

**Proceedings and Index
of the
76th Annual Convention**



**Communications Workers
of America**

**David Lawrence Convention Center
Pittsburgh, Pennsylvania
August 7-8, 2017**

TABLE OF CONTENTS

Page

MONDAY MORNING

August 7, 2017

| | |
|--|----|
| Call to Order - Temporary Chair Terrence Richardson, President, CWA Local 2336 | 1 |
| Invocation - Deb Casey, Vice President, CWA Local 2204 | 1 |
| Opening Ceremonies - Presentation of Colors, National Anthems | 2 |
| Welcome - Frank Snyder, Secretary-Treasurer, Pennsylvania AFL-CIO | 2 |
| Introduction of CWA President by Ed Mooney, Vice President, District 2-13 | 4 |
| President's Address - CWA President Chris Shelton | 5 |
| Use of Microphones, Introduction of Parliamentarians and Platform Observers | 13 |
| Credentials Committee - Preliminary Report, by Marge Krueger, Chair | 15 |
| Rules & Hours of Convention by Kimberly Gallardo, Chair, Resolutions Committee | 16 |
| Resolution 76A-17-1 - "CWA STRONG" | 17 |
| Secretary-Treasurer's Report - CWA Secretary-Treasurer Sara Steffens | 23 |
| Report of the Finance Committee - Evelyn Smith, Local 6222, Chair | 27 |
| Recess | 29 |

MONDAY AFTERNOON

| | |
|---|----|
| Call to Order | 30 |
| Partial report of the Defense Fund Oversight Committee, Arthur Cheliotis, Chair | 30 |
| Guest Speaker - Tom Wolf, Governor of Pennsylvania | 35 |
| Defense Fund Oversight Committee (continued) | 38 |
| Constitution Committee Report - James Ryan, Local 13101, Chair | 41 |
| Announcements - by Secretary-Treasurer Steffens | 83 |
| Recess | 83 |

TUESDAY MORNING

August 8, 2017

| | |
|---|-----|
| Call to Order - | 84 |
| Invocation - Chuck Simpson, President, Local 2204 | 84 |
| Recognition of Jeff Rechenbach, Retired Secretary-Treasurer | 84 |
| Introduction of Platform Observers | 84 |
| Remarks by Lisa Bolton, Vice President, T&T Sector re: Avaya | 85 |
| Remarks by Martin O'Hanlon, President, CWA/SCA Canada | 85 |
| Remarks by Charlie Braico, Vice President, NABET | 85 |
| Guest Speaker - Andréas Franke - | |
| Former Vice President - Strategic Procurement - ver.di | 86 |
| Report of the Retired Members Council - | |
| Intro by PHEW Vice President Brooks Sunkett & Ray Kramer, Committee Chair | 91 |
| Report of the National Committee on Civil Rights & Equity | |
| Intro by District 6 Vice President Claude Cummings | 94 |
| Video - "This is What Democracy Looks Like" | 95 |
| Report of the National Women's Committee | |
| Intro by AFA-CWA Vice President Sara Nelson | 101 |
| Video - Maya Angelou, Poet Laureate. "I Rise" | 102 |
| Discussion | 104 |

TABLE OF CONTENTS

| | <u>Page</u> |
|---|-------------|
| Remarks by Chip Lyons, President/CEO, Elizabeth Glaser Pediatric AIDS Foundation | 106 |
| PAF Awards - | 108 |
| Resolutions Committee Report (continued) | |
| Resolution 76A-17-4 - Workers Rights Are Human Rights - The Fight Forward | 109 |
| Resolution 76A-17-2 - A New NAFTA? Working Families Are Watching | 111 |
| Resolution 76A-17-3 - Call Center Offshoring and Outsourcing | 115 |
| Resolution 76A-17-5 - A Fair Tax and Budget Program for Working People and Our Communities | 118 |
| In Memoriam | 122 |
| Recess | 126 |
| TUESDAY AFTERNOON | |
| Call to Order | 127 |
| Organizing Committee Report - Sandy Rusher, Senior Director of Organizing | 127 |
| Organizing Awards - Presented by At-Large Diversity Board Member Carolyn Wade | 129 |
| President's Hat Award for Organizing - Remarks by President Shelton | 131 |
| Remarks by David Betz, Local 3905 | 134 |
| Resolutions Committee (continued) | |
| Resolution 76A-17-6 - CWA Opposition to Islamophobia | 134 |
| Resolution 76A-17-7 - Defend the Right to Report and the People's Right to Know | 136 |
| Report of the Appeals Committee, Chair Cori Gambini, Local 1168 | 140 |
| Political Action Fund (PAF) Awards | |
| Presented by District 4 Vice President Linda Hinton | 145 |
| Motion to Adjourn | 147 |
| Recognition of Privilege microphones | 147 |
| Closing Remarks by President Shelton | 153 |
| Adjournment | 154 |

SUBJECT INDEX

| | |
|---|-------------|
| Announcements - by Secretary-Treasurer Steffens | 83 |
| Appeals Committee Report | 140 |
| Call to Order | 1,30,84,127 |
| Constitution Committee Report - James Ryan, Local 13101, Chair | 41 |
| Credentials Committee Report | 15 |
| Defense Fund Oversight Committee | 30,38 |
| Elizabeth Glaser Pediatric AIDS Foundation & Awards - by Chip Lyons | 106-108 |
| Finance Committee Report - Evelyn Smith, Local 6222, Chair | 27 |
| Guest Speaker - Andréas Franke - ver.di | 86 |
| Guest Speaker - Tom Wolf, Governor of Pennsylvania | 35 |
| In Memoriam | 122 |
| Introduction of CWA President by Ed Mooney, Vice President, District 2-13 | 4 |
| Invocation | 1 |
| National Committee on Civil Rights & Equity | 94-96 |
| National Women's Committee | 101 |
| Opening Ceremonies - Presentation of Colors, National Anthems | 2 |
| Organizing Committee Report & Awards | 127-134 |
| Parliamentarians and Platform Observers | 13 |
| Platform Observers | 84 |
| Political Action Fund (PAF) Awards | 145 |
| President's Address & Closing Remarks - CWA President Chris Shelton | 5,153 |
| Recognition of Jeff Rechenbach, former Secretary-Treasurer & Executive Vice President | 84 |
| Remarks by Vice President (CWA-Canada) Martin O'Hanlon | 85 |
| Remarks by Vice President (NABET) Charlie Braico | 85 |
| Remarks by Vice President (T&T Sector) Lisa Bolton re: Avaya | 85 |
| Resolutions Committee | 16 |
| Resolution 76A-17-1 - CWA Strong | 17 |
| Resolution 76A-17-2 - A New NAFTA? Working Families Are Watching | 111 |
| Resolution 76A-17-3 - Call Center Offshoring and Outsourcing | 115 |
| Resolution 76A-17-4 - Workers Rights Are Human Rights - The Fight Forward | 109 |
| Resolution 76A-17-5 - A Fair Tax and Budget Program for Working People and Our Communities | 118 |
| Resolution 76A-17-6 - CWA Opposition to Islamophobia | 134 |
| Resolution 76A-17-7 - Defend the Right to Report and the People's Right to Know | 136 |
| Retired Members' Council Report & Discussion | 92 |
| Rules & Hours of Convention | 16 |
| Secretary-Treasurer's Report - CWA Secretary-Treasurer Sara Steffens | 23 |
| Use of Microphones | 13 |
| Welcome - Frank Snyder, Secretary-Treasurer, Pennsylvania AFL-CIO | 2 |

MONDAY MORNING SESSION August 7, 2017

The 76th Convention of the Communications Workers of America, AFL-CIO, CLC, held August 7-8, 2017, at the David Lawrence Convention Center in Pittsburgh, Pennsylvania, convened at 9:00 a.m., Temporary Chair Terrence Richardson, President, CWA Local 2336, presiding.

TEMPORARY CHAIR RICHARDSON: Good morning, CWA delegates, friends, family and guests. Please take your seats.

The official clock here in Pittsburgh, Pennsylvania, indicates that it is 9:00 a.m. And that means it is time for us to begin our work. I ask everyone to please be seated as I call the 76th Convention of the Communications Workers of America to order. We have a lot of business to take up over the next two days, so again I ask that everyone be seated so that we can get underway.

My name is Terrence Richardson, and I am President of CWA Local 2336 in Washington, D.C. My Local represents workers in telecom, at non-profits, and in public service in the District of Columbia. And just like every CWA local, we face tough times and tough bargaining. But we know that our union is CWA STRONG, and that means we will overcome any and all of the challenges sent our way.

I'm honored to serve as the Temporary Chair this morning, and on behalf of the members of Local 2336 and all of CWA District 2-13, I welcome you to Pittsburgh and to the 76th Convention of the Communications Workers of America. (Applause)

We will open our Convention as we traditionally do, with a prayer. This morning we'll be led by Deb Casey, Vice President of CWA Local 2204. (Applause)

DELEGATE DEB CASEY (Local 2204): Good morning, brothers and sisters. I appreciate the opportunity to stand before you today here in Pittsburgh as we start our National Convention. Could I ask that you please stand.

Our Heavenly Father, we come before You this wonderful day to thank You for the fellowship we will experience over the next few days and the opportunity to learn from one another. We ask that You open each of our minds to interpret the information to aid us in strengthening our great union and guiding each of our members in seeing their responsibility as being active.

We ask that You open our eyes to see, not just to look or gaze, but to actually see our weaknesses and strengths; to see the opportunities that we have to improve our leadership in each of us in order to grow our membership.

We ask that You open our ears to listen, not just to hear, but to listen and to have the patience to truly hear what is being spoken. Let us remember we were given two ears and one mouth for a reason. We should listen twice as much as we talk, and only open our mouths to speak the truth.

Remind us to encourage, guide and teach our members, as one day it will be their place to stand up and help lead this great union. It is our words and teachings that will bring them to this point and, therefore, will help our great Communications Workers of America union to continue to prosper.

TEMPORARY CHAIR RICHARDSON: Thank you, Deb.

Please remain standing for the presentation of the Colors, followed by the National Anthems of the United States, Canada, and Puerto Rico. Presenting the American, Canadian and Puerto Rican flags are

Pittsburgh's own Fire Fighters Local 1 Honor Guard. "The Star Spangled Banner" and "O Canada" will be sung by Jeanette Spoor, President of CWA Retired Members' Council 1103. Luis Benitez Burgos, President of CWA Local 3010, will sing the National Anthem of Puerto Rico.

. . . The Bagpipe Honor Guard from Fire Fighters Local 1 entered the Hall playing a traditional Irish tune, followed by the singing of the National Anthems of the United States, Canada and Puerto Rico . . .

TEMPORARY CHAIR RICHARDSON: You may be seated.

Now I would like to introduce Frank Snyder, Secretary-Treasurer of the Pennsylvania AFL-CIO, to welcome us to this great Labor city. Frank?

FRANK SNYDER (Secretary-Treasurer, Pennsylvania AFL-CIO): Good morning.

. . . The delegates responded with "Good morning" . . .

BROTHER SNYDER: Come on, sisters and brothers!

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

BROTHER SNYDER: All right! On behalf of President Rick Bloomingdale, myself and over 700,000 hardworking women and men who make up the Pennsylvania AFL-CIO, I bring you greetings and appreciation for everything our fine union does to protect and advance the social and economic condition of working people all across America.

My name is Frank Snyder and I am the Secretary-Treasurer of the Pennsylvania AFL-CIO. I have now passed my 40th year as a union member (applause), first joining the Musicians Union when I was 16, and a Steelworker since 1978. When I worked for the National AFL-CIO, I was an 11-year member of CWA, the Newspaper Guild, so it's great to be at a family reunion. (Applause)

President Shelton, Secretary-Treasurer Steffens, and the entire Executive Board, while it is true that the Communications Workers of America is one of our country's most progressive unions, leaders right here in Pennsylvania like Vice President Ed Mooney have stood shoulder-to-shoulder with us, deploying his 12,000 Pennsylvania members to help fend off some of the most egregious attacks at the state level one could imagine.

Ed Mooney is an example of a relentless fighter and I am proud to call him my friend, as well as so many other CWAers from 2-13 who are here today. They are the reason that the Keystone State is not a "right-to-work" state in America today. (Applause)

Our unions understand the importance of teamwork -- public sector, private sector, and building trades professionals working together with one another, not just for their own members' benefit, but for everyone. The city where you are holding your Convention knows a thing or two about teamwork because we've seen a thing or two about teamwork.

If you have a chance to make your way over to PNC Park, you will find one of the most spectacular venues in baseball. Trust me -- the sights won't be so much on the field as we haven't won a championship since 1979, but it provides a fantastic vantage point to see a city through the teamwork of unions, government and business truly working together, following the work into the jobs of tomorrow. If you are at the park, look at your favorite players sporting a uniform that may have "Pirates" on the front of the jersey, or "Dodgers" or "New York," whomever, the name on the front of the jersey is always more important than the name on the back of the jersey.

Let me say that again. The name on the front of the jersey is always more important than the name on the back of the jersey. In other words, it's all about the team, not one individual player. Inherently our unions are a team. Our federation is a team. To be effective, it needs everyone rolling in the same direction -- from the rank-and-file, the Local union leaders, to International leaders.

You all realize that because you're here this morning. But does everyone know that? Ever been to a public place, favorite social watering hole, a place to hang out, kids' ballgames, maybe a family reunion, and you hear someone trash-talk the union? A member complains about a grievance that may not have gone their way. Maybe the latest contract didn't include everything someone else expected. They don't like their servicing rep. Haters talk about those union bosses in their plush offices, their fat salaries and even fatter expense accounts.

Let me ask you something. I would surely draw resentment and even anger by some of you if I would refer to Pittsburgh as the "City of Champions." Now, Flyers fans would want to drop it. Trash talking the Ravens or the Giants is not likely to win me many friends. Why? If you'll fight at the drop of an ill word or things that don't really matter in the broader scheme of things, like a ballgame, why won't you fight for your union? When it's defending your job, your union, your very livelihood, more often than not members choose not to say anything.

You don't necessarily have to throw a beer or smack somebody in the mouth -- well, sometimes you do -- but consider saying a good word about your union for a change. Possibly, look at yourself. Wear your union colors, wear your union uniforms rather than a \$300 official team apparel sports shirt that's probably made by kids in Bangladesh.

Need something to say to the haters? Consider this: The Bureau of Labor Statistics has identified union workers making \$202 a week more on average compared to non-union workers. That union difference of \$808 a month is what I call non-union dues. It costs non-union workers \$808 a month not to belong to a union. That's my Stanley Cup, sisters and brothers.

Union workers have more retirement security and healthcare than non-workers, and union workers are more likely to have paid sick leave, all holidays off, and the ability to spend more time with their families. There are greater overtime benefits. And that's our Lombardi trophy.

Union workers have due process in settling disputes. The boss is not judge and jury over everything we do in our lives. And with progressive employers, your voice and ideas are not only heard, they are encouraged. That's a commissioner's trophy I can't live without.

From civil rights to equal rights to women's rights, all labor rights are on the books today because working men and women who joined together and joined unions to win these protections -- not just for themselves or the name on the back of their jersey, but for everyone; the entire team, the entire community; a virtual mosaic of every culture and ethnicity -- man, woman, black, white, young, old, straight and gay and everyone in between.

Our very strength comes from our diversity, doing what we do through collective action, through collective spirit, and through collective bargaining. And we give back to the community in which we live in greater numbers than any other classification. It could be in the form of working a local food bank, stuffing a bus with toys for tots, putting coats on kids, making sure our elderly neighbors have heat in the winter, and joining to combat the stigma and disease associated with the epidemic of addiction.

