we know, Verizon is not required to create a job for him.

Our members were and still are moved in and out of these MDU buried service wire and double wood pole functions often, but it is considered an interdepartmental, so the moves are not reflected on any reports. Since they don't go through our regional associate mobility plan, it's a simple case of being moved from one work function to another under the same director.

Our Local and our staff rep requested the documentation of who was moved into these functions, but Verizon never provided it. Please don't mistake this as meaning the movement didn't take place. It did, and it continues to this day.

In addition to requesting a move to construction type work, Keith even asked for assurances from Verizon that he could remove himself from a difficult customer situation and refer it to his boss to handle, but Verizon refused to even attempt to provide that simple accommodation

request. They placed Keith in a room that our members call the "booboo room," where techs call customers the day before to detect the visit, verify, and access.

They used up Keith's 150 days of paid medical restriction time, placed him on an unpaid leave of absence for seven months, and then removed him from payroll in December of 2015.

Verizon never provided Keith Coleman with the reasonable accommodation, in violation of the ADA, our negotiated medical restriction plan, and our contract. An EEO complaint was not made due to the timeliness. Keith thought the process would care for his situation, and it was too late to file when he was told he was being handled-- or mishandled.

Folks, this file is about this thick. The difference between Darryl Green's case and Coleman's case is minimal, but with these situations, it's all case-by-case. Keith was never provided an opportunity to see if the accommodation would work for him. Darryl Green was, and they both have

medical situations that qualify under the ADA.

The only difference between the two from our perspective is Keith didn't make it to the EEO. Currently, Darryl Green's case has been heard at the second step of the grievance process, and we are awaiting the district's decision on whether or not they are going to arbitrate him.

In Darryl's case, the local believes it has a little bit more leverage, because Darryl Green made it to the EEO. That's the biggest difference here. Thank you for your time. (Applause)

PRESIDENT SHELTON: On Microphone No. 1, Delegate Pezzie.

DELEGATE RICK PEZZIE (Local 13000): Mr. President, I call the question.

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: There is a motion to call the question. It is non-debatable. All those in favor of calling the question, please raise your hands. Those opposed. The question has been

called.

So, we are now back on the recommendation and Appeal No. 9 of the committee to deny the appeal. All those in favor of denying the appeal, please raise your hand.

Down hands. Opposed by like sign.

The appeal is sustained. (Applause and cheers)

CHAIR RYAN: The Chair calls on Committee Member Dave Weidlich to report on Appeal No. 10.

COMMITTEE MEMBER DAVE WEIDLICH (Local 1298):

APPEAL NO. 10

Suspended CWA Local 39000 President-Elect and expelled member Mary Lou Aranguren appealed the decision of the CWA Executive Board upholding the National Trial Court's guilty verdict against her for attempting to disaffiliate Local 39000 from CWA. This appeal is timely and properly before the 2019 Convention.

Ms. Aranguren raised procedural and substantive arguments. We found no procedural deficits in this matter. Ms. Aranguren claims that

she was not timely informed of the trial court's verdict. However, consistent with prior Executive Board decisions, the mailing of the trial court determination complied with Article XX, Section 3(b)(6) because it was mailed within five business days. It does not need to be mailed within five calendar days.

Ms. Aranguren further argued that CWA's processes were biased against her. There is no evidence of this. CWA's processes were applied to her in the same way as they have been applied to every other CWA member. Ms. Aranguren does not contest this, claiming instead that the processes were not as strict as those of a legal proceeding. Internal union proceedings need only comply with the CWA Constitution, not any formal legal procedure. Therefore, this claim is without merit.

Ms. Aranguren's substantive arguments are utterly unpersuasive. The National Trial Court found that Ms. Aranguren repeatedly and willfully violated the CWA Constitution and the Local 39000 Bylaws by her campaign to disaffiliate the local from CWA.

Among other things, she emailed three members of Local 39000 under the subject line "Disaffiliation Plans," to determine whether they were interested in mobilizing others to disaffiliate from CWA.

In a second email, under the subject line "Disaffiliation Vote," Ms. Aranguren advised members that, "[O]n advice of counsel we have to be very careful about ... discussing issues, strategy, and facts."

Ms. Aranguren maintained these efforts through at least July 2018. She wrote to Local 39000 members that CWA had "shown patent disregard for our best interests;" "gutted" the local; and "given up on" the local. She urged members to vote to reject a tentative agreement-- that would have raised their wages and improved their working conditions-- for the purpose of bringing about her goal of disaffiliation from CWA. Based upon this continuing violation of the CWA Constitution, Ms. Aranguren's suggestion that Ms. Paredes' charges are untimely and baseless.

On appeal, Ms. Aranguren offers no

convincing response to the evidence put forward by Prosecutor Ruiz and affirmed by the National Trial Court establishing that she was a central figure in a conspiracy to disaffiliate Local 39000 from CWA.

The evidence Prosecutor Ruiz put forward conclusively established violations of Article XIX, Section 1, subsections (c), (d), and (i), and Section 2(b), of the CWA Constitution. The National Trial Court agreed. The Trial Court's decision was well supported by evidence.

For these reasons, and because a disaffiliation campaign such as this is a fundamental violation of a member's duty, let alone an officer's, to CWA, the Appeals Committee recommends that the Executive Board's decision be upheld and Ms. Aranguren's appeal be denied.

PRESIDENT SHELTON: There is a motion before you to accept the Appeals Committee's decision to deny the appeal. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Any delegate wishing to



speak, please go to a microphone.

On Microphone No. 3, Delegate Ferreira.

DELEGATE MICHAEL FERREIRA (Local 39000): I am the current President of California Federation of Interpreters, Local 39000 TNG-CWA. We represent all spoken language interpreters working in the California court system.

To come before this body and speak on this matter is heartbreaking. Mary Lou Aranguren was a dear colleague of mine and someone with whom I shared many righteous battles against the court's judicial council and state legislature.

The whole series of events that led up to where we are now has destroyed friendships and collaborations going back 20 to 30 years, and we are still experiencing the effects in our personal life and union life.

The main argument in this appeal is timeliness, a tactic that is often used by court management to discredit grievances and arbitrations. It is not a good argument in that rumors and anecdotes in the interpreter waiting rooms is not

evidence. Not unlike a game of Telegraph-- by the time one receives the message, it has been changed and embellished along the way.

As Mary Lou was an employee staff representative of the local, the charge filing party, Martha Paredes, requested and received Mary Lou's work product from the local servers. It was damning and showed that, while working for the local, while on the clock, Mary Lou was directing a disaffiliation campaign. From the date of receiving the work product to the moment of filing charges, it was within the parameters specified in the CWA Constitution.

In the trial, there was no denial of what was in the work product, nor any denial of the assertion that she was directing and fully participating in a disaffiliation campaign. Indeed, there were strong indications that there was cooperation and guidance with the previous expelled board, a board whose president intentionally busted an OPEIU campaign drive to organize our court staff workers. In the end, one quit in disgust, the

organizer, Sylvia Arden, was fired while she was on medical leave, and a third was given a large raise to not support the drive.

This is the same Board that she collaborated with, that even after being told they were under trusteeship, took some \$50,000 from the local and deposited it with a privately-retained lawyer in trust, using the funds, not to strengthen our local, but to bring it down and take its members out of TNG-CWA. Although not holding office on that Board, Mary Lou was in the midst of it, supporting it.

Our group has always needed serious internal mobilization to build a true union consciousness and foment a collaboration of the greater whole that is our union.

In our 2006 strike with Region 1, which comprised Los Angeles, Santa Barbara, San Luis Obispo Counties, it turned out that almost all the scabs were actually dues-paying members. Our history as a local has been and is now a struggle.

What Mary Lou has done to this local has made turning this around a monumental task. Right

now, we are simultaneously pushing back against apathy and distrust among the members, as well as against courts, 58 of them, who know we are on the ropes. There is every indication that those who were thrown out have transformed their efforts to a Janus letter campaign to choke off our funding, limiting our ability to represent the members.

Brothers and sisters, for all this, I respectfully ask everyone present in this hall, deny this appeal, uphold the recommendation. I thank you for your solidarity with Local 39000. I thank you, President Shelton and Mr. Bernie Lunzer, for keeping the faith with us and knowing and seeing the vision to keep interpreters within the CWA. Thank you.

(Applause)

PRESIDENT SHELTON: On Microphone No. 4, Delegate Milos.