The late Secretary-Treasurer of the Steelworkers, Jimmy McGeehan, always encouraged us to say a good word about our union. You're damn right I will. I'll say a good word about my union, and I'll say a good word about your union and your union and your union, where we are the most democratic, fair and

equal structure on the planet. We know this, but we need others to know this.

When I'm organizing unions, I often encourage workers to step up and step out, because you can't whisper the union in, sisters and brothers. Don't let this just be our secret. Share your findings with others -- friends, family, strangers, and yes, even members, especially members. Welcome them, include them, encourage them, engage them. We are only as strong as our weakest link.

When you leave here Tuesday, let's commit to one another to strengthening and galvanizing all the links of our union structure. We are the community. And if you can forge it or fly it, if you can build it or bake it, if you can write it or wire it, if you can help it or heal it, if you can call it or contact it, or if you can drive it or dig it. Can you dig it, sisters and brothers?

If you can do all those things and more with pride and precision, productively and efficiently, safely and satisfactorily, then I know you are doing them union. And let the whole world know. Be proud of it. Say a good word about your union. You are "CWA STRONG," you're union strong, and you can't go wrong.

Thank you, and have a great Convention, and may God bless you all, sisters and brothers.

. . . The delegates arose and applauded . . .

TEMPORARY CHAIR RICHARDSON: Thank you, Brother Snyder.

It is my great honor now to introduce our leader here in District 2-13, Vice President Ed Mooney. Ed is the kind of leader who's on the front lines every day. He is passionate about every member, every fight, every contract. Everything he does, he's very passionate. Whether we are taking on Verizon or Frontier at the bargaining table or fighting anti-union legislation in Harrisburg, or mobilizing to help elect worker-friendly candidates across the district, Ed is leading that fight.

I am proud to stand with him, and I'm extremely proud to introduce him today -- District 2-13 Vice President Ed Mooney. (Applause)

VICE PRESIDENT ED MOONEY (District 2-13): Thank you, Terrence. Thank you for everything you do for our members in Washington, DC, and District 2-13.

Good morning, everyone. This morning, I have the privilege of introducing our President, Chris Shelton.

For the past two years, in every campaign, in every fight, we've always known that Chris has our back. Whether we're bargaining with tough employers like Verizon, AT&T, ABC, GE, United and others, or taking on Wall Street, or fighting to keep good jobs in the United States, Chris is with us every step of the way.

For the past two years as President and for many years before that, Chris has worked hard to build our union, to strengthen the voice of working families, and to fight the assault on workers' rights.

He set a remarkable example for the entire Labor Movement and led our union in an extraordinary show of worker power as our Verizon members here in Pittsburgh and across the mid-Atlantic and Northeast went on strike for 49 days to get a fair contract. As we continue to bargain with employers like AT&T and Envoy and Frontier, Chris is the right person to lead our work.

Under his leadership, we have launched CWA STRONG, a plan to protect and grow our union in the face of attacks from an anti-union Administration. Instead of playing defense, we will tap into the unparalleled power of working people to fight and to win.

I'm proud to serve side-by-side with him in our union as we fight for CWA members, for working families, and for what's right. Together, we will make CWA stronger than ever. It is now my privilege to introduce our President, Chris Shelton.

. . . The delegates arose and applauded . . .

CWA PRESIDENT CHRIS SHELTON: Thank you. Thank you, Brother Ed, for that great introduction.

Good morning Brothers and Sisters. Welcome to the 76th International Convention of the Communications Workers of America. It is great to be with all of you here in Pittsburgh.

I want to start by thanking Sara Steffens, our Secretary-Treasurer, who is doing an amazing job making sure that our accounting and membership systems are state-of-the-art, and that the Secretary-Treasurer's office is meeting the needs of all of our members and all our locals. Sara, thank you. (Applause)

I also want to thank all of my colleagues on the Executive Board. Please stand up! Stand up! Each and every one of these brothers and sisters is out there fighting for you every single day. I am lucky to have such a great team working alongside me, and I want to thank each and every one of you. Give them a round of applause. (Applause)

CWA is the greatest union in the world because of the sacrifices and commitments that you make every day. I could not be prouder or more humbled to be your President.

I'm not going to waste any time beating around the bush. These are hard times for working people; as hard as I have ever seen in my entire career in the Labor Movement.

Private sector union density is down to 6.4 percent -- the lowest level it's been since 1910 -- 1910 -- 107 years ago. Now, they're coming after the public sector, the last remaining bastion of union strength in America.

Corporate America smells blood. The Koch Brothers smell blood. And with the Republicans in control of both houses of Congress, with Neil Gorsuch on the Supreme Court, and with that nitwit Donald Trump tweeting in the White House, well, I can see why Corporate America thinks it's time to go in for the kill.

This attack is not just on unions or working people; it is an attack on democracy itself, at every level, because the union movement is not just about wages and benefits, though it is about that. The union movement is not just about decent working conditions, though it absolutely is about that, too.

More than anything else, the union movement is about democracy -- the rights of regular people to have a say in their daily lives. The union movement is all that stands in the way of every corporate bully imposing tyranny in the workplace. Without unions, the workplace is little better than a fascist dictatorship, with the bosses free to do whatever they want, whenever they want.

And it's not just that unions give workers a voice in the workplace. The Labor Movement is the key to a democratic society. Unions give regular people a collective voice in the political decision-making

process which determines the quality of all of our lives.

And since Corporate America does not want the concerns of regular people to get in its way, it is laser-focused on destroying us.

The attacks on the Labor Movement are intensifying. There is an entrenched anti-labor majority on the Supreme Court. Our political system is drenched in corporate money. Republicans have gerrymandered their way to power in State Houses across the country. Right-to-work-for-less laws have passed in former union strongholds like Michigan and Wisconsin.

But Brothers and Sisters, let me say this to you, and I hope you will not forget it: Working people have faced even worse before. We have been knocked down, beaten up, even killed for what we believe in. And always, always, ALWAYS, working people have risen up to fight for what is right. AND WE WILL DO IT AGAIN! (Applause)

Think about this: 125 years ago, in 1892, just about six miles from where we are meeting right now, a literal war took place during the strike at Andrew Carnegie's Homestead Steel Works. The workers had gone on strike against a 20 percent pay cut. Henry Frick, Carnegie's right-hand man, brought in river barges filled with 300 armed Pinkerton guards. But the strikers had guns, too; they even had a canon. Maybe we should think about that for our next strike. (Laughter)

In the early morning of July 6th, when Frick's barges landed on the banks of the Monongahela River in an attempt to break the strike lines, gunfire erupted. Nine strikers and seven Pinkertons were killed. Within a week, the Governor of Pennsylvania had called in thousands of state militia, and the strike was broken, destroying unionism in the steel industry for another 40 years.

Yes, times today are tough, but our grandparents and our great-grandparents suffered through much worse in order to build this movement. We stand on the shoulders of those who came before us. And the question for us is: Are we up to meeting the challenge of preserving the workers' movement in this time of great attack? I ask you, Brothers and Sisters, are we up to that challenge?

. . . Cries of "YES" . . .

PRESIDENT SHELTON: I can't hear you? Are we up to that challenge?

. . . Shouts of "YES" . . .

PRESIDENT SHELTON: ARE YOU READY TO DO WHAT HAS TO BE DONE?

. . . Shouts of "YES" . . .

PRESIDENT SHELTON: Donald Trump got elected President for a lot of different reasons. We need to be brutally honest with ourselves about those reasons. For starters, Trump tapped into a vein of racism and sexism and xenophobia that has no place in our society. (Applause)

He pandered to those animosities; he whipped them up and unleashed some of the ugliest, most hateful forces in our society -- people tweeting swastikas; people parading in white hoods and robes. We reject racism, sexism and xenophobia. We will fight those sentiments in our ranks and throughout American society. (Applause)

Donald Trump also won because there are whole sections of this country that have been economically hollowed out; where all the good jobs are long gone; where NAFTA is a four-letter word;

where young people are overdosing on opioids every day; where life expectancy is actually falling in the richest country on earth. These people voted for change, even if the change Donald Trump was peddling was just pure bullshit, which it was.

And Donald Trump won because too many Americans -- even, I suspect, a lot of our members -- see the big divide in this country as not between working people and the one percent, not between working people and corporate CEOs, but between themselves and politicians. They see politicians as self-interested, self-dealing elitists who don't care about people like them. And to these misguided voters, Donald Trump was the anti-politician, the person who could shake things up, the person who would "drain the swamp."

Well, now we are ALL in the swamp, and it is starting to feel more like quicksand than a swamp. Trump didn't eliminate crony capitalism; he raised it to a fine art. He's personally profiting from the foreign delegations booking rooms at his hotels. His cabinet is filled with Goldman Sachs executives. Scores of industry lobbyists -- from chemical companies and big banks, oil companies, coal companies and telecom companies -- are now rewriting regulations to put smiles on the faces of their old bosses.

A Verizon lawyer is running the FCC. OSHA regulations two decades in the making are being rolled back. The NLRB is being gutted. The Department of Labor should be renamed the "Department of Union-Busting." And with Gorsuch on the Supreme Court, we can expect public sector agency fees to be outlawed within the next year.

Our work, brothers and sisters, is cut out for us. But let me tell you this: I am 100 percent confident -- 100 PERCENT CONFIDENT -- that we are up to the task. (Applause)

I have spent my entire adult life building this union. I know what CWA is made of. I know that every one of you will do whatever we have to do to save our union and to save our Labor Movement. I KNOW THAT WE ARE CWA STRONG, AND THAT NOTHING -- NOTHING -- CAN BREAK US! (Applause)

My confidence comes from what I see already happening in our CWA STRONG program. Step One for CWA STRONG is increasing membership levels. Step Two is more mobilization and member engagement. Across this union, we must renew our commitment to building our union from the bottom up. At the same time, we must continue to reach out to our community allies who will stand with us against our enemies. A stronger CWA means a stronger foundation for a progressive movement.

Locals, large and small, are working hard to sign up agency fee-payers and non-members in both the public and private sectors. Take Local 6137 in Corpus Christi, Texas, on the shores of the Gulf of Mexico -- almost as far south as you can go in the continental United States. This Local represents 472 AT&T employees, and 463 of them are CWA members -- 98 percent -- 98 percent in a right-to-work state. (Applause)

Local President Kristie Moeller Veit says the key to keeping the union strong is simple -- you actually have to talk to workers. "In this social media-driven world," she said, "it's more important than ever to develop real and personal relationships. It's the best way to get people involved."

In our biggest public sector unit in the State of New Jersey, every one of the eight locals has an organizing plan with specific goals. There have been staff trainings and stewards' trainings. And, despite political warfare with outgoing Governor Christie -- man, I love the sound of those words, OUTGOING GOVERNOR CHRISTIE (applause) -- a huge budget fight and a three-day government shutdown when he, Governor Christie, infamously went to a closed public beach that the public couldn't go to because of him, our organizing efforts are paying off.

Statewide, the number of agency fee-payers has been cut by 21 percent. All the Locals are moving forward. But Local 1040, led by President Carolyn Wade -- stand up, Carolyn -- has been exceptional, reducing the number of agency fee-payers from 1,300 to 600 -- more than 50 percent. The Local set up an Organizing Rapid Response Team composed of 30 stewards who went through an organizing training and then went right into the field and signed up 300 members in two days. Amazing! (Applause)

Local 1037 has pushed its membership to over 90 percent by signing up over 500 of their 1,350 agency fee-payers. (Applause)

And Local 1036 pushed its membership up by seven percent to 74 percent. Statewide, CWA public sector membership has gone from just over 70 percent to just under 80 percent, and our state and local government locals are determined to get to 90 percent before the Supreme Court eliminates agency fee-payers in the public sector. Give them a round of applause because they're going to do it. (Applause)

Building membership levels is the foundation of CWA STRONG. Across the South and in every other "right to work for less state," our Locals are working every day to make CWA STRONG. Take Local 3603 in Charlotte, North Carolina. Since our launch of the CWA STRONG program, their Organizing Committee has signed up 95 non-members in 5 bargaining units. At their monthly Organizing Committee meetings, they make plans to ensure that they:

- * sign all new hires to membership;
- * ask all non-members to join; and
- * update Orion records so we know those folks are becoming members and paying dues.

Committee member Michael Roberts says, "Our more frequent presence on jobsites has been huge. Our members are getting to engage with us one-on-one about concerns and issues on the job, and our non-members are seeing this and signing up every day."

In an 18-week period, Local 3603 has grown from 61.1 percent to 79.21 percent organized. Give them a round of applause. (Applause) Local President Bonnie Overman, thank you for your leadership and making CWA STRONG in North Carolina. (Applause)

Membership levels are one measure of the strength of our union. The number of activists and leaders is another. Across District 7, more and more Local activists are being trained and recruited. For example, Local 7076, a Public Sector Local, knew that it was only a matter of time before the Supreme Court eliminated agency fee-payers. Through CWA STRONG, they added 29 stewards, doubled the number of activists, and have added 700 members to the Local. (Applause)

We are CWA STRONG when it comes to legislation and politics, too. Take, for example, what happened last year in Arizona. As we did everywhere across the country, our activists there worked their butts off for Bernie Sanders for President. But when the Arizona primary arrived last March, the Maricopa County Registrar had slashed the number of polling places from 200 to 60. Tens of thousands of Bernie supporters had to wait up to four hours to vote, and tens of thousands more just gave up.

But rather than getting bitter, CWA Local Union activist Yolanda Bejerano, with the support of Local 7019 President Irene Robles, decided to get even. That night she told long-time Phoenix civil rights lawyer Adrian Fontes that he simply had to mount a challenge to the incumbent registrar. And at the same time, CWA became involved in the general election campaign to take out the notorious anti-immigrant sheriff Joe Arpaio. (Applause)

Mobilizing like never before, and working in a broad progressive coalition of community organizations and unions, Yoli and the Local played a key role in winning both of those races -- kicking out both Arpaio and the 28-year incumbent County Registrar. Now give them a round of applause. (Applause)

That is political movement-building at its best. And that's just one story of dozens. All across the country, we are training more activists at Boot Camps, recruiting more volunteers, and signing up more members to PAF -- our Political Action Fund program. In some places, like in Texas, we are combining PAF drives with our campaigns to sign up public sector agency fee-payers and doing a fantastic job in the state of Texas. Give them a round of applause. (Applause)

Likewise, our legislative work is second to none. After the shock of Trump's victory sank in, we decided that we shouldn't attack him personally, but we should focus on opposing his policies and nominations that were bad for working people. Now that's a target-rich environment.

Thanks to the respect CWA has earned from the progressive community because of our past leadership on fights to reform the Senate rules and stopping TPP, we were able to galvanize a coalition of progressive opposition to Trump's nominees. We didn't stop all of them, by any stretch of the imagination. But we did defeat the nominee for Secretary of Labor, Andrew Puzder, who didn't believe in the NLRB, overtime pay, or the minimum wage.

By fighting these nominees aggressively, we helped slow the momentum for the rest of the President's anti-worker agenda, including giant tax cuts for the rich, and his bogus infrastructure giveaway to Wall Street.

We accomplished this because of the thousands and thousands of calls our members made against these nominees. We accomplished this because we are CWA STRONG and our members are engaged and our activists are leaders.

And perhaps most important of all, CWA was a major player in the incredible fight to stop the repeal of the Affordable Care Act. (Applause) Together, we protected health insurance for tens of millions of people and stopped them from shifting the costs of the uninsured onto our plans. Together, we literally prevented the deaths of tens of thousands of Americans who would have died without their health coverage.

The fight against ACA repeal proves once again that WHEN WE FIGHT, WE WIN, and in the process we can make a difference in the lives of millions.

Now CWA is taking the lead on the fight to rein in Wall Street. Wall Street plays the tune that every CEO must dance to. The one percent and Wall Street are the reasons our bargaining grows harder with each round. And we have launched a multi-year fight to rebuild our Main Streets and stop Wall Street from wrecking our communities.

We are going to fight to make sure that the Democrats in Congress support a real infrastructure bill that rebuilds roads, bridges and schools, and creates millions of good union jobs, not a bunch of bullshit trickle-down tax cuts for Wall Street investment in privatized roads and bridges. (Applause)

We are going to mobilize like hell to maintain Wall Street regulations and stop mega tax-giveaways to the one percent. We are going to mobilize to insist that Wall Street pay its fair share of taxes. And we are going to continue spreading our Runaway Inequality Training program through which we've trained 50 CWA local activists to lead trainings, conducted 66 workshops in 10 states and trained nearly 1,000 people. Now Runaway Inequality is spreading to our allies, like the Congressional Progressive Caucus, Citizen Action, the UAW, Jobs with Justice, and local allies like the NAACP and the Sierra Club in

Michigan.

We have a lot, brothers and sisters, to be proud of. We are CWA STRONG in all of these critically important areas -- organizing, political, legislative, and educational.

But the bedrock of our work remains the day-to-day fight to improve the wages, benefits, and working conditions of our members -- at the bargaining table or in the streets, if necessary. That's why day-to-day representation and collective bargaining has always been the base of the CWA Triangle.

And when it comes to fighting for members and winning good contracts, the record of CWA is SECOND TO NONE!!! (Applause) Over the last 16 months, nearly 70,000 CWA members in the telecommunications industry -- well over 15 percent of our total membership -- have walked picket lines anywhere from three days to seven weeks.

We have taken on 2 of the 15 largest corporations in America. If you walked on an AT&T picket line, stand up. Stand up if you walked on the AT&T picket line. (Applause)

If you walked on a Verizon picket line, stand up. (Applause)

If you are the leader of a local where Verizon or AT&T or AT&T Mobility workers went on strike, stand up. (Applause)

If you picketed in support of these striking workers, stand up, stand up, stand up and give yourselves a round of applause. (Applause)

Brothers and sisters, it is a certain fact that the Labor Movement will not grow, the Labor Movement will not survive if it forgets how to fight.

BROTHERS AND SISTERS, YOU HAVE NOT FORGOTTEN HOW TO FIGHT!!! CWA WILL NEVER FORGET HOW TO FIGHT!!! THESE STRIKERS SET AN EXAMPLE FOR -- AND SENT A MESSAGE TO -- THE ENTIRE LABOR MOVEMENT. WHEN WE FIGHT, WE WIN. WHEN WE FIGHT, WE WIN.

. . . The delegates chanted in unison, "WHEN WE FIGHT, WE WIN." . . .

More than anything else, this is what makes us CWA STRONG.

Brothers and Sisters, as President, it is my responsibility to set strike dates. This is a heavy decision, one which requires me to measure our will, the strength of our potential strike issues, and the level of our membership's readiness and mobilization.

I want to be clear with you -- I will never call a strike where we are not prepared or one where we do not have a strategy to win. We won a magnificent victory last year at Verizon, and I want to congratulate everyone who made that victory possible. (Applause)

We are still in a battle with AT&T and AT&T Mobility, and we will keep up that fight until we've won contracts we can be proud of.

Of course, these are not the only collective bargaining fights in our union and not every round of bargaining ends in a strike. We've bargained great contracts at United Airlines for flight attendants; at hospitals for nurses in Buffalo; for Passenger Service Workers at American; for telephone workers at CenturyLink; for broadcast technicians at NBC and ABC; for reporters at Digital First Media; and for manufacturing workers at GE.

I am especially proud of the 700 members of IUE-CWA who walked the picket line, through the rain and snow and freezing cold, at Momentive Materials in Upstate New York.

. . . The delegates arose and applauded . . .

They walked those picket lines in the rain and snow and freezing cold for 105 days, brothers and sisters, until we were able to get Governor Cuomo involved to help us win that strike.

I am proud of our union. I am proud of all the work we are doing. But, brothers and sisters, let's not kid ourselves. We are at war -- a war to save the Labor Movement. In a war, there are no neutrals. To paraphrase the old union song, "In times like these, every working person must decide which side are you on?" Are you a union activist, a union militant, or are you a scab for the bosses? No middle ground. No bystanders.

That means we must build CWA STRONG in every workplace, in every community, in the streets, at the ballot box, from the bottom up. Every work location must have a trained, effective steward. Every Local officer must redouble his or her efforts to talk to the members, to listen to the members, to explain what's at stake in this war.

We must, must, must make it clear to members that we need to mobilize in every arena -- the bargaining table, the State Houses, Congress, on the campaign trail, alongside our brothers and sisters in the civil rights, environmental, women's, and other social justice movements. There are no neutrals, brothers and sisters. There can be no bystanders. It is time for all hands on deck -- all hands on deck. (Applause)

Fifteen months from now, the midterm elections will take place. State Houses now dominated by union-busting Republicans will be up for grabs. Control of both Houses of Congress will be at stake. This will be our most important opportunity to stop the national union-busting movement in its tracks. This will be our best chance to stop the anti-worker Trump agenda. We have to -- HAVE TO, HAVE TO -- win back at least one House of Congress. It is the key to surviving 39 more months of the Donald Trump attack on working families. It could be the key to the survival of the Labor Movement -- yes, the survival of the Labor Movement.

I want everybody in this room to take a minute to think about what that really means. I mean, really think about it. Think about what it would mean to live in the union-free society that Corporate America has been dreaming of for the last 40 years.

Imagine in your mind's eye what it would mean to go to work every day without a union, without a contract, without a grievance procedure, without a shop steward; with no rights whatsoever; every employee an at-will employee, working whatever shift the boss tells you to, transferred wherever he wants at the drop of a hat, your pay and benefits slashed without recourse, without any say from you or your fellow workers. This is the non-union Nirvana that the Koch Brothers and Trump and Ryan and McConnell are all dreaming of.

We in this room did not ask for this fight. We did not ask for the responsibility of saving the American Labor Movement. But now we have that responsibility, and we better not screw it up -- for the sake of ourselves, for the sake of our children, for the sake of generations of working people in decades to come. (Applause)

I am asking each and every one of you to make the commitment to join this fight. Sitting on your tables are our CWA STRONG pledge cards. They commit your Local to building up your shop stewards structure, to bringing membership levels up to at least 80 percent, and to putting a mobilization structure

in place. They commit your Local to mobilizing for contract fights, for legislative fights, and for fights for social and racial and economic justice.

Right now -- right now, brothers and sisters, I want you to fill out that card and give it to one of the Sergeants-at-Arms. Commit right now, right here to this fight. Is everyone doing that? Come on. I don't see anybody writing.

I want you to do more. I want you to commit that you are going to go back to your locals, to wherever you came from, all across this great country, and you are going to do whatever it takes to save this Labor Movement, to ensure that future generations of working people have the chance to enjoy the opportunities that all of us in this room have had; to stop the corporate bastards and the right-wing union busters from destroying what it took generations of workers to build.

Can I count on you to make that commitment?

. . . Cries of "YES" . . .

Are you willing to go to war to save the Labor Movement?

. . . Cries of "YES" . . .

Are you clear WHICH SIDE YOU'RE ON?

. . . Cries of "YES" . . .

One hundred and fifteen years ago, a tremendous strike broke out all across the coalfields of Pennsylvania, including the area where we are meeting today. In an unprecedented move in that era, President Theodore Roosevelt intervened in the strike and forced the coal operators into arbitration with the United Mine Workers of America.

In his summation of the Mine Workers case, the famous Labor attorney Clarence Darrow told the judges: "The blunders are theirs," referring to the coal operators who had relied on child labor, starvation wages and deadly working conditions as their path to profits.

Clarence Darrow said: "The blunders are theirs because, in this old, old strife, they are fighting for slavery while we are fighting for freedom. They are fighting for the rule of man over man, for despotism, for darkness, for the past. We are striving to build up man. We are working for democracy, for humanity, for the future."

Brothers and Sisters, we are still to this day working for democracy, for humanity, for the future. We are still fighting for democracy in the workplace and in society. We are still fighting for a more humane life for every working person. **WE ARE STILL FIGHTING FOR A BETTER FUTURE FOR ALL WORKING MEN AND WOMEN.** (Applause)

This is what's at stake at this moment. This is the challenge we face. This is the task that lies ahead. And I know this: When we are united, when we are committed, when we have a vision, there is no power greater anywhere beneath the sun.

I know that the union makes us strong, **CWA STRONG**, and that together, **WE WILL PREVAIL. WE WILL WIN.**

Brothers and sisters, join me in this struggle, take the pledge, stand at my side, and together we shall overcome all obstacles.

Thank you, thank you, thank you, and solidarity forever.

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

TEMPORARY CHAIR RICHARDSON: I am so proud to be a part of this great union and to work with President Shelton. All of us together are making our union CWA STRONG.

I now turn the gavel over to President Shelton to assume the position of permanent Chair under the rules of this Convention. (Applause)

PRESIDENT SHELTON: The Convention will come to order. Thank you, Terry, great job.

Let me describe to you the use of the microphones and how you get recognized to speak, make motions or ask questions.

Microphone No. 1 in front of me labeled "Motions" is for the delegates to make motions, obviously. The telephone associated with this is connected directly to our parliamentarians. They are seated immediately behind me. Will the parliamentarians stand as I call their names:

Jody Calemine, CWA General Counsel;

Patricia Shea, CWA Headquarters Counsel; and

Amy Young, District 1 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, 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 No. 3 is the "For" microphone. Use it to be recognized to speak for any motion or issue before the Convention.

Microphone No. 4 is the "Against" microphone. Use it to speak against an issue.

At the back of the hall, Microphone No. 5 is designated as "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 these 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 the Motions microphone to Microphone No. 4, and then to Microphone No. 3. The rotation also includes Microphone No. 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. Then lift the telephone and tell the attendant your name. You will be recognized in the order called for under our rules. Start your remarks with your name and Local number for the verbatim record.

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 to my left, and are:

Hetty Scofield, Staff Rep; Susan McAllister, Administrative Director, District 7; Tonya Hodges-Moore, Staff Rep, District 1; Michael Neumann, Staff Rep, District 6 and Chair. And I omitted that Hetty Scofield is from District 4.

Five-Minute Rule: Ruth Marriott, Staff Rep, Telecom & Tech; Linda Miller, Staff Rep, District 2-13; and Tom Smith from District 3.

During the course of our Convention, a verbatim record is kept. A complete set of Convention Proceedings will be e-mailed to you. You will have thirty 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: John Anderson, President, Local 4630; and Kimberly Burckhalter, Vice President, AFA-CWA Local 29012.

I would now like to introduce the Credentials Committee. We will use the one clap tradition, as you have been doing, after each name is called.

Michele Long-Vickers, Executive Vice President, Local 1040;

Latasha Carpenter, Vice President, Local 2108;

Angelita Rivers, President, Local 3106;

Holly Sorey, President, Local 4202;

Ronald Gray, President, Local 6228;

Rosa Wilson, President, Local 7110;

Ricardo Ibarra, President, Local 9586;

Richard McDermott, President, Local 52031.

I want to now recognize the Credentials Committee Chair, Marge Krueger.

MARGE KRUEGER (Chair, Credentials Committee): Good morning everyone.

President Shelton, delegates, retirees and guests: I am pleased to announce on behalf of the Credentials Committee that the Committee has registered over 1,361 delegates, alternates and guests to this 76th CWA Annual Convention.

The Committee appreciates the assistance rendered by the Secretary-Treasurer's office, especially their help on the Information Systems and Membership Dues Department. 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 assignment.

Since our last Convention, new Locals have been added to the ranks. These Locals are: 29032, 23087, 22002, 26031, 7040, 23004, 29035, 83224. Let us welcome these Locals. (Applause)

We shall be reporting on credentials in the following categories:

Category I, those credentials properly executed and received on time;

Category II, credentials properly executed but late;

Category III, improperly executed;

Category IV-A, proxy credentials properly executed but late;

Category IV-B, proxy credentials improperly executed; and

Category V, unusual circumstances.

Category I: There are 961 credentials properly executed and on time. The Committee moves that these delegates be seated.

PRESIDENT SHELTON: The Committee has moved that the delegates be seated. Is there a second?

. . . Seconded from the floor . . .

PRESIDENT SHELTON: All those in favor raise your hands. Those opposed, like sign. The motion is adopted.

CHAIR KRUEGER: There are no Category II credentials. There are no Category III credentials. There are no Category IV-A or Category IV-B credentials. There are no Category V credentials.

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 the alternates. Thank you. (Applause)

PRESIDENT SHELTON: Thank you, Marge, and thank you to the Committee. I know you worked really, really hard to get this done, and the Union thanks you. (Applause)

I would now like the Resolutions and Rules Committee to come to the platform. The members of the Committee are:

Shawn Ludwig, President, Local 1038;

James Cutter, President, Local 2106;

Kimberly Gallardo, Executive Vice President, Local 4123, and she is the Chair;

Judy Lugo, President, Local 6186;

Cheryl Bacon, Secretary, Local 59053.

Will the Chair of the Committee please read the Rules.

DELEGATE KIMBERLY GALLARDO (Chair, Resolutions Committee): Thank you, Mr. President. I will read the Hours of the Convention.

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 76th CWA Convention shall be as follows:

On Monday, August 7, 2017, 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 12:00 p.m. and shall continue until the business of the day has been concluded.

On Tuesday, August 8, 2017, the Convention shall reconvene at 8:30 a.m. The Convention will be in recess for one and one-half hours beginning at approximately 12:00 p.m. and shall continue until the business of the day has been concluded.

Respectfully Submitted,

Kim Gallardo, Executive Vice President, CWA Local 4123, Chair;

Shawn Ludwig, President, CWA Local 1038;

James Cutter, President, CWA Local 2106;

Judy Lugo, President, CWA Local 6186; and

Cheryl Bacon, Secretary, NABET-CWA 59053

PRESIDENT SHELTON: I would like to put a motion on the floor to adopt the Rules. Is there a second?

. . . Seconded from the floor . . .

PRESIDENT SHELTON: All those in favor please raise your hand.

Those opposed please signify by like sign.

The Rules are adopted.

Can we please play the video.

. . . A video entitled "CWA STRONG" was shown . . .

PRESIDENT SHELTON: Will the Chair of the Committee please read Resolution No. 1.

DELEGATE KIM GALLARDO (Local 4123, Chair): Thank you, Mr. President.

Please turn to the first resolution of the Resolutions report and look at Resolution 76A-17-1, entitled "CWA STRONG." I will read the resolution.

**Resolution 76A-17-1
"CWA STRONG"**

Throughout our 76 years, CWA leaders and members have stepped up to meet the challenges of the day. The upheaval of telecommunications divestiture, changing technology, mergers of communications companies, consolidation of the airline industry, the offshoring of good jobs, the assault on public services that benefit working people, and the attacks on public and private sector workers' rights all required a strong union that could fight back. We are that union.

Today, we need to be tougher than ever because we face the perfect storm of an emboldened corporate culture, a Congress determined to roll back workers' rights and protections, anti-union forces pushing for an end to public worker bargaining rights, a billionaire cabinet filled with the worst of Wall Street, and unprecedented attacks on civil and human rights.

Since 2012, so-called "right-to-work" laws have been enacted in Indiana, Michigan, Wisconsin, West Virginia, and now this year Kentucky and Missouri. Congress has introduced national "right-to-work" legislation. Public workers from New Jersey to Iowa to Arizona have seen their bargaining rights attacked, often with the help of the corporate-backed think tanks that help anti-union elected officials weaken and destroy the rights of public workers.