DELEGATE ELIZABETH MILOS (Local 9119): I am a medical interpreter at UCSF Medical Center. I feel an ethical duty as a medical interpreter to express my sadness about how the issues arising out of Local 39000 were handled. Although I can't speak

specifically about any evidence of disaffiliation plans or any other subsequent information that was presented respectfully by Mike Perera, I can say that court interpreters' dissatisfaction that our TNG leadership was not listening to their members' concerns was no secret within interpreter circles, and the importance of having interpreters lead on interpreter concerns was paramount.

I mean no disrespect to the present leadership of Local 39000, nor would I condone disaffiliation, but I would like to read a paragraph of Mary Lou Arangruen's appeal, which I feel the delegates should have the opportunity to hear.

The evidence that Paredes was aware of the alleged violations long before the charges was even more compelling in my case; than in that sense, because Paredes specifically named me and accused me of promoting disaffiliation in March of 2017, and then waited 10 months before filing charges in January of 2018. As described in the December 5, 2018 appeal, Ms. Paredes' testimony during my trial-- before a different trial panel-- was inconsistent,

contradictory, and was equally unbelievable in my trial as it was in Ms. Bensen's trial seven months later.

Ms. Paredes' abuse of the CWA Constitution, filing untimely charges for political purposes, has done a great deal of damage to our local. Five officers elected by wide margins were suspended, and a temporary administration was extended unnecessarily because of this.

I served our members and the union for more than 20 years as an active and engaged member-- on bargaining committees, as a steward, as a field representative, and as a spokesperson in contract negotiations. With the support of mobilized members and a strong bargaining committee, I led negotiations that achieved a 21 percent pay increase and the strongest contract in our bargaining unit's history in September of 2017.

Paredes filed these charges in the middle of a local election shortly after I announced my candidacy. The members, aware of the charges, elected me President of Local 39000 by a 20-point

margin in a high turnout election before I was suspended and prohibited from serving.

This appeal is not only about one member unjustly expelled. It is about democracy in our union, about applying the Constitution fairly and consistently, and about respecting the membership's decisions.

At the CWA 2017 Convention, under 18 months of trusteeship, CWA Delegate Juan Ramirez asked the CWA Convention for help in preventing the loss of membership. He told the Convention that the local had not been able to hold monthly meetings, nor respond to their members' concerns. In fact, I supported his request out of interpreter solidarity and pointed out to this same Convention about how important our responsibility as court interpreters are in being able to provide quality language access to limited English-proficient court users, and in my case, patients.

In 2013, the California Federation of Interpreters raised serious concerns regarding video remote interpreting and how this would affect the

civil rights of limited English-proficient court users. I hoped that Local 39000 would be willing to work with medical interpreters in addressing these same concerns for limited English-proficient patients and court users, and participate in a much needed CWA national medical and legal interpreter caucus where we can address issues that affect our profession and our patients and court users, as well as engage our members in a timely manner to prevent the loss of union leaders who served faithfully for so many years. Thank you.

PRESIDENT SHELTON: On Microphone No. 3, Delegate Cabanatuan.

DELEGATE MICHAEL CABANATUAN (Local 39521): I am here to offer a little perspective. As one of my first duties during the 10 years that I served as Pacific Media Workers Guild President, I spoke to a ceremony where CFI was signing union cards for the first time. That was a successful campaign, obviously.

But CFI, now Local 39000, has been a problem for many years due to a rogue group of leaders,



first vexing my local, then District 9, then the News Guild, then CWA. Some of the groups' leaders have been insistent that they are special; that they deserve extra staff, free or reduced rent, extra funding to run conferences that included non-members, or special deals on dues or per caps.

It didn't start out that way. My Local, 39521, with the help of District 9 and Local 9400's lobbyists, persuaded the California State Legislature to make state court interpreters employees and to allow them to form a union via card check. It came together fairly quickly.

For the first several years, things went smoothly. At the time, they were not interested in union leadership positions. Then suddenly, they demanded a \$1 million a year staffing plan. When we said repeatedly that we couldn't afford it, they ran a slate of candidates for the very first time for our local board. They lost resoundingly.

They threatened to leave the local if they didn't get what they wanted. When they continued to insist and threaten and ignored the recommendations

of a consultant the local hired, that consultant said that the four and a half employees they had for their approximately 1,800 members was excessive. We decided we had had enough, and we set them free.

When CWA made them an organizing local with Sara Steffens, then a District Rep, as Trustee, and they repeatedly refused to follow her guidance. Then TNG leaders took their turn and thought they had negotiated a reasonable agreement to move forward. The CFI leaders refused to abide by that agreement. Then finally this. And it's just the tip of the iceberg. There are many other stories, and we don't have all day.

The bottom line is that this faction of CFI leaders, the ones that are in the next several appeals here, never really acted like a union. They always wanted to call the shots, and when they couldn't, they did what they wanted anyway.

Please reject this appeal and allow Local 39000 to recover and move forward. Thank you.

(Applause)

PRESIDENT SHELTON: Are there any other

delegates wishing to speak? Seeing no delegates heading to a microphone, what you have before you, brothers and sisters, is Appeal No. 10. The Committee has recommended that the appeal be denied. All those in favor of denying the appeal, please raise your hand.

Down hands. Opposed by like sign.

The appeal is denied. (Applause)

CHAIR RYAN: The Chair calls on committee member Mary Lou Shaffer to report on Appeal No. 11.

#### APPEAL NO. 11

Expelled member Juan Ramirez appealed the decision of CWA Executive Board upholding the National Trial Court's guilty verdict against him for attempting to disaffiliate Local 39000 from CWA. This appeal is timely and properly before the 2019 Convention.

Prosecutor Ruiz presented overwhelming evidence, and the Trial Court affirmed, that Mr. Ramirez violated the CWA Constitution and the Local 39000 Bylaws by promoting disaffiliation from CWA. Mr. Ramirez chose not to attend the trial. Mr.

Ramirez was found guilty of violating Article XIX, Section 1, subsections (c), (d) and (i), and Section 2(b). He has since terminated his union membership following the Supreme Court's Janus decision.

Mr. Ramirez raised no valid defense to these charges in his appeal. His allegation that members of the CWA Executive Board should have recused themselves must be rejected. It is the duty of each and every CWA Executive Board member to interpret and uphold the CWA Constitution.

Mr. Ramirez alleged that the allegations were not filed in a timely manner. Unlike an allegation that has a single event, this disaffiliation campaign was a continuing series of events in which Mr. Ramirez and his co-conspirators worked to promote dissension within the membership with an ultimate goal of leaving CWA. As such, the charges filed were timely. Finally, Mr. Ramirez challenged the motivation behind the charges filed against him.

This argument must be firmly rejected. Prosecutor Ruiz clearly showed, and the Trial Court

affirmed, that Mr. Ramirez actively sought to disaffiliate Local 39000 from CWA. The Trial Court's decision is well supported by evidence and must be confirmed.

For these reasons, and because a disaffiliation campaign such as this is a fundamental violation of a member's duty to CWA, the Appeals Committee recommends that the Executive Board's decision be upheld and Mr. Ramirez's appeal be denied.

PRESIDENT SHELTON: The Committee has made a motion to deny this appeal? Is there a second.

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: At Microphone No. 1, Delegate Ferrara.

DELEGATE STEVEN P. HERNANDEZ (Local 1088): Excuse me. It's Delegate Hernandez, Steven P., CWA Local 1088, Chapter Vice President.

I would like to make a motion to join Appeals 11, 12, 13, and 14 to the already decided Appeal 10, as the facts of these appeals are all

substantially the same.

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Is there a second?

... Cries of "Yes" ...

PRESIDENT SHELTON: Before I let you speak on your motion, because you made your motion after Appeal No. 11 was read and we made the motion and seconded it, I would like to have the vote on that motion, and then we will let you speak on your motion.

So, there a delegate on Microphone No. 3, Delegate Ferreira.

DELEGATE FERREIARA: Good morning again. I just want to bring some new information that people may not know and that may not have been known. Mr. Ramirez left the employ of the Orange County Court. I don't know if he is in any other employ. I think he may have even taken early retirement if that has anything to do with your decision-making here.

But basically, it's the same thing. It's the same thing. These people all worked in concert.

Emails show it, work product shows it. One thing I do respect is that Mr. Ramirez came to his trial, unlike others that we will be speaking about.

Thank you for your consideration. Please, I respectfully ask that you uphold the denial. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone No. 3 Delegate Cabanatuan.

DELEGATE MICHAEL CABANATUAN: I would just like to reiterate my previous remarks but, I mean, it would be redundant. Thank you. (Applause)

PRESIDENT SHELTON: Any other delegate wishing to speak on Appeal No. 11?