More than two dozen court cases attacking collective bargaining rights are making their way to the Supreme Court to face a majority of justices hostile to working people. The newest Supreme Court justice has a track record of opposition to the role of government agencies like the Occupational Safety and Health Administration, the National Labor Relations Board, and others charged with protecting workers on the job. Anti-union forces see this as their time to strike the fatal blow to unions and destroy a strong political opponent.

Bargaining good contracts is tougher than ever, across every industry. It is a turbulent time for millions of working families, and a dangerous one. We are at risk of losing decades of gains, in safety and health, fair wages and overtime, the right to collective action, and much more. The attack on unions is unprecedented and we must increase our power to withstand the blows.

CWA STRONG is a far-reaching plan to move every member to action, with the goal of strengthening

our union at all levels and expanding our capacity to survive and fight back. The CWA STRONG plan has real, measurable goals that keep us all accountable for the work that will allow our union not just to survive this crisis but to make gains. Together, we can bring more workers into our union, strengthen our political voice, and win on issues that affect us all. We must all commit to this work. This is no time for bystanders.

The CWA STRONG work has already begun with locals developing systematic plans to talk with and sign up non-members, attend internal organizing training, recruit new stewards, participate in political boot camps, and much more.

We must strengthen organizing committees and engage in deeper one-on-one conversations in every workplace, committing to listening and involving members at the center of everything we do. In other words, we must commit to energizing the organized. If we succeed, we will withstand the attacks and we will have tens of thousands more members participating in union mobilization, making us more powerful at the bargaining table, in the halls of political power, and in our communities.

Resolved: CWA commits to the CWA STRONG Plan to do the work at every level of our union to strengthen us and allow us to withstand the attacks on the very existence of our union.

Resolved: The CWA National Organizing Department, staff, and every local will make internal organizing and membership contact and involvement a priority.

Resolved: The national union will provide training and resources for the CWA STRONG plan and all departments and program areas will identify and implement actions to support CWA STRONG.

Resolved: All CWA locals at or below 80 percent organized will work with their District/ Sector Organizing Coordinators and staff to design a systematic plan to increase membership by ten percentage points this year.

Resolved: Collectively across the union CWA will sign up 40,000 non-members before the next Convention.

Resolved: Every CWA local commits to have active and effective organizing, legislative, political, and human rights committees and to send new activists to boot camps and other trainings.

Resolved: Every CWA local will strengthen and expand the number of stewards by at least ten percent so that every workgroup has at least one trained steward.

Resolved: Every CWA local will build and strengthen a workplace mobilization structure that allows the union to contact every member with important information and move them to action in support of bargaining and other issues.

Resolved: The national union will provide access to digital communications tools for locals and each local will ask every member for their email and cell number and use them to provide regular updates to move them to action.

PRESIDENT SHELTON: At the microphone, make your motion.

DELEGATE JELGER KALMIJN (Local 9119): I'd like to make a motion to add an additional Resolved to the CWA STRONG resolution. I will read the additional Resolved:

"CWA will provide support to Public Sector members as they face the reduction of income due to an

impending Supreme Court decision by providing education, training, and organizing assistance that promotes the value of unions in the Public Sector for all Americans.

"CWA will seek legislative action at the federal, state and local level to strengthen union rights in both the public and private sectors and prepare locals for the financial and political impact of significant reductions in dues income."

PRESIDENT SHELTON: Brothers and sisters, there is a motion. Is there a second?

. . . Seconded from the floor . . .

PRESIDENT SHELTON: On the "For" microphone, the Chair recognizes Delegate Wade.

DELEGATE CAROLYN WADE (Local 1040): Good morning, brothers and sisters.

Mr. President, my fellow delegates, I rise in support of this resolution. We believe that our strength is in our people. So we coined a phrase in Local 1040, and that is, "None of us is as strong as all of us."

At the onset of the campaign "CWA STRONG," we began to put a plan together because we recognized that, without a plan, we were without direction. We also recognized that, as different as we are in CWA, so should our plans be. However, we all must end up at the same place, and that is to make CWA STRONG.

So we began by doing research. We wanted to know every member that was a non-member, and we wanted a personal contact for every member. So we had our stewards ready. We gave them a list. They went out and there was a personal contact for every member. We also, in addition to this, had stewards assigned to orientation so we could get them when they came in, but the other stewards were working to sign them up to become a part of the union.

Now, that worked well for awhile. However, we recognized that it started to fizzle out. So we put together what we called a "Rapid Response Team." Now, the Rapid Response Team was made up of about 33 stewards, and we called them "the best of the best." We even bought them little T-shirts and we made a big deal over who they were, and they understood they were our SWAT team.

We gave them specialized, intense training, and we sent them in the field. And within two days, it really amazed us. These 34 people had signed up about 300 of our non-members, and we call them the "hard core." (Applause)

Now, the work is still going on and, as we said before, none of us is as strong as all of us, and we also recognize that we are part of a big picture. The big picture is to make the union strong. We in Local 1040 felt that if everybody did their part -- you know, the things that the kindergarten says, you know, "everybody do their part," and we will come out with a whole. So we felt in Local 1040 that we needed to do our part to make CWA STRONG.

So we are still working. We still have -- and it's amazing -- we still have less than 15 percent of our members to sign up. And for a Local that represents about 9,000, we believe that we have done tremendous work, but we will not rest on that. We will continue until we get 100 percent.

But surprisingly, what we have found, we are a 24/7 operation, which means that we have people on every shift. And our weakness was in our 11:00 to 7:00 shift. We put our SWAT team out signing them up, and what we discovered is that people will support you, but they like the attention, they like that individualized attention, but they also like to be informed.

So a part of our plan is not only to have them to sign a card, but to unionize them by keeping them informed, letting them know that they are needed, and we are working very hard to make CWA STRONG.

I thank you, Mr. President and delegates, for this moment to share our plan and what we are doing in Local 1040. (Applause)

PRESIDENT SHELTON: May I just remind everyone that what is before you is the amendment, and if you are going to speak at the "For" microphone, it should be on the amendment.

The next speaker on the "For" microphone, seeing no one at the "Against" microphone, is Delegate Hayes. Please announce your name and your Local number.

DELEGATE TONY HAYES (President, IUE-CWA Local 86782, Tyler, Texas): I would speak for the amendment, also for the resolution. Let me say this: I am extremely proud of our leadership. Thank you for that inspirational speech, President Shelton.

Also, I would like to thank our District 6 Vice President, Claude Cummings, and our IUE-CWA President, Jim Clark. These men are men of vision. They want to make sure that we succeed in the future.

Let me say this: Our Local attended the training in Dallas. Now, I don't know how many of you live in a right-to-work state, but I do know if the Trump administration has their way about it, we will all be in a right-to-work state the next time we convene, and we need to stand up and say "NO." (Applause)

You know, there is even legislation floating around that would make everyone right-to-work; that would even allow non-union -- well, wait a minute. Let me readdress. Granddaddy called them scabs.

PRESIDENT SHELTON: Granddaddy is right.

DELEGATE HAYES: Now, let me tell you, you know that there are all those who come to the banquet and never bring anything, right? We as union members should be tired -- tired of carrying their weight, tired of supporting those who do not wish to do their part to further the cause.

We went to the training, we came back, we set up our goals, we set up our committee. We have signed up over 200 members in our Local since that training. (Applause) Our goal is 100 percent.

We have to fight because we are in a fight. I have been a union member since the first day on the job, 34 years ago. The old union president walked up, he handed me a card and said, "Son, this is a union shop. Sign the card." I think we have become way too complacent in the way we deal with people who ride our backs everyday. (Applause)

I proudly signed that card, and I have been a proud member of the IUE-CWA ever since. Let me tell you, I don't want to see any of this legislation passed. One part of it says scabs can vote at ratification meetings. Another little thing floating around says that they can also vote at strike votes.

Now, you may stand here or you may sit here today and say, "This fight is too hard." Don't tell those coalminers that we just witnessed on the screen that the fight was too hard. Don't tell those steelworkers who struck against Andrew Carnegie that the fight was too hard. Don't tell Rosa Parks that the fight was too hard. And do not even mention to Martin Luther King that the fight was too hard. (Applause)

As members of CWA, I implore each of you to stand up, go back to your Locals, do everything that you can to make this union as strong as it can be. Until we achieve 100 percent in our local unions, we're

not done.

Thank you, Mr. President. (Applause)

PRESIDENT SHELTON: This is probably a violation of Robert's Rules, but amen, brother.

There is a delegate at the Motions microphone. Please identify yourself.

DELEGATE ARTHUR CHELIOTES (Local 1180): I wish to move the question on the amendment.

PRESIDENT SHELTON: Seeing no one at the "Against" microphone and quite a few people on the "For" microphone, but we have had two people speak at the "For" microphone, so the question is closed. Please take your seats.

Brothers and sisters, we will first vote on the question of closing debate. All those in favor of closing debate, raise your hand.

Those opposed, signify by like sign. Debate is closed.

Brothers and sisters, there is a motion before you that has been debated. We are now voting on the amendment by Delegate Kalmijn. If you want, I will read it.

"The CWA will provide support for Public Sector members as they face a reduction of income due to an impending Supreme Court decision by providing education, training, and organizing assistance that promotes the value of unions in the Public Sector for all Americans.

"CWA will seek legislative action at the federal, state, and local level to strengthen union rights in both the public and private sector and prepare locals for the financial and potential impact of significant reduction in dues income."

That is the amendment to the resolution that is before you. All those in favor, please raise your hand.

Those opposed signify by like sign. The amendment passes. (Applause)

There is another delegate at the Motions microphone. Please state your name and your Local number and state your motion.

DELEGATE JUAN RAMIREZ (Interpreters Local 39000): I offer an amendment to the resolution in order to address special circumstances, an additional Resolved.

"Resolved, that for locals under special circumstances, like a current temporary administration or newly-formed Locals, CWA will provide additional consideration and resources in order to reignite mobilizing efforts which may have been impacted, and membership access to resources and information will be upheld in order to link them to proper resources."

Thank you. (Applause)

PRESIDENT SHELTON: Brothers and sisters, there is a motion before the Convention. Is there a second?

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

PRESIDENT SHELTON: Would the delegate like to speak on the motion?

Just to note so everybody knows, if you make a motion and it's seconded, you can speak on the motion from the "Motions" mic.

Go ahead, Delegate Ramirez, the delegate at the "For" mic.

DELEGATE RAMIREZ: I am speaking for the motion because, as currently drafted, there are certain exigent needs when a Local is hampered by a current temporary administration such that normal membership participation is severely impacted. There are no membership meetings that are regularly held. Their access to information and access to resources are severely hampered during this time of exigent circumstances, and that applies as well to a newly-formed local.

Both of the instances I am referring to apply to our Local 39000. We have not had a membership meeting for over seven months and will not be having one, as I understand, under temporary administration.

We, however, prior to Local 39000 being in this situation, were very much active and very much in keeping with the CWA STRONG tenets. We were mobilizing our membership and strengthening the cadre of stewards, as well as conducting sign-ups of agency fee-payers, which is one of the great thorns in our side. All of these efforts have been severely impacted and forestalled by a temporary administration.

I am not saying we did not deserve the temporary administration. I am not decrying any of that. My motion, and I ask for support from the delegates here, is that you would consider the membership that is so severely impacted and cannot now meet, access resources, access the information that is needed in order to continue, and to be consistent with the tenets of this campaign.

Mr. President and delegates, I urge you to please consider that there are, on occasion, exigent circumstances such as these that will require special consideration. And that is my motion. Thank you. (Applause)

PRESIDENT SHELTON: Seeing no further speakers, there has been a motion and a second to amend the resolution to read, "Resolved, that for locals currently in special circumstances like under temporary administration and newly-formed locals, CWA will provide additional consideration and resources in order to reignite mobilizing efforts which have been impacted and membership access to resources and information which will be upheld in order to link those properly to resources." That is the amendment.

There is another delegate at the "For" microphone that would like to speak. Please announce your name and your Local number.

DELEGATE ELIZABETH MILOS (Local 9119): I am a UCSF medical interpreter, and as my colleague, who is a California court certified interpreter, I feel the need to speak on behalf of this amendment.

One of the things that many people may not realize is the fact that this Local is under temporary administration also impacts the civil rights of the defendants and the accused in the court systems, because these court interpreters are vital to the defense and the proper representation of members of the communities that don't speak English in the California court system.

I am a health care interpreter, and we also face many challenges as interpreters in our workplace

because, as health care interpreters, we are part of the health care team, and we also find ourselves with a need to advocate for our patients.

The court interpreters are not advocating for their clients, but they are providing the much needed representation that is afforded to them, to the accused and to the defendants, as well as to all the participants in the court process to be able to fully understand what is happening in their judicial proceedings and is afforded through this process by the Civil Rights Act.

So, I really believe that it is very important that CWA consider this and the members and delegates support CFIs in this amendment. (Applause)

PRESIDENT SHELTON: The Chair will recognize the delegate at the "Against" microphone. Please announce your name and your local number.

DELEGATE ROBERT HOGUE (Local 9423): I speak against this amendment, not because it does not have merit but, brothers and sisters, it's almost a non-sequitur to the actual motion we have, and I do not believe this amendment is the proper conduit to effectuate the change that the original mover or motion of the amendment is trying to attain. Therefore, I am asking that we vote "no" on the amendment. Thank you.

PRESIDENT SHELTON: Seeing no one else at a microphone, there is an amendment before you. I have read it. All those in favor of the amendment, please signify by raising your hand.

Those opposed? The amendment is denied.

Is there any further discussion on the resolution as amended?

Seeing none, the motion before you, brothers and sisters, is the motion for the resolution with the amendment by Delegate Kalmijn, as noted. All those in favor, please raise your hand.

Down hands. Opposed by like sign. The resolution carries. (Applause)

I would like to thank the Resolutions Committee for now. I know you will be back.

And I would like to call Secretary-Treasurer Sara Steffens to the microphone.

SECRETARY-TREASURER STEFFENS: Thank you, Chris. Last time we gathered in Detroit, none of us would have predicted the storm we find ourselves in today. So in these difficult times, it's heartening to be here with all of you, my dedicated and talented union sisters and brothers. No matter how rough the seas ahead, I am glad we are navigating them together.

These are dangerous times for CWA and for our Labor Movement. Everything the bosses have ever wanted to do to unions, they will try to do now. As President Shelton made clear, this is a fight for the very future of our Labor Movement.

A majority in Congress and the Senate are all too willing to do the bidding of their corporate masters by introducing bills designed to attack and weaken our unions. States and even counties are stepping up their attacks on fair share fees, paycheck deduction, even collective bargaining.

Janus vs. AFSCME, the lead case designed to devastate public worker unions, is on its way to the Supreme Court right now. Make no mistake -- these are blatant attacks on working families.

When corporate interests want to hurt the Labor Movement, they dream up things that cost us money and waste our time. But never forget, it's not the union's money they are wasting; it's the members' money. CWA members deserve to have their dues work for them, not wasted on anti-union schemes. (Applause)

Corporate CEOs do not want us to be able to come together and demand good wages and safe working conditions, and so they are attacking provisions and policies that have been historic sources of our strength. In some places, union members have even lost the basic right to request that dues be taken from their paychecks.

But there is one thing that they can't ever steal from us -- our solidarity. Our strength is rooted in our connection and our commitment to each other, in our shared vision of a better life for all workers. Now, more than ever, we need to be a union by the members, for the members. There has never been a more important time to connect with every member one-on-one, and we have to do this work together.

We need all of us to be all in to keep "CWA STRONG." Strengthening CWA begins with everyone here in this room. It happens at our workplaces, with our shop stewards, in our union halls. "CWA STRONG" means having conversations -- every day with everyone you can -- about what we are working to achieve together and why.

"CWA STRONG" means collecting emails and mobile numbers so we can reach people in a hurry. "CWA STRONG" means asking ourselves in every task if there is a way to do this work that engages our members and grows our union.

Here is the silver lining: If we do this work right, CWA will come out stronger than we have ever been. Our power comes from our members, and we need to remind ourselves and all of them every day just how strong we can be together. Our members are the reason for everything we do, and they should be central in everything we do.

As union leaders, we are tenacious and stubborn, and that's a good thing. No one has succeeded yet in convincing us to give up, and they won't now. If Corporate America maybe thinks they are about to deal our Labor Movement a death blow, let's show them just how wrong they are. (Applause)

In a few moments, the Finance Committee will share their report. You will see that CWA has weathered the past two years well. Organizing has helped steady our membership numbers. We have held our spending under budget and within dues revenue, and we are taking common sense steps to improve our financial health for generations to come.

We halted the runaway costs associated with Orion, our outgoing membership system. We have evaluated every budget line to save money, rebidding vendor contracts to reduce fees, and combining offices so that an entire floor of CWA headquarters could be leased out to a rent-paying tenant.

Most significantly, we froze CWA's staff pension plan which was threatening our financial stability with unsustainable costs. CWA will soon launch a new pension benefit that will provide retirement security to our staff at a predictable, affordable cost.

Saving our pension wasn't something I imagined having to take on as a new Secretary-Treasurer, and it was not an easy change for our employees. To their credit, our staff unions understood the problem, and they worked with us to reach a solution, showing their commitment to supporting all of you, our members, and the mission of our union.

Could the staff members and support staff in the room please stand? Let's take a moment to

recognize their dedication to our union for the hard work they do every day. (Applause) Thank you to all of you.

Generations of workers built CWA into what it is today, and it falls on us to ensure that our unity endures for those who follow us. As Secretary-Treasurer, my job is to protect our resources, and I include in those not only financial and physical resources, but also the unity that binds and sustains us.

To me, as to President Shelton, "CWA STRONG" means much more than signing up non-members. In the Secretary-Treasurer's office, our commitment to "CWA STRONG" means strengthening the core of our union's operations. You can't sign up non-members if you don't know who they are, and it's hard to engage members when you don't know how to reach them. So we know that Locals need new tools to track members and collect dues.

That's why my office has been hard at work building a membership database and a dues processing system. We have negotiated and signed strong contracts with Aptify, a vendor with a proven track record of helping large membership associations move their databases onto their modern web-based platform. We are still in early stages of implementation, but I encourage all of you, if you have a chance, to stop by our Secretary-Treasurer's booth and take a look at the system.

We are very excited about Aptify's capabilities and the really smart, capable team that they have dedicated to CWA. In Phase 1 of the Aptify project, we will move all our member, non-member, and retiree records to a common database along with dues processing, and we expect to go live with this phase before the end of 2018.

The Aptify database will serve as a central hub supporting functions throughout our union. We want everyone to share a single accurate source of member information that's accessible at any time, anywhere, including on your mobile phone.

This database will be a powerful tool to keep CWA STRONG, but it will not solve every data or dues problem that CWA faces. Technology alone can never ensure that an email has no typos or that an employer actually processed the dues authorization card that we gave them. That's why we need every Local to be part of building our strong central database.

And you can start right away, as soon as you get back from this Convention, by logging into Orion, and checking that everyone who has signed a card at your Local is listed either as a member or a pending member.

Will the Secretary-Treasurers who are here today please stand up? (Applause)

Brothers and sisters, look around you. This group of people is the backbone of CWA STRONG. Without them, we cannot track who is and who is not a member of our Locals. Our Local Secretary-Treasurers are the unsung heroes of our Labor Movement. Their efforts make everything we do possible. Join me in applauding these Local leaders and the incredible work they do every day to keep CWA STRONG. (Applause) Thank you.

CWA STRONG also means planning to withstand future attacks. With paycheck deduction increasingly under attack, we know that Locals need new ways to collect dues. That's why CWA has partnered with Pledge Up, a web-based system that allows members to sign up to pay dues by credit card or straight from their bank account. Pledge Up is a much simpler way to hand-collect dues, and it erases the liability of handling individual financial information. By preparing for these worst-case scenarios, we know that we can withstand any attack and stand CWA STRONG.

It would be easy, given the challenges ahead, to lay low, to sit back and hope to ride out the storm, but we will not do that. Too much is at stake. Our Labor Movement has never had it easy. The powerful and the one percent have always wanted us gone, and we are still here because we won't let them win. Decades of CWA members before us put it all on the line to build this union, and we will do the same.

Like many of you, I have been horrified to watch the hate that's unfolded in our country these last months -- attacks on immigrants and people of color, on our LGBT brothers and sisters, on our CWA members who work in journalism, on our most vulnerable citizens and the health care that sustains their lives. Too many days reading the newspaper, I see the ugliest side of our nation.

But it's important not to get lost in despair. We need to cultivate hope, another vision of who we can be. A few weeks ago, I heard a radio report that affected me deeply. Some of you may have seen the story on the news. It happened on a beach in Panama City, Florida. Hundreds of people had gathered to sun and swim when two boys got caught in a rip tide and they couldn't break free.

Their mother, their grandmother, and two other family members swam out to save the boys, only to be overcome themselves. Beachgoers saw what was happening but had no rope or buoys. Four more people swam out to help, but all were caught in the deadly current.

At this point, there were ten people struggling in the surf, moments from drowning, when something amazing happened. Strangers on the beach began to form a human chain. The first stood on the solid ground of the shore forming an anchor. Others ventured out deeper and deeper, linking arms until the chain stretched more than 80 people, hundreds of feet into the surf. A strong swimmer was passed to the end of the chain where she grabbed the exhausted victims so they could be passed arm-in-arm to shore.

When the last stranded swimmer reached the safety of the beach, the rescuers cheered, elated, and then they went on their separate ways.

I can't stop thinking about that -- a random group of people, strangers, setting aside their own safety because fellow human beings needed their help.

So in these times, when we see the worst of who we can be on display all around us, remember that human chain, the best of who we can be. It happened so fast, so spontaneously, as though all of us are waiting all the time for the moment when we can be our best selves; the moment when someone calls for our help, and we say, "Yes, of course, a thousand times yes."

Every delegate in this room today has answered someone's call to serve our sisters and brothers in the Labor Movement, to help build a better life for working families, to help keep CWA STRONG. Let us never be afraid to do the same, to challenge others to do the same.

This human chain is who we are. We are united in our love, our solidarity, and mission to serve our members. Like this human chain, we take care of each other. Even when the seas are rough and the odds seem stacked against us, our solidarity will never be broken. We are CWA. Thank you.

. . . The delegates arose and applauded . . .

SECRETARY-TREASURER STEFFENS: Thank you.

We have the Finance Committee here on the platform. I would like to introduce them. We have our Chair, Evelyn Smith, Secretary-Treasurer of Local 6222; we have Lisa Avila, President, Local 7704; Dante Harris, President, Local 29012; and Michael Cabanatuan, Vice President, Local 39521, my home local.

I recognize the Chair for the purpose of presenting the Finance Committee report.

. . . The various members of the committee took turns reading the report . . .

DELEGATE EVELYN SMITH (Local 6222, Chair, Finance Committee): Thank you, Madam Secretary.

Your Finance Committee met in Washington, DC, on June 21 and 22, 2017, to review the 2016-2017 expenses for 11 months ending April 2017 and the 2017-2019 CWA Operating Budget. Every supporting document requested was made available to us.

The Committee also reviewed the Consolidated Financial Statements for the period ending May 31, 2016, prepared by the Certified Public Accounting firm of Calibre CPA Group. 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, 2016.

The Finance Committee carefully reviewed expenses paid out during the 2016-2017 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 budget allocations. The Committee then met with or received communications from representatives of CWA District 2-13, CWA District 6, CWA District 9, IUE and NABET and deliberated on recommendations.

Budget overruns were due to a variety of reasons including lengthy bargaining and staffing issues resulting in additional travel expenses and unanticipated legal costs. Protracted bargaining, particularly on large contracts, resulted in increased expenses, including lodging, hotel meeting rooms and last minute travel. It is imperative that we continue to find new ways to efficiently bargain contracts in the most effective and productive ways possible.

During our discussions with various district and sector vice presidents, they shared creative ways that these bargaining challenges are being addressed and planned for the future. We would also like to recognize those administrative units that were able to keep their expenses within their allocations despite those challenges. The Committee also recognizes the continued effort that the National union has taken to try and help solidify CWA's financial position through cost containment while maintaining necessary service to our membership.

The Secretary-Treasurer's office has continued to roll out new systems that take advantage of technology to improve efficiency and save the union money. It has continued with the rollout of Concur -- the expense reimbursement system -- that is nearly complete. This program has allowed full-time and part-time employees to go paperless with reimbursements. It has also incorporated the part-time payroll, allowing for the removal of duplicate keying.

The office also moved forward with offering ACH as the preferred method of payment for all employees and vendors. Implementing this change has enabled the department to send the payment remittance advice slips through email rather than mailing through the postal service. This change alone has saved numerous hours of people power and has allowed for a significant decrease in the department's postage cost.

CWA's new payroll system centralizes multiple systems into one, is web-based, and has self-service capabilities that have produced significant cost savings. A new time reporting system that saves time and labor has been incorporated into the payroll system. Also in the works is a new membership system that will streamline functions and be regularly serviced and updated by the company that is creating it. Most important, it is far more user-friendly. It is expected to be completed by late 2018.

The Secretary-Treasurer's office plans to continue to modernize its systems to make CWA's financial functions more efficient and less expensive.

The Finance Committee makes the following recommendations to further work with our budgetary challenges:

Given the looming financial threats posed to Labor by the Trump administration and Congress, the Finance Committee urges all locals to work the CWA STRONG plan and take action to make themselves -- and CWA as a whole -- stronger and better prepared to withstand the coming attacks and to bargain strong contracts.

We need to continue to closely monitor spending to ensure that income forecasts match cash flow and that expenses do not exceed income, including careful monitoring of contributions to the legacy and new CWA pension plans on behalf of CWA employees.

It is incumbent upon CWA to continue to keep its expenses within its generated dues income and budget allocations with further recognition of the need for all units to contribute to the ongoing programs and administration of the National union.

The CWA Convention should support the proposal to eliminate the mandatory printing and mailing of a union publication, saving the union more than \$750,000 annually. While the printed newsletter remains a valuable tool for informing members, the amendment will allow the flexibility to use less-costly electronic media while still permitting the publication of print editions when deemed necessary.

All administrative units, including committees, should consider merging or coordinating meetings and conferences when feasible. A good example of this is when the Women's Committee and the Human Rights Committee decided to hold a joint conference based on their common interests while still having individual breakouts. Combining meetings not only saves money but can build support for a common agenda.

Any administrative unit whose expenses exceed one percent (1%) of their budget allocation must provide a reasonable explanation for the cause of the overage to the Finance Committee and, if necessary, should be prepared to present that explanation to the Committee of the convention delegates. Any administrative unit whose expenses exceed three percent (3%) will attend a training set up by the Secretary-Treasurer's Office for budgeting effectively.

The Secretary-Treasurer's Office should explore the concept of developing a bargaining contingency for negotiation of large contracts. Bargaining costs are a primary reason for budget overruns by districts and sectors.

The Executive Board should initiate discussions to formulate a plan in preparation for the upcoming Janus decision, which will likely adversely affect CWA revenues.

CWA has made great strides in addressing the recommendations from previous finance committees, including setting balanced budgets and living within our means. Organizing has allowed us to stabilize our membership numbers and bring union representation to new industries. Our membership has

decreased by nearly .75% over the past fiscal year.

The 2017-2018 Finance Committee would like to thank President Christopher Shelton, Secretary-Treasurer Sara Steffens, Assistant to the Secretary-Treasurer Elizabeth Wilks, and their staff for their time and effort 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, national units, and headquarters for their ongoing efforts to achieve the financial targets outlined in the 2017-2019 budget.

In conclusion, despite all of the upheaval and anti-union attacks in our country today, CWA still remains united. But we can do better. With all of the difficult challenges ahead, we believe CWA should plan to take the actions necessary to make our Locals stronger and better to prepare us against the ongoing attacks on Labor.

To do this, we need to promote "CWA STRONG." This will not only benefit the union financially, but it will also improve the conditions of our members and grow our union.

Through this program, our membership will become more educated on the values and benefits of belonging to a union. Where there is unity we will find strength to rekindle the Labor Movement.

The CWA Finance Committee will be meeting in 2018 to review the finances and make adjustments to the proposed 2017-2109 Operating Budget as necessary.

There is more information in your packets if you would like details, and thank you very much.

SECRETARY-TREASURER STEFFENS: Thank you. (Applause)

The Finance Committee moves adoption of this report.

. . . Seconded from the floor . . .

SECRETARY-TREASURER STEFFENS: A motion has been made and seconded to adopt the Committee's report. Is there anyone to speak on the motion?

There are no delegates needing to speak at this time. All those in favor of adopting the Finance Committee report, indicate by raising your hands.

Down hands. Any opposed, signify by like sign.

Okay. The report is adopted. Thank you to the Finance Committee for your tireless work. (Applause)

PRESIDENT SHELTON: It appears we are ahead of schedule, but I am still going to recess the Convention. But I want to change the start time from 1:30 to 1:00, still giving you an hour and a half for lunch. So the Convention is recessed until 1:00. Thank you.

. . . Thereupon, the Convention recessed for lunch at 11:27 a.m. . . .

MONDAY AFTERNOON SESSION

The Convention reconvened at 1:06 p.m., Secretary-Treasurer Sara Steffens presiding.

SECRETARY-TREASURER STEFFENS: While you are taking your seats, I can let you know that the Governor is running a little bit late, so we are going to change up the order of business that you see in your agendas a little bit.

You will recognize here on the stage our Defense Fund Oversight Committee. We are going to give them a chance to start their report. Because the Governor's schedule is very tight, when he arrives we will interrupt if the report is still in progress and give him a chance to speak. And then when he concludes, we will resume the report.

While you are taking your seats, I would like to introduce the Defense Fund Oversight Committee. We have:

Ken McNamara, President, Local 1037;

Arthur Cheliotas, President, Local 1180. Art is also the Chair of the Committee;

Bill O'Meara, Member, TNG-CWA Local 32035;

Keith Patterson, President, Local 3908;

Edwin Phillips, Member, Local 4340;

Nancy Brown, President, CWA Local 6215;

Cecilia Valdez, Secretary-Treasurer, CWA Local 7026;

Joan Gifford, Secretary-Treasurer, Local 9505, and also the Co-Chair of the Committee;

Jim Gardler, President, Local 13000;

John Lewis, Member, IUE-CWA Local 83761;

Jeff Heisey, Secretary-Treasurer, United MEC/AFA.

I now recognize the Chair for the purpose of presenting the Defense Fund Oversight Committee report.

DELEGATE ARTHUR CHELIOTES (Chair, Defense Fund Oversight Committee): Thank you, Sara. I'd like to begin by turning it over to Ken McNamara from District 1.

DELEGATE KEN McNAMARA (District 1):

Report of the Defense Fund Oversight Committee

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 at the Biennial Presidents' meeting.

The DFOC met on October 24-26, 2016, and May 1-3, 2017, 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.

For the purpose of continuing reading this report, I will turn it over to my brother, Jim Gardler from our Host District 2-13.

DELEGATE JIM GARDLER: Thank you, Ken.

I. INVESTMENTS - Prior to submitting this Biennial Report, the DFOC met with representatives of the Segal-Marco Consulting Group (SMCG) to review investment performance for the Funds. 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 Proposal was issued for these services in the spring of 2009 and were rehired in 2016 after a similar process.