Since no delegate is heading to a microphone, what we have before us, brothers and sisters, is Appeal No. 11. The Committee has recommended that the appeal be denied. All those in favor of denying the appeal, please raise your hands.

Down hands. Opposed by like sign.

The appeal is denied. (Applause)

On Microphone No. 1, Delegate Hernandez.

DELEGATE HERNANDEZ: In the interest of brevity, I will just say this. Again, these are all the same appeal substantially, and would leave my remarks at that.

PRESIDENT SHELTON: Anybody wishing to speak on the motion? Excuse me. Is there a second for the motion?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Now, anybody wishing to speak on it?

Seeing no delegate heading to a microphone, what we have before us, brothers and sisters-- wait, sorry, I can't see.

On Microphone No. 4, Delegate Dean.

DELEGATE ROGER DEAN (Local 9431): Good morning, brothers and sisters. While I don't disagree necessarily with the idea of combining these for expediency, I believe that every member who files an appeal deserves to be heard. And if an individual appeal was filed, that deserves the respect of this body to be heard on the floor as its



own case. That's all. Thank you. (Applause)

PRESIDENT SHELTON: Any other delegate wishing to speak on combining the appeals, please head to a microphone.

On Microphone No. 3, Delegate McNulty.

DELEGATE SHAUN McNULTY (Local 21006): I would actually like to speak in favor of this motion, due to the fact that actually none of us have the facts in most of the cases that are coming out. So, I am fully relying on the results that are coming in from the Board that was up there that was doing this to begin with anyway.

If we want to have a thorough investigation, then maybe we need to look at changing procedures in another manner. But other than that, we are all voting on things right now that we truly don't have all the facts on, so I think putting them together and going with the Board's recommendation is the correct way of going in speeding this process up so we can get to other business. (Applause)

PRESIDENT SHELTON: Any other delegates wishing to speak on the motion?

Seeing no delegates heading to a microphone, I hope, we have before us a motion to combine Appeals No. 12, 13, and 14. All those in favor of combining those appeals, please raise your hand.

Down hands. Opposed by like sign.

The appeals are combined. (Applause)

CHAIR RYAN: The Chair calls on committee member Dave Weidlich to report on Appeal No. 12.

PRESIDENT SHELTON: The Committee will just read one appeal, Appeal No. 12, and the others will be combined with it.

#### APPEAL NO. 12

Expelled member Camille Taiara appealed the decision of the CWA Executive Board upholding the National Trial Court's guilty verdict against her for attempting to disaffiliate Local 39000 from CWA. This appeal is timely and properly before the 2019 Convention.

Prosecutor Ruiz presented overwhelming evidence that Ms. Taiara violated the CWA Constitution and the Local 39000 Bylaws by promoting disaffiliation from CWA. Ms. Taiara chose not to

attend the trial. The Trial Court found her guilty of violating Article XIX, Section 1, subsections (c), (d) and (i), and Section 2(b).

Ms. Taiara raised no valid defense to these charges in her appeal. Her allegation that members of the CWA Executive Board should have recused themselves must be rejected. It is the duty of each and every CWA Executive Board member to interpret and uphold the CWA Constitution.

Ms. Taiara alleged that the charges against her were not filed in a timely manner. Unlike an allegation that has a single event, this disaffiliation campaign was a continuing series of events in which Ms. Taiara and her co-conspirators worked to promote dissension within the membership with an ultimate goal of leaving CWA. As such, the charges were timely.

Finally, Ms. Taiara challenged the motivation behind the charges filed against her. This argument must be firmly rejected. Prosecutor Ruiz clearly showed, and the Trial Court affirmed, that Ms. Taiara actively sought to disaffiliate

Local 39000 from CWA. The Trial Court's decision is well supported by evidence and must be confirmed.

For these reasons, and because a disaffiliation campaign such as this is a fundamental violation of a member's duty to CWA, the Appeals Committee recommends that the Executive Board's decision be upheld and Ms. Taiara's appeal be denied.

PRESIDENT SHELTON: The Committee has made a motion to uphold their recommendation to deny appeals 12, 13 and 14. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Any delegate wishing to speak on Appeals 12, 13, and 14, please head to a microphone.

Since there are no delegates heading to a microphone, what we have before us, sisters and brothers, is Appeals 12, 13 and 14. And the Appeals Committee has recommended that you deny those appeals.

All those in favor of denying those appeals

please raise your hand.

Down hands. Opposed by like sign.

The appeals are denied. (Applause)

I would like to thank the Appeals Committee. All of you should know, by the way, the brother that was up at the microphone before, saying they don't know all the facts, well, I can tell you that the Appeals Committee does know all the facts, and they worked an unbelievable amount of hours to make sure that they get this right, so I wanted to thank them.

... The delegates arose and applauded ...

PRESIDENT SHELTON: I would now like to bring Secretary-Treasurer Steffens up here for a few announcements.

SECRETARY-TREASURER STEFFENS: Just one brief and pleasant bit of business. We are going to draw three more winners in the e-mail raffle. Anna has the big box of entries here. I'm going to hold the box and she's going to draw some winners and we will tell you what they're getting and email them on how to pick up their items.

... The raffle winners were announced ...

SECRETARY-TREASURER STEFFENS:

Congratulations, everybody. Thanks to everybody who updated your emails. That way you know you can hear from us when we need to. Oh, great. We got rid of one already. Thanks everybody, and I highly encourage you to talk to us about how to do something similar at your local. One thing we have learned in the Aptify transition is just how many emails we need to get from officers, members, and stewards. The more emails we have, the better we can communicate with people in our union, so thanks. (Applause)

PRESIDENT SHELTON: Thank you, Sara.

At this time, I would like to call on the Resolution and Rules Committee to come up to the platform. While they are coming to the platform, I just wanted to say, again, that our normal procedure is to report resolutions in numerical order, although it may be necessary to rearrange the order in which resolutions are reported out.

Will the Committee please read Resolution No. 77A-19-4, Tax Reform to Promote Fairness, Good

Jobs, and Public Service.

CHAIR LUDWIG: Thank you, Mr. President. The Chair recognizes Bob Williams.

COMMITTEE MEMBER BOB WILLIAMS: Thank you, Mr. Chair. Please turn to page seven of the Resolutions Report and look at Resolution # 77A-19-4, "Stop Wall Street Looting and Reform Tax Policies to Promote Fairness, Good Jobs, and Public Services." I will read the Resolves.

[The full text of the Resolutions is included for the record]

Resolution 77A-19-4

Stop Wall Street Looting and Reform Tax Policies to Promote Fairness, Good Jobs, and Public Services

CWA has long advocated for equitable tax policies that make the wealthy and corporations pay their fair share in order to provide adequate resources to support the public investments necessary to build a strong economy, vibrant communities, a good quality of life for all Americans, and good jobs for public workers who deliver vital government services.

CWA has also championed comprehensive re-regulation of the financial services industry to protect consumers and avoid a repeat of the 2008-2009 recession. Unregulated private equity firms epitomize Wall Street greed that is destroying communities and the lives of workers and our families. In the past decade alone, investors allocated \$5.8 trillion to private equity, buying up more than 35,000 companies employing almost six million workers. When private equity firms take over companies, they load them with debt, strip them of their wealth, and walk away scot-free, leaving workers, consumers, and whole communities to pick up the pieces. CWA members have felt the destructive impact of private equity in newspapers, manufacturing, telecom, airlines, the public sector, and other industries. For example, Alden Global Capital, the owner of Digital First Media, is responsible for decimating local newsrooms and stripping assets from The News Guild-CWA-represented papers, hollowing out the journalism upon which our communities and democracy depend.



In 2017, the Trump Administration and Republicans in Congress passed the Tax Cuts and Jobs Act. In advance of passage of the tax package, the Trump Administration promised that the corporate tax cuts would spur economic growth and result in an extra \$4,000 for each American household. Top executives at U.S. companies rallied behind this claim. For example, AT&T promised that it would devote \$1 billion of its savings from the Republican tax bill to create "7,000 good jobs for the middle-class." Instead, AT&T has continued to outsource jobs to low-wage overseas contractors and has eliminated nearly 23,000 American jobs since the tax cut passed.

The 2017 Tax Cuts and Jobs Act was the largest single tax giveaway to the wealthy and corporations in U.S. history. The law rigs the tax code and the economy even further in favor of those at the top. Congress chose to exacerbate economic inequality rather than invest in programs to mitigate it.

The 2017 Tax Cuts and Jobs Act slashed the

top corporate tax rate from 35 percent to 21 percent. It lowered the marginal tax rates for wealthy individuals from 39.6 percent to 37 percent. It left the so-called "carried interest" loophole that taxes hedge fund managers' income at a lower rate than their secretaries. It incentivized offshoring by allowing companies to deduct profits up to 10 percent of foreign assets from U.S. taxation. It exempted certain types of overseas corporate investments from taxes entirely by allowing companies to take advantage of foreign tax havens. It eliminated the individual mandate from the Affordable Care Act which has destabilized the ACA finances. It increased pressure on federal, state, and local governments to reduce services or cut public employees or their benefits.

A recent study by the nonpartisan Congressional Research Service found that the 2017 Tax Cuts and Jobs Act accomplished none of its stated goals of jump-starting economic growth, creating massive amounts of new jobs, and paying for itself through higher tax receipts from that

increased growth. It was a lie by the economic elite that robs future generations of crucial resources.

The hole in the federal budget created by the 2017 Tax Cuts and Jobs Act will increase economic inequality. Legislators will be under pressure to reduce public sector employment and to cut back on key public services, much less expand them, unless this legislation is reversed. The elimination of the Affordable Care Act's individual mandate threatens healthcare for millions of citizens.

U.S. corporations gained a windfall from the 2017 tax cuts but did not pass those gains on to their workers. Verizon reaped a \$16.8 billion gain while Comcast secured a \$12.7 billion premium. Verizon workers received a one-time bonus of 50 shares, but Verizon Wireless closed six call centers, eliminating 3,000 customer service jobs in April 2018. Comcast workers got a one-time bonus of \$1,000, which became a severance check for 500 workers laid off in December 2017.

Companies have continued to cut jobs and

failed to raise employee wages. Instead, they funneled their massive profits from the 2017 Tax Cuts and Jobs Act into stock buybacks or shareholder dividends that benefit primarily executives and large shareholders. Those buybacks and dividends, in turn, remove cash from the company that could be used for investments and compensation.

Resolved: CWA supports tax policies that require corporations and the wealthy to pay their fair share in order to provide adequate revenue to support public programs that benefit the working class, provide vital government services that serve our communities, and support good jobs for public employees.

Resolved: CWA calls on Congress to stop rewarding companies that ship jobs overseas and to reverse the offshoring incentives embedded in the 2017 Tax Cuts and Jobs Act.

Resolved: CWA calls on elected officials to tax Wall Street speculation whose proceeds can be used for education, infrastructure, and other vital public programs. CWA supports a Wall Street sales

tax on transactions of stocks, bonds, and derivatives to discourage speculative financial trading that can harm the economy, and legislation that would ban corporate stock buybacks. This would make our tax system more fair and put the brakes on corporate greed.

Resolved: CWA calls on elected officials to investigate the promises of job creation made by AT&T and other companies in advance of the passage of the Tax Cuts and Jobs Act.

Resolved: CWA calls on Congress to reform the private equity industry by forcing private equity firms to take responsibility for the outcomes of companies they take over. This includes putting an end to the carried interest tax loophole that permits the fees charged by hedge funds to be taxed at a lower rate; requiring full transparency of ownership; requiring private equity to share responsibility for the debt of the companies under their control; and prioritizing worker pay in the bankruptcy process.

The Resolutions Committee moves the adoption

of Resolution 77A-19-4, entitled "Stop Wall Street Looting and Reform Tax Policies to Promote Fairness, Good Jobs, and Public Services." Thank you.

(Applause)

PRESIDENT SHELTON: The Committee has made a motion to accept Resolution No. 77A-19-4. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Any delegate wishing to speak, please head to a microphone.

On Microphone No. 3, Delegate Kinston.

DELEGATE YVONNE KINSTON (Local 3680):  
Sisters and brothers, I rise in strong support of this resolution. I think it goes without saying that we need a reform, a tax reform in this country, but not the sort of tax reform that is championed by Donald Trump and the Republicans in Congress. A tax law passed without any congressional hearing or real debate rushed through the primary partisan Republican vote only. That, my friends, is a tax scam.

During the consideration, legislation was told that we would benefit as workers. I am still waiting on those benefits. We were promised that, as American households, we would receive a minimum of \$4,000 wage increase, the corporations would invest in the country in creating millions of new jobs. But we have yet to see that and continue to get surplus information monthly.

And the House Speaker Paul Ryan has said of the passage, the tax would mean no more offshoring of U.S. jobs. Sisters and brothers, we know that that, in fact, is a lie.

Look no further than my employer AT&T as an example of what has already happened. AT&T stands to gain at least \$20 million from the tax cut. We are in bargaining right now with AT&T in District 3. Is AT&T giving us the promised \$4,000 permanent wage increase? No.

Is AT&T invested in American growth in employment and planning to hire in District 3? No. Instead of stopping offshore companies, they keep aggressively trying to offshore more and more call

centers. That's why we have been demanding that Congress hold hearings into what has happened to the tax cuts. We deserve to know, we need to know, and we have the right to know.

AT&T isn't the only one. Wells Fargo is the biggest bank out there and the biggest beneficiary of this tax scam. They instead are laying off 26,000 people, expanding their call centers in the Philippines, and putting billions into the stock buyback.

I think it's fair to say that, if the tax laws pass, in the courtroom and in the corporate boardroom, they are singing, "take that money and run." Real tax reforms would make it so that those that rigged the systems pay their fair share. Corporate would no longer be able to deduct the expense of moving factories and call centers overseas. Wall Street trades would be a sales tax on big trades just like we make a purchase, and greedy hedge fund managers would no longer get a tax break from destroying people's lives.

Sisters and brothers, we need to end this



tax scam and invest and fight in a tax system that provides tax fairness, which makes one percent of corporations pay their fair share. We must fight for tax systems that provide adequate resources for public infrastructures, our schools, Social Security, and health care.

Please support this resolution. As an employee of AT&T for 15 years, it is important. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone 3, Delegate Doxsie.

DELEGATE PATTY DOXSIE (Local 31180): Good morning, brothers and sisters. I would like to speak to you about the fifth resolved of the resolution and the impact of hedge fund ownership on community newspapers.

Imagine living in a community with no local newspaper. Imagine having no way of knowing what your community is doing, to have no way of knowing your county government plans to raise your property taxes by 39 percent, or that the principal of the high school your daughter attends is under

investigation for improper sexual conduct with students, or that the local fire chief was just arrested for arson, or even that the local high school football team just won the state championship.

It may sound farfetched, but sadly it's not. This is the world that newspapers exist in under the unbridled greed of hedge funds who are allowed to operate unchecked however they wish. I work for a local newspaper that's owned by Alden Global Capital, which is probably the greediest of all the greedy bastard hedge funds. We used to cover a county of 25 towns, cities, and villages in 10 school districts. Today, we have a staff that is one-fifth the size that it used to be.

News, important news, routinely goes uncovered. Investigative reporting is all but non-existent. The people in the communities that we used to serve are being left in the dark about important decisions affecting their lives.

While Alden may be the worst of greedy hedge fund bastard owners, it's not alone in its slash and

burn tactics. They have been buying up newspapers, strip mining them without regard to the impact of its actions on the communities and, in their unrelenting quest to feed their insatiable greed, these hedge fund owners bleed these papers white and then walk away, leaving news deserts where papers barely exist or where they are completely shut down.

Where that happens-- and it's happening in cities and towns across the country-- people are denied the right to know. Without newspapers to shine a light into the dark places, corruption flourishes, and public officials aren't held accountable. Without community newspapers, you won't know what you don't know or what you need to know.

Our founding fathers so understood the importance of a free and vibrant press that they enshrined its protection in our Bill of Rights. That protection means nothing if these greedy bastards are allowed to continue to use loopholes and hide-behind laws that allow them to shield their ownership, and to take no responsibility for the

destruction of the newspapers that they tear down and drain dry, simply so they can buy more lavish mansions and make other risky and questionable investments.

I ask that, as you consider your vote on this resolution, you think about what your life would be like without a community newspaper. Thank you. Solidarity forever. (Applause)

PRESIDENT SHELTON: Just to correct the record, the first Resolved was not read.

Resolved, CWA supports tax policies that require corporations and the wealthy to pay their fair share in order to provide adequate revenue to support public programs that benefit the working class, provide vital government services that serve our communities, and support good jobs for public employees.

On Microphone No. 1, Delegate Gnerer.

DELEGATE BRIAN GNERER (Local 7200): I would like to call the question.

PRESIDENT SHELTON: Is there a second?

... The motion was duly seconded from the

floor ...

PRESIDENT SHELTON: There is a motion to call the question. It is non-debatable. All those in favor, please raise your hand.

Down hands. Opposed by like sign.

The question has been called.