Marco first presented an investment analysis to the Defense Fund Oversight Committee at the CWA Convention in June 2009 and has subsequently updated the Defense Fund Oversight Committee 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 Defense Fund Oversight Committee at the October 2016 and May 2017 meetings.

The opening balance of the Robert Lilja Members' Relief Fund on March 1, 2016, was \$438,450,931. According to the rules, one-half of the earnings in the Members' Relief Fund are moved to the Growth Fund. Earnings on the Robert Lilja Members' Relief Fund investments from January 1, 2016, to December 31, 2016, were \$12,653,962 and, therefore, \$6,326,981 was transferred into the Growth Fund in March of 2017. The balance of the MRF, as of April 30, 2017, is \$411,361,041.

According to RLMRF guidelines, when the Fund's assets fall below the floor of \$377,484,108, the quarter hour dues that would otherwise be sent to the SIF are retained by the 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 March 1, 2016, to April 30, 2017.

When the Robert Lilja Members' Relief Fund reserves reach \$500,000,000, the floor will be raised to \$400,000,000.

II. THE ROBERT LILJA MEMBERS' RELIEF FUND - The balance of the Robert Lilja Members' Relief Fund as of April 30, 2017, was \$411,361,041.

A. Expenditures - March 1, 2016 - April 30, 2017

1. Strikes/Victims of Collective Bargaining - There were three strike-related payments during this period and two victims of collective bargaining in this period:

STRIKE RELATED:

HALIFAX CHRONICLE HERALD, LOCAL 30130, \$1,379,172.05

MOMENTIVE-IUE LOCAL 31359, \$3,235,988.93

VERIZON - DISTRICTS 1 & 2-13, \$53,307,411.43

VICTIMS OF COLLECTIVE BARGAINING:

CANTV - LOCAL 54041, \$27,680.00

KTTV - LOCAL 59053, \$15,800.00

I would now like to hand the rest of the report off to my colleague on the Committee, Keith Patterson.

DELEGATE PATTERSON: Thank you, Jim.

Verizon Strike-Related Payments:

The result of the Verizon strike in 2016 was a significant accomplishment for our Union made possible through the dedicated effort and commitment of our members.

The successful 45-day strike ended in the middle of the week on Wednesday, June 1, 2016. Instructions as to when the Members' Relief Fund strike payments to members should end following the conclusion of the strike were incorrectly interpreted.

The Members' Relief Fund rules state these payments end on the seventh day following the conclusion of the strike. Based on information given from the district during a town hall call, a number of locals paid out the extra week of strike benefits at the \$300 level believing this additional payment was authorized under the rules of the MRF.

When the mistake was recognized, the weekly payment had already been sent out to the members of these locals based on a good faith understanding of the information that had been provided. These payments were not made in compliance with the MRF rules, and the CWA Executive Board was faced with the difficult decision of how to address these extra payments.

The 45-day Verizon strike was a success not only for our members but for the entire Labor Movement, had a positive impact and lifted the spirits and inspired thousands of union members across this country. The overwhelming impact of the outcome of the strike reinforced our members' sense that "by standing together we can accomplish great things."

The CWA Executive Board acted on July 14, 2016, to authorize the strike benefit paid out to those Verizon strikers for the week of June 8 thru 14, 2016.

The Defense Fund Oversight Committee supports our collective accomplishment and the dedicated efforts of our members through this strike, and we understand any action requiring these extra payments

be returned will only serve to diminish the courage and unity shown by our members during the strike and it will adversely impact our solidarity. The mobilization effort accomplished as a result of this strike is the very foundation of why we exist as a Union.

After considerable deliberations, the Defense Fund Oversight Committee recommends the monies not be repaid.

For the purpose of continuing this report, I turn to my colleague from District 4, "Mr. Ed."

DELEGATE ED PHILLIPS: Thanks, Keith.

2. Mortgages: The Defense Fund Oversight Committee 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 current appraised value with a clear title. Mortgages as of April 30, 2017, have a balance of \$4,753,645.22 on a loan amount of \$7,737,987.43.

III. STRATEGIC INDUSTRY FUND (SIF)

The balance of the Strategic Industry Fund as of April 30, 2017, was \$71,060,457.

The Strategic Industry Fund campaigns approved by the Executive Board and the Defense Fund Oversight Committee 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 107 active SIF campaigns.

The total income since inception in September of 2016 to April of 2017 was \$242,987,656;

Total SIF expenses since the inception, \$172,696,674;

Allocated Open SIF Balance as of April 30, 2017, was \$22,075,032;

Unallocated SIF Balance as of April 30, 2017, \$48,215,949.

For purposes of furthering this report, I turn it over to Sister Nancy Brown from District 6.

DELEGATE NANCY BROWN (District 6):

SIF Campaign Successes:

Canada Digital Media Organizing - Staffing levels at traditional media have been dropping for two decades while digital media continues to grow. This modest SIF funding was just the added bit of resources needed to be visible and reach out to digital workers online. The SIF funds allowed us to build on the success of organizing 130 digital workers at VICE Canada and a quick success in our organizing drive for 49 workers at Corus Entertainment. The organizing work is continuing at other employers.

Health Care Workers:

This SIF provided funds that allowed CWA to have a social media presence on healthcare workers' issues and union difference. We were also able to collect and utilize data on public attitudes toward

healthcare issues related to CWA's safe staffing legislation. Our social media and legislative campaign, as well as our coalition work, helped us organize 750 new healthcare workers at Faxton St. Luke's.

To continue the report will be by Sister Cecilia Valdez from District 7.

DELEGATE CECILIA VALDEZ (Local 7026): Thank you, Nancy.

Verizon Wireless/Cable - The goal of this SIF was to reach out to Cablevision workers and Wireless Retail workers in District 1. Through Facebook and other efforts we were able to double -- that's 1,450 -- our email and contact list of Cablevision/Altice and increase our Verizon Wireless worker emails. We put out regular e-newsletters to Verizon wireless workers and deepened our activity with them. In 2016, we achieved a first contract for Verizon Wireless retail workers -- a major milestone.

Verizon Legal and Regulatory Strategies - Funds from this SIF allowed CWA to successfully investigate and file a complaint with the Pennsylvania Public Utility Commission over Verizon's refusal to maintain and repair poor plant conditions across Pennsylvania. As a result of this complaint, Verizon engaged in talks with CWA to resolve this issue prior to having to testify at any public hearings. In June of 2017 CWA and Verizon reached an agreement that will require Verizon to repair and/or replace unsafe and deteriorating plant conditions across the state of Pennsylvania through 2020.

For the continuation of the report is my sister Joan Gifford from District 9.

DELEGATE JOAN GIFFORD (Local 9595): AFA-CWA Organizing:

AFA warmly welcomed our newest members from Norwegian, Virgin America, Cathay Pacific, GoJet and ATI airlines as part of the 76th Annual Board of Directors meeting in Phoenix, Arizona. (Applause)

SIF Fund resources have been used to beat back decertification attempts at United and Envoy Airlines, with continued efforts at Spirit Airlines today. The AFA SIF Fund resources have been utilized to increase membership at Endeavor and Mesa Airlines where a successful Membership Engagement Campaign resulted in a 99.56 percent strike vote to support bargaining at Mesa. (Applause)

In addition, SIF resources have supported campaigns that unite all Flight Attendants: The "Fight For 10" campaign, "100,000 Eyes in the Skies to Stop Human Trafficking," and beating back attempts to outsource our jobs to countries with the lowest labor standards.

For purposes of continuing our report, I will turn it over to our colleague John Lewis with IUE.

SECRETARY-TREASURER STEFFENS: Excuse me, John. If we can pause for a moment, the Governor has arrived. I will turn the mike over to President Shelton.

PRESIDENT SHELTON: I now have the privilege of introducing Pennsylvania's great Governor, Tom Wolf. (Applause)

In 2014, Tom Wolf was elected Governor, a breath of fresh air after years of destructive and mean-spirited policies by his predecessor. His election was an enormous victory for working people in Pennsylvania. We knew he would be an advocate for working families, and he proves us right every single day.

He's walked with us on Verizon and AT&T Mobility picket lines and is standing tough against right-wing attacks from those forces that want to destroy our sacred union movement.

He's standing up for voting rights and to keep healthcare for millions of Americans.

It is because of Governor Wolf that measures like "paycheck deception" and "right-to-work" are going nowhere in the state of Pennsylvania. (Applause)

Governor Wolf is a good friend to CWA members and working families, and we will remember that in November 2018.

It is now my privilege to introduce to you the great Governor of the State of Pennsylvania, Tom Wolf.

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

PRESIDENT SHELTON: And if you'll note, he has a red tie on. (Cheers and whistles)

HON. TOM WOLF (Governor of Pennsylvania): Thank you, thank you. It is so good to be here. And, yes, I did wear a red tie.

Here's what I want to talk to you about today: I want to say thank you. I want to say thank you because what you are doing -- and I understand you are working for your members, for your colleagues, for all the people in the union movement -- but I want to thank you because what you do is really good for our society, it's great for our economy, and it's great for the Commonwealth of Pennsylvania, and that's what I want to talk about today.

What you do working day in, day out, is provide people with real, honest-to-goodness lives. You provide workers with peace of mind. You provide workers with financial security, with good jobs, with fair treatment, and the chance to grow and join the middle class.

All of us, all of us in this room have been fighting to ensure that the rights of working people stay in place; that working people are able to band together to ensure that they are treated fairly; that they are working in safe conditions, and that they are compensated adequately for the work that they do, for everything that they do. This is good for their families, for themselves.

We all need this because without a skilled and fairly-paid workforce our economy suffers, our families suffer, our employers, they suffer.

We don't fight for these things just because they are right -- they are. But we are fighting for these things and you are fighting for these things, and I am grateful for what you do, because these things are also smart.

We all know the best public policy is a good family-sustaining job, and that means we must all work together toward a robust economy. We have to ensure that employers love being and growing in Pennsylvania. But it also means that we need to make sure that employees love growing and being in Pennsylvania.

We need to ardently support the rights of workers to organize, to get fair wages, and to receive fair treatment -- that's all part of the same puzzle. Because for companies to succeed, they need to have access to a talented workforce that not only has the skills they need, but also cares about the success of the business where they work.

As a businessman, I know that the best way to get good profits is to have a workforce that actually cares about the customers we all serve. I have been fighting to ensure that, while we work to grow the economy, we are also focusing on this side of the coin, because not everybody at least claims to

understand that the employees have to be treated fairly.

Supporting our businesses and creating the best possible environment so that they can thrive means supporting our workers so that they can get the skills they need to be successful. To accomplish these goals, we need to do all that we can to make sure that we are creating a better Pennsylvania; that we are supporting our citizens from birth to old age, and giving them access to the services they need.

That's why I am proud this year that, in the face of a big deficit right here in Pennsylvania, we passed a budget that does not rely on gimmicks, half measures, or reduced services to citizens; a budget that balances while still investing in the programs and services that Pennsylvanians want and need. In this budget, we have invested in our workers; we have invested in our education system so that our children and our families have the tools they need to succeed.

And rather than taking the easy way out by balancing the budget by simply cutting and slashing across the board -- that's always been, by the way, Harrisburg's way of doing things -- we responsibly balanced the budget by taking a hard look at where state government can do a better job, taking a number of steps, such as reducing the money going to Wall Street money managers from our pension system so that we can keep some of the employees' hard earned money in their pockets.

Unfortunately, while we were able to pass a spending plan -- and I don't know if all the states are like this, but we have a spending plan that invests in our citizens -- we still have to do a little work. We still need a final vote in our House of Representatives to make sure that we have the revenues to pay for this common sense spending plan. It is my hope that the House Republicans in the very near future will come back and do the right thing and get the budget finished, over the finish line.

I am confident that we will be able to get this done responsibly, because one thing I know is that when we have come together in the past with folks like you, with your members, like the CWA, and focused our efforts, we have managed to accomplish quite a lot. With your help and through your efforts on behalf of your fellow workers, we have been able to accomplish a lot in Harrisburg.

We have expanded Medicaid right here in Pennsylvania, leading to quality health care for over 700,000 people who were previously uninsured. That's just in the last two and a half years. (Applause)

And we did this by rolling back something my predecessor called "Healthy PA" -- they have a great way of calling things interestingly, but anyway -- a program that was put into place by the previous administration that led to confusion among patients who were not receiving important treatments and special populations who were actually put in the wrong programs. Now people in Pennsylvania have access to quality and affordable healthcare. And because of that Medicaid expansion, the uninsured population in Pennsylvania dropped from 14 percent to under 8 percent in only two and a half years. We have also fought (applause) -- thank you.

I have also fought for and won the highest education increase in Pennsylvania in two years in our history. We have gotten back over \$800 million of the billion-dollar cut to education that occurred under my predecessor, investing this critical money in education at all levels so that when our children are ready to begin their jobs, they have the best educational backgrounds possible. (Applause)

We have worked to raise the minimum wage. On March 7, 2016, I signed an Executive Order that ensures employees under my jurisdiction in the Executive Branch in Harrisburg will be paid no less than \$10.15 an hour.

Additionally, with your help we have urged legislators to raise the minimum wage across the Commonwealth to \$12 an hour and index that to inflation. And we will continue to fight in the coming

legislative sessions to make that increase law, because our workers deserve a fair and family-sustaining wage for the good work that they do.

We have also worked through -- together, all of us -- have worked through two difficult strikes with Verizon and with AT&T that have greatly affected your colleagues while reaffirming their right to organize on behalf of fair treatment and fair wages.

I want to take a minute to talk about that process. During both of these strikes, I visited picket lines to hear directly from CWA members on the front lines in their fight for fairness. (Applause) I spoke to the workers. I actually got my picture taken with the workers. But I talked about what they were doing, about their workplaces, about their families, about their needs, and about their passion for the work they did.

Those workers were not demonstrating to hurt the companies they worked for; they wanted to help them succeed by making sure that these companies were paying good skilled workers for the work that they were doing, and not paying less skilled workers for jobs or work that they couldn't do.

Through your collective efforts, CWA was able to settle a fair and responsible contract with Verizon last year that was an affirmation of the power of working families. Congratulations. (Applause)

And as negotiations continue to settle the contracts with both AT&T and Comcast, you will continue to have my support as we work toward a contract that gives your members fair treatment. I am wholly confident that this contract will be settled in a way that recognizes the value of the work that your members do for both AT&T and for Comcast.

The power you have shown, that ability to make your case and earn what you deserve is why we are all here today, because together we have all accomplished a lot. Both in Harrisburg, in Washington, we have made both the Commonwealth and this country better -- a better place to get an education, a better place to find a meaningful career, and a better place to find a fair place to work.

I am incredibly proud of the work we have done together, but I know and you know that our work is not done, because for years there has been a growing and concerted effort, as you pointed out, by many Republicans at the national and at the state level to destroy the ability of working families to fight for wages they deserve, for benefits they have earned, and for protections that are fair. The constant threat of legislation like "paycheck deception" and "right-to-work" is an assault on the market and on the economy as well as on you as individual workers.

Any legislation that makes it harder for employees to organize in turn makes it harder for businesses to provide quality products and services to their customers, and that's why I have vetoed and I will continue to veto any legislation that seeks to check fairness in the workplace in this commonwealth. (Applause)

So, let me be clear: These are the values that made our commonwealth great. If Harrisburg Republicans pass paycheck deception, I will veto it. (Applause and cheers) If Harrisburg Republicans pass right-to-work legislation, I will veto it. (Applause and cheers) If Harrisburg Republicans try once again to do a mass layoff of teachers, I will veto that. (Applause and cheers)

If Harrisburg Republicans try to pass any attempts to curb efforts to give people time off when they are sick, I will veto that. (Applause) And if Harrisburg tries to pass legislation that aims -- Harrisburg Republicans -- try to pass legislation that aims to prevent cities and municipalities from raising their minimum wage, I will veto that, too. (Applause)

I have and I will continue to stand in the way of any legislation that takes aim at the rights of working

families to band together to get fair treatment. And I am committed to continuing to make sure that our workers are treated fairly, that they have a chance to get good, high paying jobs so that they can join the middle class and have the protections they need to organize to receive the fair treatment they deserve.