So, what you have before you, brothers and sisters, is Resolution No. 77A-19-4, "Tax Reform to Promote Fairness, Good Jobs, and Public Services." All those in favor of adopting that resolution, please raise your hand.

Down hands. Opposed by like sign.

It is adopted. (Applause)

The next resolution is Resolution No. 77A-19-5, "Workers' Rights and Labor Law Reform."

CHAIR LUDWIG: Thank you, Mr. President. The Chair recognizes Terry Gardner.

DELEGATE TERRY GARDNER (Local 2336)

Resolution No. 77A-19-5

Workers' Rights and Labor Law Reform

Union organizing and collective bargaining rights are basic human rights, fundamental in

democratic societies for the working class to achieve economic security, win power in the workplace, and ensure that political and social institutions are not dominated by greed and corporate interests. In every other democracy in the world, collective bargaining is a bedrock right for all, resulting in union densities of 30, 40, and even greater than 50 percent.

However, labor law in the United States is a broken patchwork of state laws, court decisions, and federal legislation. Tens of millions of U.S. workers have no formal access to bargaining rights. The centerpiece of this legal hodgepodge, the National Labor Relations Act (NLRA), has been reduced to a shell of its former self, and discriminatory exclusions of domestic workers, farm workers, and public sector workers from the NLRA--exclusions rooted in the legacies of slavery, the defeat of Reconstruction, and Jim Crow apartheid--have been maintained up to the present day. In the United States, bargaining rights are only possible if workers are able to win long, exhausting fights

against this rigged system, one workplace at a time.

Over the past 50 years, corporate executives and wealthy investors, with the support of bought-and-paid-for politicians and the courts, have waged a systematic campaign against the worker power that comes from collective bargaining. The Chamber of Commerce's strategic offensive launched in the 1970s to dial back union gains, Reagan's firing of the air traffic controllers in the 1980s, the deregulation of telecommunications, trucking, airlines, and other industries, bad trade deals that have off-shored millions of jobs, and the virulent employer assault in almost every workplace in which unorganized workers attempt to organize have all contributed to a decline in union density from 35 percent to six percent in the private sector. Having decimated private sector union density, corporate political forces have accelerated their assault on public sector unions with rollbacks of public worker collective bargaining rights in Wisconsin, Missouri, Iowa, Tennessee and elsewhere, court challenges to fair share fee payments, and payroll deception

bills. Today only 11 percent of workers in the combined public and private sectors have access to collective bargaining and a union voice.

Productivity has increased dramatically in recent decades, but because they have successfully weakened unions, the CEOs and investors have been able to keep the economic benefits of that increased productivity for themselves. The result? Declining working conditions, wage stagnation, and some of the most extreme economic inequity in history.

The dominance of the financial sector in our economy has further fractured workplaces in our core industries. The single-minded focus on corporate profit as a measure of success has led to massive job cuts, increased reliance on low-wage and overseas contractors and freelancers, a two-tier system of subsidiaries and regional airline carriers, and privatization of public services. Not only do contract workers earn lower wages, receive fewer benefits, and work unreliable hours, outdated assumptions about the structure of the workplace that are baked into the NLRA and the Railway Labor



Act mean that contract workers have fewer labor and employment law protections than "traditional" employees.

The erosion of labor law and the concentration of corporate power also means that corporate executives spend millions on consultants who specialize in intimidating workers who want to join together for union representation. These union busters take full advantage of our weak labor laws and lax enforcement, and view violating workers' fundamental human rights as a minor cost of doing business.

But, working people have boundless creativity and we have undertaken innovative experiments to build organizations to strengthen worker power, which include promoting workers' centers based in specific ethnic communities, industries, and geographies; building non-majority and pre-majority worker organizations; and the use of community benefit agreements and local legislative efforts to raise minimum standards. In CWA, we have a proud history of such

experimentation, and as an organizing union we have time and again stood side-by-side with not-yet-organized workers, one day longer, each day stronger as they face workplace intimidation from employers.

Resolved: CWA commits to hold elected officials accountable to working people by mobilizing to elect federal, state, and local candidates in the 2020 elections and beyond who are committed to the fight for organizing and collective bargaining rights.

Resolved: CWA will continue to push for real labor law reform, one that guarantees collective bargaining for everyone, and improves on the current legal framework by encouraging sectoral bargaining that allows all workers in an industry to bargain collectively over conditions at work. Real labor law reform also means working for legislation that strengthens worker protections and guarantees effective enforcement; expands statutory coverage to all workers; broadens joint employer definitions and liability; provides first contract mediation with binding arbitration; requires employer neutrality in

organizing campaigns and establishes majority sign-up as the democratic process for union organizations at work; eliminates so-called "right to work laws;" permits fair share fee arrangements; bans the use of permanent striker replacements; allows the use of secondary boycotts; and provides strong remedies and increased penalties against violators.

Resolved: CWA will continue to pursue strategic partnerships with allies and new worker formations; strengthen our own innovative organizing efforts in the wireless industry, the public sector, higher education, the financial sector, the media industry, and other sectors; close the gap in the airline industry; leverage government procurement to raise standards in federal contracting and public purchasing for manufacturing; and push pro-worker agreements, ordinances, regulations, legislation and executive orders at the state and local level around such issues as wireless small cell and 5G deployment, public infrastructure projects, and publicly-funded call center operations.

Resolved: CWA will conduct systematic

analysis of changes in the employment structures in our core industries and opportunities in emerging sectors to inform CWA's 21st century strategic organizing and worker empowerment program.

Resolved: CWA will continue to educate and spread our messages that workers' rights are human rights; that, without the power of collective bargaining, the balance is skewed toward the employer; and that social and economic justice in the workplace and society are paramount to maintaining functional democracies.

The Resolutions Committee moves the adoption of Resolution 77A-19-5 entitled "Workers Rights and Labor Law Reform." Thank you. (Applause)

PRESIDENT SHELTON: The Committee has moved that 77A-19-5, "Workers' Rights and Labor Law Reform," that the resolution be adopted. Second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: Any delegate wishing to speak on that resolution, please head to a microphone. On Microphone 3, Delegate Purce.

DELEGATE KEITH PURCE (President, Local 1101): Good morning, brothers and sisters.

And unlike yesterday, I think everybody here will agree with me today, all right, this is a resolution that we should all rise up to accept and push, because organizing is key-- key to all of us in our futures. If you look at income inequality, income inequality is a direct result of declining union membership and the roadblocks we have in organizing.

Every time we try to start an organizing drive, we have captive audience meetings, we have threats of discipline and/or termination. And then when you talk to somebody who is not a union person and they tell you, "Oh, if people wanted to be union, they would be." And you try to explain to them the roadblocks. A company wouldn't do that. Bullshit, a company does that, every one of them do that. They all take the same page from the same lawyers that they all hire to keep us out. Because if you look at the last time there was a poll where people of this country were asked if they wanted to

be part of a union or not, the number was 55 percent wanted to be part of a union, and that was with no knowledge of anything about unionism.

Now, organizing is key. Unfortunately, we had a chance when President Obama took office, when we were fighting for the Employee Free Choice Act, and we thought we were going to get it then, and it didn't come to fruition. So we are still in that same battle now, and we don't have the help in the White House that we did back then, so it's even a harder ladder to climb. So we have to make sure we are out there. Utilize everything you possibly can within your locals. Talk to people. Just ask them if they want to join a union.

We have had a lot of union drives in our local where just somebody walking by said, "Hey, are you in a union?" No. "You want to join? Well, let me talk to a few people," and it just led to something good.

Now, we have had a lot of drives where we have had companies coming after us and fighting us and trying to get, even after we won union

representation, trying to get them to desert us numerous times, and we have had to fight the de-certs. And I would like to thank actually Chris and the board for giving us SIF fund money to help us fight those de-certs, because without that, it would have been a lot harder.

So I ask you all to rise up and support this resolution. We all need to organize, we all need to get out there, because no matter what, no matter what our differences are, no matter what a CWA member in Texas has on his plate compared with a CWA member in Canada or a CWA member in New York as compared to a CWA member in California, the one thing in common we have is we are all union brothers and sisters, all of us. (Applause)

We belong to the greatest union in this country, and we must expand it. And the only way we are going to do that is by organizing. And, you know, whenever you go out there, when you are CWA, you don't walk alone. When you are CWA, you have friends and brothers and sisters that will stand with you, that will fight with you, because we are

CWA. Thank you. (Applause)

PRESIDENT SHELTON: Microphone No. 3,  
Delegate Middleton.

DELEGATE GLORIA MIDDLETON (President, CWA  
Local 1180): Thank you, President Shelton. I rise  
in favor of this resolution. Too many times we  
elect politicians that say that they are going to  
help us, and they don't. We have to be in front of  
their faces and stand in front of them and make them  
accountable for what they promised us they are going  
to do to help us. We stand back too many times and  
just let it happen.

I am from New York City, and we had an EEO  
case to help women get pay parity. We were in the  
council people's face, the state assembly's face,  
and the mayor of New York's face. With a lot of  
hard work and a lot of diligence, we won a  
settlement to help those members.

We have to keep informing our members of  
what we need to do to continue this work. The Janus  
decision that was placed against the public sector,  
with the help of District 1 and the Growth Fund, we



were able to mobilize retirees to come and talk to our members and talk to them one-on-one and tell them how important the union is and how important it is to be a part of this body.

As we talked to members one-on-one, a lot of young people didn't even know what a union was. They knew they were supposed to pay dues, but what did that mean. We have to educate our members.

Through that mobilization plan, we have 98 percent membership. Janus did not stop CWA Local 1180. (Applause) Janus should not stop any local in this union.

We resolved yesterday to move that growth fund. I implore people to use it to continue to fight and to make people understand. Workers' rights are human rights. There is no difference between me, you, or anybody else. We need to stand together as a union and fight this fight. Thank you. (Applause)

PRESIDENT SHELTON: Are there any other delegates wishing to speak?

Since I see no delegate heading toward a

microphone, what's before you, brothers and sisters, is Resolution No. 77A-19-5, "Workers' Rights and Labor Law Reform." All those in favor of adopting Resolution No. 5, please raise your hands.

Down hands. Opposed by like sign.

The resolution is adopted. (Applause)

Please read No. 6.

CHAIR LUDWIG: Thank you, Mr. President.

The Chair recognizes Bob Williams.

COMMITTEE MEMBER ROBERT WILLIAMS (Local 52031):

Resolution 77A-19-6

International Worker Solidarity

Workers rights are under attack around the world as the global corporate elite seek to deny all workers their fundamental human rights of freedom of association and collective bargaining. Corporations are working together across international borders to prevent workers across the globe from organizing and bargaining collectively with their employers, in many cases through violent and forceful means.

Anywhere you go in the world today,

corporations are trying to get away with paying poverty wages and silencing workers' voices in order to extract more profit for the one percent. For CWA members, this global corporate effort has led to greater offshoring of U.S. jobs, erosion of benefits, and downward pressure on our wages. In particular, U.S. call center workers have seen their wages decline by three percent over the last decade with the rise of outsourcing and global offshoring.

For workers abroad, corporate greed has meant not only declining wages but the threat of violence and repression if they fight back to raise wages and improve working conditions. The International Trade Union Confederation (ITUC) reports that in 2019, workers in 64 countries have faced arrest and imprisonment for trade union activities and in 10 countries union activists were murdered this year. Unfortunately, International Trade Agreements have not been designed to address these conditions-- corporate investments are given a higher level of protection than workers' rights. The primary result of trade agreements has been to allow

corporations to lower wages and standards by pitting workers in different countries against one another in a global race to the bottom.

Unions, like corporations, must also work across borders to build power. The workers around the world employed directly by our employers or through a growing web of vendors are not the enemy. The corporations attempting to pit us against one another are our common enemy and they stand to gain the most if we are not united and standing together in solidarity.

For decades, CWA has stood boldly in solidarity with our brothers and sisters in the global labor movement through international bodies like the ITUC, UNI Global Union, The International Federation of Journalists, The International Transport Federation, and others. We have also worked closely with unions that are organizing workers in our industries, including the BPO Industry Employees Network (BIEN) in the Philippines, Fedotrazonas in the Dominican Republic, and RED Sindical in Mexico. These three unions have

received support from the Eduardo Diaz Union-To-Union International Solidarity Fund to further their work to organize call center workers who are employed by CWA-represented employers or by vendors that work for our employers.

CWA has also received invaluable support from these global unions. In 2016, during the Verizon strike, BIEN members in the Philippines reached out to us in solidarity. They engaged in work stoppages and public protests, and they hosted a CWA delegation that helped shine a light on Verizon's extensive offshoring. In addition, BIEN, RED Sindical, and Fedotrazonas have provided valuable information about the wages and working conditions in call centers serving AT&T customers, which we publicized here in the U.S. during our contract fights to protect call center jobs and win a guaranteed percentage of Mobility calls.

CWA has always been a leader in International Solidarity. Our work in this area is guided by the belief that we can create a better world where all workers, whichever country they live

in and whichever industry they are working in, must have the right to join and organize unions.

Resolved: In this era of greater globalization, CWA repudiates efforts to demonize and scapegoat workers outside the United States who are not our enemies and who are being exploited by the same employers. CWA understands we are stronger when we have allies around the globe who are ready to fight alongside us in our moments of need, to expose injustice, protect jobs and shore up hard-won contractual rights.

Resolved: CWA Locals recognize the need to support global organizing efforts and again commit to supporting the Eduardo Diaz Union-to-Union International Solidarity Fund through voluntary funding at a minimum of \$0.10 per member per year as outlined in the resolution adopted by the 62nd CWA Convention.

Resolved: CWA will work to ensure that international trade agreements include strong labor chapters with robust enforcement mechanisms and include provisions that provide workers the same

opportunity to work together across borders by bargaining jointly similar to the rights granted to corporations that allow them to invest across borders.

Resolved: CWA will engage with our international union partners in meaningful dialogue to find opportunities to develop strategic partnerships that will strengthen our bonds of solidarity and enable us to work together across borders to fight the power of our common enemy and reverse the global race to the bottom. CWA will continue to stand in solidarity with the efforts of workers globally in our industries and in other sectors in their courageous campaigns to organize and gain collective bargaining rights, which lifts standards and counters corporate power.

The Resolutions Committee moves the adoption of Resolution 77A-19-6 entitled "International Workers' Solidarity." Thank you. (Applause)

PRESIDENT SHELTON: The Committee has moved Resolution 77A-19-6, Global Solidarity. Is there a second?

... The motion was duly seconded from the floor ...

PRESIDENT SHELTON: On Microphone No. 3, Delegate Anderson.

DELEGATE ROLAND ANDERSON (Local 9410, San Francisco): The Bay Area in California is a global region, and many of our members are Philippine-American. Earlier this year, my local had the opportunity to support union organizing by workers in the Philippines at the call center vendor, Allorica. The workers at a 4,000-seat call center in Manila organized a union with 1,500 members signed up. They got the first legal recognition of a call center ever in the Philippines.

Then the company fired many union activists, brought trumped up criminal charges against union leaders, and tried to overturn the legal recognition of the union. We were outraged to hear that union busting was allowed on AT&T's supply chain. We held a protest at the AT&T flagship store in San Francisco, and our sister locals in LA held a protest at a store there. We will continue to



support those workers when they call on us.

CWA's commitment to human rights demands that we stand in solidarity with our fellow workers who serve our employers like AT&T and Verizon, and they have returned the favor. Supporting the Eduardo Diaz fund is an important way to make an investment in our global relationships, so we can take on our common enemy, corporate greed. It's voluntary, so I am encouraging delegates to support this resolution and to support the fund. These corporate bad actors have a footprint nationally and globally, and we need to call them out on it when they behave badly no matter where they are. Thank you. (Applause)

PRESIDENT SHELTON: On Microphone 3,  
Delegate Learned.

DELEGATE ANITA LEARNED (Local 6215): I support this resolution because we need a bigger definition of solidarity in a globalized world. I have seen and felt the impact of AT&T's constant outsourcing of our work, and we fear the loss of our jobs. Of course, we know how to fight back through

bargaining and mobilization. Our mobility contract is coming up this February, but we can't go it alone.

We need to overcome our employer's dividing and conquer strategy that pits direct employees against low wage vendors in the U.S. and around the world. These workers are not the enemy. They are workers trying to provide for themselves and their families. It is corporations and Wall Street that are calling the shots here, not workers in the Philippines, the Dominican Republic, or Mexico.

Those workers understand and support our efforts to protect our work and fight against outsourcing. They have shown they will mobilize to help us win like in the Verizon strike. And we have supported them in our organizing efforts or organizing fights through the Eduardo Diaz fund and our activism here. It's this kind of solidarity that flips the script on corporate greed and shows that with a global labor vision, we can create global labor power.

I urge you to support this resolution and

get involved in the CWA's global efforts through the Eduardo Diaz fund and upcoming opportunities for education and mobilization. (Applause)

PRESIDENT SHELTON: At Microphone No. 3, Delegate LaRiva.