But I cannot do this alone. In the past, you all have been partners in everything that we have accomplished here in Pennsylvania. This year and next year, I will need your help more than ever before. With what's happening at the national level and the overwhelming Republican majorities we are facing right here in Pennsylvania, it is very important that we stand united and that we remain organized.

I need all of you to help me continue to move Pennsylvania forward. I need all of you to help me take on the Republicans here in Harrisburg and in Washington, D.C. I need all of you to help me protect what we have already achieved. Will you do that? (Applause and cheers) Thank you.

We need to stand together so that we can ensure that Pennsylvania and Washington and the United States is a place that says "no" to the backwards and harmful policies of the far right.

Let's keep moving ahead with our work. Let's keep fighting together. Let's continue right here in Pennsylvania to build Pennsylvania into the kind of place we all want it to be -- a Pennsylvania that helps businesses succeed but while also looking out for the interests of our working families.

Let's continue to make sure that our elected representatives stand up for our interests rather than special interests and lobbyists who have worked for the halls of the Capitol in Harrisburg and elsewhere for decades.

The CWA has always been a great friend to working people. The CWA has been a great friend to me, making sure that working families are treated fairly and they can succeed for themselves. I pledge to you all that I will continue to stand with you and to be your best ally in Harrisburg as we continue the fight.

Thank you for being here in Pennsylvania and thank you for your support.

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

PRESIDENT SHELTON: So, Governor, you can rest assured that in 2018 CWA will help you veto your opponent for the Governor's mansion. (Applause and cheers)

SECRETARY-TREASURER STEFFENS: When the Defense Fund Oversight Committee is ready -- are you ready? Thank you so much for accommodating that change in our schedule, and I believe that John Lewis was about to speak.

COMMITTEE MEMBER LEWIS: Yes.

IV. The Growth Fund, referred to as GF.

The balance of the Growth Fund as of April 30, 2017, was \$15,880,946.

At the 74th CWA Convention held in April 2013, this Committee recommended, and the delegates approved, the establishment of the new 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 those earnings from the Robert Lilja Members' Relief Fund will be invested in building CWA's ability to fight for economic justice for our members through this new Fund. The Defense Fund Oversight

Committee's responsibilities were expanded to include participation, with the Executive Board, in the approval and evaluation of requests submitted to this new Fund.

A. The remaining investment returns will continue to accrue to the Members' Relief Fund.

B. When the Members' Relief Fund reserves reach \$500 million, the floor shall be raised to \$400 million.

C. Should the Members' Relief Fund reserve fall below the current floor of \$377,494,108, all investment returns shall go to the Members' Relief Fund 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.

Below there we have listed the Growth Fund campaigns. The totals of those campaigns are:

Budgeted - \$37,672,288;

Total Income from 2012 investment proceeds through 2016 investment proceeds totals \$43,377,981.

To continue with the report is my brother and friend from the Airline Sector, Jeff Heisey.

COMMITTEE MEMBER JEFF HEISEY: Growing the Union at ABC and NBC Sports:

The growth fund's goal was to sign into the union a significant number of new and existing daily hires at ABC and NBC Sports. Signing up these workers is complicated by the fact that they do not work in the same place every day and they do not work a regular schedule. Through a focused persistent plan and funds for a field coordinator, site coordinators and educational initiatives, NABET-CWA has signed up nearly 2,000 new members in the past two years. (Applause)

For the purpose of concluding our report, I will hand the microphone over to Bill O'Meara from the Media Sector.

COMMITTEE MEMBER BILL O'MEARA: Thanks, John.

Stop TPP - No union mobilized like CWA to stop the TransPacific Partnership. CWA activists sent hundreds of thousands of calls and letters to members of Congress and visited almost every member's office. We united the Labor Movement in the fight to stop the TPP and we joined forces with coalition partners resulting in added fire power and deeper, lasting relationships with our partners. We succeeded in making TPP a major election issue with all major candidates forced to take a public position on the horrific trade deal. We stopped the TPP and we could not have done it without the funds made available from the Growth Fund.

Now back to DFO Committee Chair, Arthur Cheliotas.

CHAIR CHELIOTES: I would like to take a moment to thank a couple of members of our Committee who will no longer be serving on the Committee. First, Joan Gifford representing District 9. (Applause) She has served on the Committee for 16 years. I'd like to thank District 9 for electing her and sending her to the Committee. She's been an outstanding member and the Vice Chair of the Defense Fund Oversight Committee, a committee which is elected by you, the delegates, to oversee these funds. (Applause)

And I'd like to thank District 4 for sending us Edwin Phillips -- (applause) who has also served with distinction on this committee and made a real difference.

Both of them will be sorely missed, but I'm sure, in the wisdom of those districts, you will elect capable people to fill their shoes, although they will be big shoes to fill.

With that, I would request that the Chair and the delegates here approve our report. Thank you.

SECRETARY-TREASURER STEFFENS: Thank you very much. The Defense Fund Oversight Committee moves the adoption of this report.

At the Questions microphone, the Chair recognizes Delegate Glynne Stanley from 6214.

DELEGATE GLYNNE STANLEY (Local 6214): Although I am so proud that we won this strike, I have a couple questions on the Verizon strike payment. What was the total amount of the overpayment?

CHAIR CHELIOTES: The total dollar amount for the overpayment for both District 1 and 2-13: For District 1, it was \$3,464,700. For District 2-13, it was \$139,200.

DELEGATE STANLEY: Second question: Was there any question about the repayment back to the Members' Relief Refund from the General Fund?

CHAIR CHELIOTES: There was no discussion with regard to the General Fund paying for that. Based on the Finance Committee's report, it seemed highly unlikely we would be able to do so.

DELEGATE STANLEY: Thank you.

TEMPORARY CHAIR STEFFENS: Also at the Questions microphone, the Chair recognizes Shari -- can you state your name and local, please?

DELEGATE SHARI WOJTOWICZ (Local 7250): A resolution was made to make detailed SIF campaign information available to locals. It was pulled because you guys agreed to set up a website where we could access detailed SIF campaign information. Can you tell me when that information will be available and what it will look like?

SECRETARY-TREASURER STEFFENS: Yes. That information will be available in September. It will look like other areas that are protected by password in the Locals' site.

DELEGATE WOJTOWICZ: Thank you.

SECRETARY-TREASURER STEFFENS: Seeing no other speakers, a motion has been made and seconded to adopt the report of the Defense Fund Oversight Committee. All those in favor, indicate by raising your hands.

Down hands. Opposed? The report is adopted.

I would like to thank the Defense Fund Oversight Committee for your tireless work. (Applause)

Before we move on, I would like to remind all the delegates that we will be having elections for three DFOC seats today. That's 15 minutes after the close of business. Therefore, District 4, District 7, and District 9, they are going to be in the common area between the vendor booths and credentials.

And District 9 has another announcement that it is not having a meeting at the end of the Convention.

Thank you. I will turn it back over to President Shelton.

. . . President Shelton resumed the Chair . . .

PRESIDENT SHELTON: Would the Constitution Committee please come to the platform. I would like to introduce the members of the Constitution Committee.

Keith Purce, President, Local 1101;

Ryan Letts, President, Local 4034;

Christy Kuehn, Executive Vice President, Local 7201;

James Ryan, President, Local 13101 and the Chair;

Dianne Chase, President, Local 51024.

PRESIDENT SHELTON: I'll turn it over to the Chair of the Committee.

CHAIR RYAN: Thank you, President Shelton.

The Final Report of the Constitution Committee to the 76th Convention, 2017

The Constitution Committee met in the city of Washington, DC, beginning June 12, 2017, for the purpose of reviewing and considering proposed amendments to the CWA Constitution.

The Constitution provides under Article XVI, Section 2, that the Constitution Committee is "charged with the duty of considering and reporting to the Convention and to the Executive Board on proposals to change the Constitution." Article XXVIII, Section 2 & 3, provides that amendment's submitted to the Constitution Committee sixty (60) days or more in advance of the Convention will require a majority vote of the Delegates present to be enacted. All other amendments to the Constitution proposed at the Convention shall require a three-fourths (3/4) vote of those voting to effectuate such proposed amendments, but in no event shall the three-fourths (3/4) vote of those voting thereupon be less than a majority vote of the approved delegates at the Convention.

This report sets forth all proposed amendments that have been received by the Committee to date. A ~~strikeout~~ denotes deletion of language; boldface and underlined type denotes insertion of new language. Each proposal in this Preliminary Report will require a majority vote of the delegates at the Convention to be enacted.

Now I will pass it over to Sister Dianne from District 1.

COMMITTEE MEMBER DIANNE CHASE (Local 51024):

1. Amend Article IX, Section 7(c)

(c) The meeting of Local Presidents to be held in non-Convention years to hear and resolve any pending appeals shall be attended by the President of each CWA Local in good standing and/or their designee. The President ~~and/or his~~ their designee shall carry the same per capita voting strength as was

certified for the Local at the prior year's Convention, calculated in accordance with the provisions of Article VIII.

(Submitted by the CWA Executive Board)

This amendment clarifies that each Local is entitled to one voting representative at the Presidents' Meeting -- the Local President or their designee.

The committee recommends adoption of this proposal.

2. Amend Article XII, Section 5

Section 5 - Telecom and Technology Vice President

For those bargaining units of Telecommunications employees other than AT&T, Verizon, Qwest (d/b/a CenturyLink) and their subsidiaries and affiliates, the Telecom & Technology Vice President shall be responsible, under the direction of the Executive Board for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment and other working conditions within the units.

(Submitted by the CWA Executive Board)

This amendment reflects the change in the employers' name. Qwest was acquired by CenturyLink, (d/b/a denotes "doing business as").

The committee recommends adoption of this proposal.

3. Amend Article XII, Section 12

Section 12 - At-Large Diversity Executive Board Members

~~Beginning thirty (30) days after the conclusion of the 2017 Annual Convention, four At-Large Diversity Executive Board Member seats shall be created.~~ **There shall be four At-Large Diversity Executive Board Members.** The four At-Large Diversity Executive Board Members shall:

(a) Act under the direction of the President and perform such duties as may be assigned by the President or the Executive Board;

(Submitted by the CWA Executive Board)

This amendment removes obsolete language.

The committee recommends adoption of this proposal.

4. Amend Article XV, Section 2(a)

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. Beginning with the 2011 CWA Convention, there shall be elected a Telecom and Technology Vice President for AT&T Legacy T, Avaya, Alcatel-Lucent (d/b/a Nokia), OFS and those bargaining units of telecommunications employees other than AT&T, Verizon, Qwest (d/b/a

CenturyLink) and their subsidiaries and affiliates. The Telecom and Technology Vice President, and the Public, Health Care and Education Workers Vice President shall be elected by secret ballot, after nominations from the floor at meetings of delegates representing members of AT&T Legacy T, Avaya, Alcatel-Lucent (**d/b/a Nokia**), and OFS and affected telecommunications bargaining units and Public, Health Care and Education workers units respectively.

(Submitted by the CWA Executive Board)

This amendment reflects the change in the employers' name. Qwest was acquired by CenturyLink and Alcatel-Lucent was acquired by Nokia.

The committee recommends adoption of this proposal.

5. Amend Article XVI, Section 1, 11, 12, and 13

Section 1 - Regular Committees

The Regular Committees of the Union shall be:

- (a) Constitution Committee
- (b) Credentials Committee
- (c) Resolutions Committee
- (d) Legislative-Political Committee
- (e) Building Committee
- (f) Finance Committee
- (g) National Committee on Civil Rights and Equity
- (h) Women's Committee
- (i) Defense Fund Oversight Committee
- (j) Appeals Committee**

Section 11 - Appeals Committee

The Appeals Committee shall be appointed by the President and approved by the Executive Board. It shall consist of five members and be charged with the duty of considering and reporting to the Convention or Presidents' Meeting on all pending appeals.

Section 44 **12** - Other Committees

The Convention, or the President with the approval of the Executive Board, may appoint such other committees as may from time to time be necessary.

Section 42 **13** - Vacancies on Committees

Except as otherwise required by this Constitution, whenever a vacancy occurs on any Committee, the President, with the approval of the Executive Board, may appoint a member to serve for the unexpired term of the Committee.

(Submitted by the CWA Executive Board)

This amendment rectifies the omission of the Appeals Committee from the Constitution in Article XVI, Sections 1 and 11.

The committee recommends adoption of this proposal.

PRESIDENT SHELTON: Excuse me. There is a delegate at the Motions microphone that I think we should take before we go on.

DELEGATE MARISSA RAMSKEY: Marissa--

PRESIDENT SHELTON: Excuse me, excuse me. There is a delegate named Tim Martell.

DELEGATE RAMSKEY: Oh, sorry.

PRESIDENT SHELTON: Excuse me. I'm just trying to alleviate confusion.

DELEGATE TIM MARTELL (Local 1096): I move that these amendments be presented separately so that the body may vote on these separately.

PRESIDENT SHELTON: Is there a second?

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

PRESIDENT SHELTON: The motion before you, brothers and sisters, is to vote separately on each of these amendments to alleviate confusion. Anybody want to discuss it?

Seeing no one going to a microphone, all those in favor of voting separately on each of these amendments, raise your hands.

Down hands. Opposed by like sign.

The motion carries. So when we vote, we will vote on each one separately. (Applause)

The Committee can continue.

DELEGATE RAMSKEY: 6. Amend Article XV, Section 4(b)

Section 4 - General Provisions

(b) Any challenge to the conduct of an election must be filed in writing with the Election Committee within 10 days of the tentative certification of the results. The Election Committee shall rule on any such challenges and shall within 20 days of the tentative certification of the results make a final determination or certification. Such determination or certification shall be subject to the right of appeal to the governing body and to the membership of the Local. Any appellant must exhaust the remedies available within this section. If the appellant has attempted to exhaust such remedies without obtaining a final decision within 60 days of the tentative certification of the results **and the appellant wishes to further appeal**, the

appellant ~~shall have the right to~~ **must** file an appeal in writing with the appropriate geographical Vice President. Such an appeal shall be filed within 70 days of the tentative certification of the results.

(Submitted by the CWA Executive Board)

This amendment clarifies that if the appellant does not get a final decision on an election appeal within 60 days of the tentative certification, and wishes to appeal, he/she must file an appeal in writing to the appropriate geographical Vice President.

This amendment does not change or alter the election appeal process. It clarifies when the appellant must file an appeal and with whom.

There has been much confusion surrounding this issue by appellants in election appeals. Many think that the provision, as currently written, provides them with a choice of whether to file with the Vice President within 70 days of the tentative certification or to wait until the local membership decides the issue and then appeal to the Vice President.

The committee recommends adoption of this proposal.

PRESIDENT SHELTON: Before we go any further, brothers and sisters, again to alleviate confusion, I would like to have us vote on Amendment No. 7, Amend Article XX, Section 3(a)(2) and 3(b)(2), Section 3, Trials. And then we will go back on what the Committee has reported on so far.

So what's before you is Amendment No. 7 - Amend Article XX, Section 3(a)(2) and 3(b)(2), Section 3, Trials. Is there anybody wishing to speak on that amendment?

Seeing no one going to a microphone, the amendment before you is as reported. All those in favor, please raise your hands.

Down hands. Opposed by like sign.

Somebody is calling for a point of order.

Sorry. I guess the only one confused was me. (Laughter)

Delegate Skene.

DELEGATE RICHARD SKENE (Local 4320): Point of Order. We covered Article VI, not Article VII.