DELEGATE GLORIA LA RIVA (Local 39521): I am very much in support of this. We lost more than 30 members to outsourcing several years ago in San José at the Mercury News. But, I also want to speak about a larger question of the need for international solidarity, and it's the other side of the coin in relation to trade and economic issues, and that's our need to be opposed to U.S. military aggression and other actions that destroy workers' rights in other countries.

A case in point is Honduras where, in 2009, with the overthrow of the democratically elected President Nelson Lia, that now the workers are facing massive privatization of their water, of their education, of their health care. Since June-- and they are still fighting-- the education and health care workers have been struggling in the

streets on strike, and these are the kind of things that I am so glad to see that our union is taking this position about internationalism.

And I just want to say one more thing. I spent a month in Venezuela during the crisis that the U.S. claimed was humanitarian and therefore needed U.S. intervention. The U.S. is blocking all medical shipments that the country has paid for, for two years. The U.S. is trying to block all the food imports that the government is providing to six million families in Venezuela.

This is a crime, and I believe that in the workers' movement, we need our own foreign policy rather than being dragged into war after war, sanctions after sanctions. So, I appreciate the patience of the members to hear me speak on this, and I know many of us are opposed to war, sanctions, and other means of trying to, you know, hurt the working people of other lands. Thank you.

(Applause)

PRESIDENT SHELTON: Are there any other delegates wishing to speak?

Seeing no delegate heading toward a microphone, what you have before you, sisters and brothers, is Resolution No. 77A-19-6, "Global Solidarity." It has been seconded. It has been moved and seconded. All those in favor of adopting that resolution, please raise your hands.

Down hands. Opposed by like sign.

The resolution is adopted. (Applause)

I have a motion to adjourn. It does take precedence, but there are a number of people at the "Privilege" mics. With the consent of the Convention, I would like to hold the motion in order to recognize some of the delegates who have something to share with this Convention. (Applause)

These are not motions. They are privileges. If that's okay, I will recognize them without objection.

I would like to thank the Resolutions Committee. You did a great job, folks. (Applause)

At the privilege mic, Delegate Hibbard.

DELEGATE ELIZABETH HIBBARD (Local 26042): I am here this morning, you may not know me, but I met

several of you in line the other night, Monday night. Do you agree that standing in line for hours in order to cast your vote is unnecessary in 2019? (Applause and cheers)

Thank you. We believe the current voting process is inconvenient, inefficient, and in need of revision. (Applause) This is 2019, and we can do better. We would like to streamline and modernize our voting procedures.

We need change. On this point, Mr. President, I would like to ask a few questions if I may. We would like to ask, Mr. President, that you explore all options available for conducting electronic balloting on a secure server for the 2023 elections at CWA Convention online via secure server. Can you give us a report on this on or before the 2021 Convention?

PRESIDENT SHELTON: We are already doing that. The problem is that the Department of Labor says we cannot do that. But we will see what has changed there, and if anything has changed, obviously, we would like that to go a lot smoother

than it has, although at this year's Convention, nothing broke down. There was just a lot of people voting and a lot of elections that are not normally done at this Convention.

But, obviously, we want to do everything we can, so I would be more than happy to explore anything we can explore to make that happen.

DELEGATE HIBER: Thank you. Thank you. And on that note, if our constitutional election procedures, such as the secret ballot, prohibit us from using electronic balloting, will you submit a constitutional change for consideration by this convention in 2021?

PRESIDENT SHELTON: I will be absolutely happy to do that.

DELEGATE HIBER: Are we being clear that we would really, really like (laughter) to move forward with modern technology and electronic balloting at the conventions? (Applause) And thank you, Mr. President.

PRESIDENT SHELTON: Throw a couple of more "reallys" in there, and I am with you.

DELEGATE HIBBARD: Thank you. I appreciate that.

PRESIDENT SHELTON: I really appreciate your questions. (Laughter)

There is a delegate at the Privilege mic that wanted to second the preceding comments. There is nothing to second. It's not a motion. It cannot be a motion, so there is nothing to second.

On the Privilege mic, Delegate Bailey.

DELEGATE DIANE BAILEY (Local 4310, Chair, Civil Rights & Equity Committee): In District 4, we have been supporting a brave Verizon Wireless worker who is standing up against racism at his store in Lancaster, Ohio. Martin Hopkins was fired on trumped-up charges after enduring years of racist treatments and comments from managers and customers. He was the only worker of color in that store.

Martin was an excellent employee for six years, who has always received good performance reviews and never got customer complaints. In fact, customers have gone to bat for Martin, protesting his firing.



Martin also tried to form a union with his co-workers and management, but they threatened the store that they would close if it got organized. This is how Verizon Wireless operates, and it's why we need to support brave workers like Martin who stand up for their rights.

Our partners at the Ohio Organizing Collaborative have launched a petition to support Martin. We will be texting that petition out to all convention attendees. If you sign up to receive a text, please follow the link, sign the petition, and share it with your locals and your community.

Sisters and brothers, an injury to one is an injury to all. Please join us in this fight. Thank you. (Applause)

PRESIDENT SHELTON: On the Privilege mic, Delegate Opfer.

DELEGATE SHANNON OPFER (Local 2107): Good morning, sisters and brothers. Standing here on behalf of the National Women's Committee, we wanted to thank everybody for the little craton of toiletries you helped us collect for the donation to

Shade Tree Shelter. (Applause) We also, between the T-shirt sales and donations made \$2,140, which will also be going to that shelter. So we want to thank you all for your help with that.

The Shade Tree is a shelter here in Las Vegas that accepts women and children and their pets. So, for all you animal lovers out there, they are welcome as well. Thank you, guys, and I look forward to seeing you in 2021.

PRESIDENT SHELTON: Again, at the privilege mic, Delegate Pirotte.

DELEGATE TRAVIS PIROTTE (Local 6171): Good morning, brothers and sisters. Many of you know my Executive Vice President, Kain Conner. He has been President of his local and served in every leadership capacity with over 25 years of service.

He planned on attending this conference, but about Wednesday of last week, they had to start chemotherapy the following day. He was diagnosed with Stage III lung cancer about two months ago. They took one-third of his lung, and now they've got 16 weeks of chemo and then six weeks of radiation.

Medical bills are starting to pile up. His wife has been able to take off during all of his surgeries, but, of course, on that FMLA, she is not getting paid. So I just wanted to see if we could pass the hat around or collect a little money to help him with his medical bills, because he has all the out-of-pockets and everything coming up. I appreciate everybody and all the work we have done and safe travels. (Applause)

PRESIDENT SHELTON: Would someone on the staff make those collections, please?

On the "Privilege" mic, Delegate Milos.

DELEGATE ELIZABETH MILOS (Local 9119):  
Hello and thank you very much. I would like to inform the Convention that our Local 9119, University and Professional and Technical Employees, had our statewide convention in March of 2019, where we passed two resolutions. One of them was a resolution in support of the "NO MAS AFP!" It's a movement in Chile, and it's March 31<sup>st</sup>, a day of nationwide demonstrations opposing the privatized defined-contribution retirement system.

The other resolution was "No to U.S. Military Intervention and U.S. Economic Sanctions Against Venezuela."

I will start with the first one.

Whereas, Chile's entire public pension system was privatized after the dictatorship of Pinochet took power and the economic policies of privatization known as the "Milton Friedman Chicago Boys School of Economics" was imposed upon the entire working class of Chile by means of a bloody dictatorship which outlawed strikes, imprisoned activists and disappeared thousands of workers, and

Whereas, the working men and women of Chile have had the experience of more than 40 years of this private defined contribution retirement system, which has created more inequality and poverty among the retirees who have worked for 25 years or more, and

Whereas, the people of Chile will be demonstrating throughout the country in dozens of cities against this defined contribution privatized

retirement system because it has left retirees penniless and in the streets, and

Whereas, it is in the interests of the members of UPTE-CWA 9119 to show solidarity with the struggle of the Chilean workers and retirees in their fight to bring back public pensions and to join forces with workers throughout the world and the country who are fighting to defend the public pensions that are under attack including the public pension at the University of California, and

Whereas, the document drafted by Matthew Cunningham Cook, CWA Labor Researcher, entitled, "Fidelity to Whom" shows exactly the same kind of exorbitant fees, higher risk investments, and special interests of financial corporations and multimillionaires which UC is attempting to impose upon us by its "Opt Out" plans as those that the workers in Chile have faced for 40 years, and

Whereas, Matthew Cunningham Cook's presentations at previous UPTE convention and CWA's 2017 convention and at UCSF delineated clearly how these same corporations and asset management

"families" use the money that our workers have invested for their retirement to heavily finance opposition to social policies and electoral measures that benefit our communities such as Rent Control, Progressive Tax policies, thereby effectively having our money working against our members, and

Whereas, just as there have been scandals in Chile of conflicts of interest and shady financial deals that have benefited the rich and the military class, at UC, we are facing similar types of conflicts of interest with this Opt-Out plan whereby Regent Keifer was the one who got the UC regents to pass the Opt-Out proposal and at the same time is a partner in a law firm whose main client is Fidelity, a company which stands to gain substantially from this Opt-Out plan,

I'm going to go to the Resolved part just so we can save some time.

Therefore, UPTE-CWA 9119 stands in solidarity with the workers and retirees of Chile who are demonstrating on March 31st throughout the country under the banner "NO MAS AFP" ["No More

Private Asset Management Companies in our  
Retirements"]

Thank you very much.

Now, the other one has to do with "U.S.  
Military and Economic Sanctions against Venezuela,"  
and I will go also "For" mic, but I would like to  
point out something that many people are not aware  
of.

Whereas, Venezuela responded to a call made  
by Congressman Joe Kennedy, II, to all oil companies  
to donate oil to the U.S. poor, and Venezuela's  
CITGO was the only one that responded to the call  
and was generous with the U.S.'s working poor and  
fixed income families of the United States by  
donating 227 million gallons of free heating oil  
worth an estimated \$500 million to approximately  
153,000 needy households per year (totaling two  
million participants in 25 states) including 252  
Native American communities and 245 shelters since  
2005 to 2015...

So, I am going to go ahead and read the  
"Therefore" part.

Therefore, UPTE-CWA 9119 calls for an immediate end military intervention by the U.S. against Venezuela, and we oppose all economic sanctions against Venezuela, and we call for concurrence with the resolution by all affiliated bodies including by California AFL-CIO, CWA and National AFL-CIO.

Thank you very much. (Applause)

PRESIDENT SHELTON: Delegate Frost.

DELEGATE MIKE FROST (Local 9003): Good afternoon. It's been a long day. I just wanted to bring to everybody's attention and your thoughts.

District 9 has a staff rep, Janine Munson, who I have had the privilege of fighting with for many years, and on some rare occasions concurring with. She is facing a difficult medical situation. She has had like 13 surgeries in the last four months. She is hanging in there.

I know we had cards passed out for everybody to sign for her, but she is hopefully on the road to recovery, and keep her in your thoughts and prayers. Thank you, brothers and sisters. (Applause)



PRESIDENT SHELTON: Delegate Dean.

DELEGATE ROGER DEAN (Local 9431): Good morning, brothers and sisters. Today I approach this mic with a humble heart. President Shelton, I want to apologize to you for the way I addressed you yesterday.

... The delegates arose and applauded ...

PRESIDENT SHELTON: No need to, brother.

DELEGATE DEAN: My parents raised me better than that, and I shamed them yesterday, and for that I am truly sorry-- not only to you, but to somebody else on that stage that I deeply respect, Ms. Ameenah Salaam.

My behavior yesterday is not who I want to be. I am passionate, I am outspoken. I will fight as long as the day is for my members and for what I believe to be true and what I believe to be right.

(Applause)

President Shelton, if I see something that I need to hold you accountable for, I will. That is my promise to you and to everybody in here and to my members. But I will do so respectfully, sir. I

will respect your office, I will respect the people who are behind you, and I will do it in a respectful manner. That is my job. I was not elected to come here and divide this house. That is not my goal.

We are all brothers and sisters. I come from a very large family myself. I do not agree with all my brothers and sisters, and God knows they don't agree with me. We have all kinds of discussions back and forth on the political side, and that's okay, because at the end of the day, we are all family.

I didn't agree with my sister, because she was a lonely child-- only-- not an only child. She was a lonely child. She was the only girl out of seven kids, but I realized what family was about when somebody else picked on her. It was okay for us to do it, but heaven forbid if you pick on my sister, because I will kick your ass.

President Shelton, I will defend you and I will kick somebody else's ass if necessary

(Applause)

When we leave this building, we leave as

brothers and sisters, we leave as family. I've got your back. If there's a just cause, I have got your back. I would hope that you have mine. That's pretty questionable at this point. (Laughter) And that's understandable. The boo's that I got yesterday were well-deserved, and I thank you for that. It reminded me.

President Shelton, I humbly ask for your forgiveness.

PRESIDENT SHELTON: Please do not do that, brother. There is no need to apologize. In case you haven't noticed, I am a little passionate, too, when it comes to members in this union, and I understand your passion. (Applause) I appreciate the fact that you are man enough to get up there and do this, but it is completely and absolutely unnecessary and, believe me, I will always have your back. (Applause)

DELEGATE DEAN: Thank you, sir. Ladies and gentlemen, President Shelton. (Applause)

PRESIDENT SHELTON: On the Motions microphone, Delegate Edler.

DELEGATE STEVE EDLER (Local 3410):

President Shelton, Secretary-Treasurer Steffens, members of the Executive Board, and my fellow delegates: I am honored to be allowed to make a motion to adjourn the 77th CWA National Convention. (Applause and cheers)

Before I do, though, it would be my privilege to invite all delegates, guests, and retirees to New Orleans for the 78th CWA National Convention in 2021. (Applause)

Myself and all of my fellow Louisiana presidents look forward to everyone attending, and as we say down South, "Laissez les bons temps rouler," let the good times roll. (Applause)

President Shelton, I now move to adjourn the 77th CWA National Convention. Thank you. God bless, and houdad. (Applause)

PRESIDENT SHELTON: Before we do that, I have a few remarks if you don't mind. Just a few, I won't talk long.

You know, on August 15th, we will celebrate the 30th anniversary of Gerry Horgan, and those of

you who don't know him, but do know that you wear red on Thursday, he is the reason that you wear red on Thursday. Thirty years ago on August 15th, Gerry Horgan, a steward for Local 1103, was killed on a picket line at the Verizon strike in 1989.

I, as a young staff rep, was there, and it was a horrible thing. But we changed it to make this union unified. That's why wherever I am, wherever anybody is, they know that CWA is in the house on Thursday because everybody, every single member of this union, wears red on Thursday.

Are you with me to do that, brothers and sisters? (Applause and cheers)

You know, when we started this convention-- actually before we started it-- I went around to all the sector and district meetings and told everybody that we needed to be more unified when we walked out of here than when we walked in. I hope, I really hope-- there has been some contentious stuff that has gone on at this convention-- but I hope that hasn't put a dent in the unity of the folks at this meeting.

... Shouts of "No, hell no." ...

PRESIDENT SHELTON: That's the best answer I could hear, "hell no." So, brothers and sisters, our unity is what's going to make us succeed in this year and the years to come. We made some important changes to the SIF and Growth Funds, and we began a debate on the needed changes in the union.

We must probably change our design at some point, and we talked about it. Some people got a little crazy over it but, hey, that's to be expected. That's the way it is.

But as the brother just said at the microphone, families can have disagreements, and we can have disagreements all the time. But when anybody-- and I don't care who it is, whether it's the government, the public, whoever it is-- screws with us, we are a family, and we are going to all kick their ass.

... The delegates arose and applauded in unison, chanting "CWA, CWA, CWA" ...

PRESIDENT SHELTON: Our task, brothers and sisters, as we leave here more unified than when we

walked in, is to change our country, and we have to change our country. We have to take back our country. We have to take back our Congress. We have to take back the White House. We have to take back every single workplace. We have to make sure that our members are safe and secure, and to do that, we have to take back our country, the White House, the Congress, and everything else that we need to take back.

So are you with me?

THE DELEGATES: Yes.

PRESIDENT SHELTON: Are you ready to stand up?

THE DELEGATES: Yes.

PRESIDENT SHELTON: Are you ready to stand together?

THE DELEGATES: Yes.

PRESIDENT SHELTON: Are you ready to kick some ass?

THE DELEGATES: Yes.

PRESIDENT SHELTON: I'm with you, we're with you, and we will do it. Thank you. Thank you.

Thank you.

... The delegates arose and applauded at length ...

PRESIDENT SHELTON: There is a motion before you to adjourn. Is there a second?

... Cries of "Second" ...

PRESIDENT SHELTON: All those in favor, raise your hands. Those opposed, signify by like sign.

The 77th Convention of the Communications Workers of America is hereby adjourned. Thank you for everything you do. (Applause)

... Thereupon, the 77th Convention of the Communications Workers of America adjourned, sine die, at 11:36 a.m. ...

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