PRESIDENT SHELTON: You are correct.

DELEGATE SKENE: Thank you.

PRESIDENT SHELTON: That was Delegate Skene.

Excuse me, but I misspoke. We are voting on Amendment No. 6 - Amend Article XV, Section 4(b), Section 4, "General Provisions." Is there anyone wishing to speak on it?

Seeing no one going to a microphone, we will now vote on the amendment. All those in favor of the amendment, please raise your hands.

Down hands. Opposed by like sign. The amendment passes.

All right. So now, brothers and sisters, we are going to return to No. 1, amend Article IX, Section 7(c). Is there anybody wishing to speak on that amendment?

Seeing no one going to a microphone, all those in favor of Amendment No. 1, please raise your hands.

Down hands. Opposed by like sign. The amendment is adopted.

Amendment No. 2: Amend Article XII, Section 5 is what's before you. Is there anyone that wishes to speak on that amendment?

Seeing no one going to a microphone, all those in favor of Amendment No. 2, please raise your hands.

Down hands. Opposed by like sign.

Amendment No. 3: Amend Article XII, Section 12. Is there anyone wishing to speak on that amendment?

Seeing no one going to a microphone, what you are now voting on, brothers and sisters, is Amendment No. 3. All those in favor, please raise your hands.

Down hands. Opposed by like sign. The amendment is adopted.

Amendment No. 4: Amend Article XV, Section 2(a). Anyone wishing to speak on that amendment?

Seeing no one going to a microphone, what is before you is Amendment No. 4. All those in favor of Amendment No. 4, please raise your hand.

Down hands. Opposed by like sign. The amendment is adopted.

Amendment No. 5, amend Article XVI, Sections 1, 11, 12, and 13. Is there anyone wishing to speak on that amendment?

Seeing no one going to a microphone, what's before you is Amendment No. 5. All those in favor of Amendment No. 5, please raise your hand.

Down hands. Opposed by like sign. The amendment is adopted.

We will go back to the Committee to read Amendment No. 7.

No. 7. Amend Article XX, Section 3(a)(2) and 3(b)(2)

Section 3 - Trials

(a) The Bylaws or Rules of a Local shall specify the manner in which an accused person shall be tried and must conform with the following minimum standards:

(1) An unbiased court composed of not less than three or more than seven persons, who shall be members of the Local, not parties to the proceeding, shall be selected by the governing body of the Local using a random selection process. The court shall be bound to render a decision and impose a penalty, if

the accused be found guilty, without bias or prejudice, based on all the evidence presented;

(2) A prosecutor, who is a member of the Local, but not an accuser, shall be appointed by the governing body of the Local to assist the accuser in the trial and presentation of evidence. If, after investigation, the prosecutor is of the opinion that there is not probable cause to believe that a violation punishable under this Article has been committed, the prosecutor shall report the findings in writing to the governing body of the Local with a recommendation that the charge not be prosecuted. Copies of the findings and recommendations shall be delivered to the accuser and the accused. The recommendation shall become final unless appealed by the accuser within thirty (30) days after receipt **the date of written notice of the findings** using the procedures established pursuant to Article IX, Section 7, of this Constitution. **Such an appeal shall be filed with the Local Secretary or Secretary-Treasurer, and shall be considered pursuant to Section I.B of the CWA Internal Appeals Procedures.**

(b) Trials conducted by courts selected by the Executive Board of the Union must conform with the following minimum standards:

(2) A prosecutor, who is a member of the Union, but not an accuser, shall be appointed by the Executive Board of the Union to assist the accuser in the trial and presentation of evidence, and such prosecutor shall have the same authority and discretion granted to Local prosecutors under Section 3 (a) (2) of this Article. **An appeal by the accuser of a prosecutor's findings of no probable cause shall be filed with the Secretary-Treasurer of the Union within thirty (30) days after the date of written notice of findings and shall be considered pursuant to Section II.C.6 of the CWA Internal Appeals Procedures;**

(Submitted by the CWA Executive Board)

These two amendments are intended to provide clarity for appeals of prosecutors' findings of no probable cause. The amendments clarify time limits and to whom to file.

The committee recommends adoption of this proposal.

PRESIDENT SHELTON: So, what is before you, brothers and sisters, is Amendment No. 7, Article XX, Section 3(a)(2) and 3(b)(2). Is there any discussion?

Seeing no one going to a microphone, Amendment 7 is before you. All those in favor -- oh, somebody's coming to a microphone. Sorry.

The Chair recognizes the delegate at the "Questions" microphone.

DELEGATE DEBORAH ARNET (Local 1133): I just have a question. The revision in (a) said the appeal may be made to the Secretary or the Secretary-Treasurer of the local, but in Section (b) it only says that the appeal may be made to the Secretary-Treasurer. Shouldn't they both say the same thing?

PRESIDENT SHELTON: The Secretary-Treasurer in (b) is the Secretary-Treasurer of the National Union. The (a) is the Local.

DELEGATE ARNET: Thank you.

PRESIDENT SHELTON: You're welcome.

So, is there any more discussion on Amendment No. 7? I will wait this time.

Seeing no one going to a microphone, what's before you is Amendment No. 7, Article XX, Section 3(a)(2) -- sorry. Somebody else at a microphone.

The Chair recognizes Delegate Gonzales at the "Against" microphone.

Just let me remind everybody, when you go to a microphone, please take your badge out of the plastic and swipe it. We are not getting the badge swipes up here.

Brother Gonzales.

DELEGATE ROBERT GONZALES (Local 7011): I am actually against this amendment for the wordage of changing -- or starting with "within thirty (30) days after the date of written notice" instead of "receipt of". We have a lot of small communities or small locals that it's going to take at least a week before they receive the notice. We are going to lose another seven days to have that appeal.

PRESIDENT SHELTON: Brother, the language in the Constitution now is 30 days. It's always been 30 days. So we are not changing that part of the Constitution. But if you would like to amend it, you can go to a "Motions" microphone and amend it.

Any more discussion?

The Chair recognizes Delegate Gonzales at the "Motions" mic.

DELEGATE GONZALES: I make a motion to change -- or to keep the original language of the 30 days after receipt of the appeal, other than the changing it to the date of the written notice of the findings. If we keep it from the receipt, we still have the same 30-day timelines from once we get it. If it's changed to the date of written notice of findings, we lose time. So my motion is just to keep the receipt and get rid of the date of written notice for the findings.

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

PRESIDENT SHELTON: The motion has been properly seconded. Is there any discussion?

You have all heard Brother Gonzales' amendment of the constitutional amendment. All those in favor, please raise your hands.

Down hands. Opposed by like sign.

The amendment is adopted -- or the motion is adopted. (Applause)

Is there any further discussion on Amendment No. 7? You guys taught me, so I'm going to wait.

Seeing no one heading to a microphone, what's before you is Amendment No. 7, Article XX, Section 3(a)(2) and 3(b)(2), as amended by Delegate Gonzales. All those in favor, please raise your hands.

Down hands. Opposed by like sign. The amendment is adopted.

Back to the Committee.

COMMITTEE: Amend Article XX, Section 4(a)(4)

Section 4 - Appeals

(a) A member or officer of a Local upon being found guilty by a Local court may appeal as provided in this Section:

(4) Have the right to appeal from the decision of the Executive Board of the Union to the next Convention by giving a notice of appeal in writing within thirty (30) days after the **date of the written notice of the** decision to the Secretary-Treasurer of the Union. If the Executive Board has failed to render a decision within thirty (30) days preceding the Convention, the accused may appeal directly to the Convention which may affirm or reverse the decision or reduce the penalty. As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local Presidents' Meeting.

(Submitted by the CWA Executive Board)

This amendment provides more clarity regarding the date on which appeals must be submitted and to whom. Currently Article XX, Section 4(a)(4) reads: "Have the right to appeal from the decision of the Executive Board of the Union to the next Convention by giving a notice of appeal in writing within thirty (30) days after the decision to the Secretary-Treasurer of the Union."

This language has caused confusion, with some believing the right to appeal must be exercised within thirty (30) days of the date of the written notice of the decision and others believing the right to appeal must be exercised within thirty (30) days after receipt of the decision. This proposed amendment addresses that confusion.

The committee recommends adoption of this proposal.

PRESIDENT SHELTON: What's before you is Amendment No. 8, Article XX, Section 4(a)(4). There is a delegate at the Motions microphone. I would like to recognize Delegate Gonzales at the Motions microphone.

DELEGATE ROBERT GONZALES (Local 7011): I make a motion that we keep the 30 days of written notice but strike "date of written notice" to "date of receipt" once again.

PRESIDENT SHELTON: Is there a second?

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

DELEGATE GONZALES: Thank you.

PRESIDENT SHELTON: You have heard Delegate Gonzales' amendment to the amendment. Is there anybody wishing to speak on it?

The Chair recognizes Delegate Feist at the "Against" microphone.

DELEGATE NICK FEIST (Local 7200): I believe the intent of this amendment includes the 30 days. They understand it's going to take time for the mailing to get there, and the 30 days is supposed to encompass that. And it's harder to track a receipt date versus a written date. That's why I am against this.

PRESIDENT SHELTON: Anyone else wishing to speak? The Chair recognizes Delegate Gonzales at the "For" microphone.

DELEGATE GONZALES: It's actually very easy to check the date of receipt. Registered letters, certified letters actually give you the exact date of receipt. If we are sending it to someplace like Alaska (applause) or delegates in Canada, they may receive a letter after it's expired if we keep it from the time written. Thank you. (Applause)

PRESIDENT SHELTON: Anyone else wishing to speak? The Chair recognizes Delegate Martines at the "Questions" mic.

DELEGATE RICH MARTINES (Local 7400): When I send my appeals in to the Secretary-Treasurer, I did have to send it "certified." So, once it's received, that should start your clock; is that correct?

PRESIDENT SHELTON: Can you repeat the question, Brother?

DELEGATE MARTINES: When you appeal to the Secretary-Treasurer, you have to send it certified. So once it's signed for, wouldn't that start your 30-day clock?

PRESIDENT SHELTON: I couldn't hear the question, but the answer is yes.

DELEGATE MARTINES: Thank you.

PRESIDENT SHELTON: Anyone else wishing to speak?

All right. We are voting on Delegate Gonzales' amendment, not the main amendment. So, all those in favor of Delegate Gonzales' amendment, please raise your hand.

Down hands. Opposed by like sign. The amendment carries. (Applause)

We are now going to vote on the original amendment as amended by Delegate Gonzales. Amendment No. 8 is Article XX, Section 4(a)(4).

Anyone wishing to speak on the main amendment?

Since there is no one heading to a microphone -- I hope -- what's before you is Amendment No. 8 as amended by Delegate Gonzales, Article XX, Section 4(a)(4). All those in favor of Amendment No. 8, please raise your hand.

Down hands. Opposed by like sign. The amendment is adopted.

COMMITTEE MEMBER: No. 9. Amend Article V, Section 6(d)

Section 6 - Retired Members' Council

(d) A Council Executive Board shall be elected which will consist of one representative from each of the CWA Districts and ~~three~~ **four** Sector/Division members who shall be elected from the Media Sector (consisting of the Printing, Publishing and Media Workers Sector, NABET-CWA and TNG-CWA), the IUE-CWA Division and AFA-CWA Sector, **and the Public, Healthcare and Education Workers Sector.** The District representatives on the Council Executive Board shall be elected by secret ballot among the Council Lifetime members within the appropriate CWA District. The Sector and Division representatives shall be elected by secret ballot among the Council Lifetime members who retired from the Media Sector (consisting of the Printing, Publishing and Media Workers Sector, NABET-CWA, and TNG-CWA), the IUE-CWA Division, and the AFA-CWA Sector, **and the Public, Healthcare and Education Workers Sector.** Within the Council, Districts 2 and 13 shall not be combined until the end of the 2012 term.

Terms of office shall be consistent with those of International officers. The elections shall be conducted in accordance with Council bylaws, federal and provincial laws and this Constitution. Any challenge to the Council Executive Board elections or Council officers' elections shall be resolved in accordance with the Council bylaws.

(Submitted by Brooks Sunkett, Vice President, Public Healthcare and Education Workers and Lisa Kermish, Executive Vice President, Local 9119)

The Committee discussed the proposed amendment with Brooks Sunkett, Vice President, Public Healthcare and Education Workers, and Lisa Kermish, Executive Vice President, Local 9119, and Ray Kramer, Executive President, Retired Members' Council.

After further conversation with Ray Kramer, Executive President, Retired Members' Council and Lisa Kermish, Executive Vice President, Local 9119, both parties have agreed that the initial Public Healthcare and Education Workers Sector Representative will occur consistent with the 2019 Retired Members' Council election cycle.

With the support of the Retiree Members' Council, the Constitution Committee feels comfortable recommending these amendments.

The committee recommends adoption of this proposal.

PRESIDENT SHELTON: The Chair recognizes Delegate Kermish on the "For" microphone.

DELEGATE LISA KERMISH (Local 9119): As the Constitution Committee has described, this adds a seat on the Retired Members' Council Executive Board for a representative from the Public Healthcare and Education Workers Sector. This completes the Retired Members' Council Board by adding a voice that represents more than 25 percent of the membership of CWA.

I want to thank the RMC Executive Board for endorsing this, and I want to thank the Constitution Committee for working with us and changing the recommendation following consultation to a "yes" recommendation. There are a lot of thank you's that are due to a lot of people, particularly the RMC full membership, which voted on Saturday to endorse the RMC Executive Board's recommendation.

I also really want to thank the brothers and sisters in my district, District 9 in the Public Healthcare and Education Workers sector and in every other district and sector that has reached out for being welcoming and giving a voice to all of the members of our union. In particular, thanks are due to Addie Brinkley, Adele Rogers, James Starr, and Ray Kramer.

I look forward to continuing to work with all of my brothers and sisters from all of the diverse backgrounds and employers and types of work that we perform, even as we enter into our retirement years, and I think it's important to acknowledge that we are retired, not dead. (Applause)

We are here to work. Put us to work. So, thank you very much, and I hope I can count on your endorsement and vote for this. (Applause)

PRESIDENT SHELTON: So, is there anyone else wishing to speak?

Please take your seats. There are a couple of questions on the "Questions" mike, but they are not on this amendment, so we are going to take the vote on this amendment before we get to those questions.

Anyone else wishing to speak on Amendment No. 9?

Brothers and sisters, what's before you is Amendment No. 9, Article V, Section 6(d). All those in favor of the amendment, please raise your hands.

Down hands. Opposed by like sign. The amendment is adopted. (Applause)

On the "Questions" mic, Delegate Frost.

DELEGATE MIKE FROST (Local 9003): Thank you. Brothers and sisters, my question is really a point of clarification.

Regarding Amendment 7, I think Brother Gonzales' intent and the intent of the Convention was that both 3(a)(2) and 3(b)(2), both reflect "date of receipt" of the written notice. And I was just curious, since we only talked on page 6, whether that carried over to 3(b)(2) on page 7.

PRESIDENT SHELTON: Brother, the intent was clearly to change both sections, and since that was the intent, that is what we will do.

DELEGATE FROST: Thank you.

PRESIDENT SHELTON: Back to the Committee.

COMMITTEE MEMBER: No. 10. Amend Article XIII, Section 4(a), 2, and New 3

Section 4 - Jurisdiction Disputes

(a) In jurisdictional disputes between Locals the District Vice President will make every reasonable effort to obtain an agreement among the involved Locals. If no agreement can be reached the matter will be resolved by the following procedure:

1. Upon agreement of the Locals involved, an election shall be conducted in accordance with rules and procedures adopted by the Executive Board and shall be conducted under the supervision of the District Vice President.

2. If the Locals will not agree to an election, **and the members in dispute number 25 or more**, the dispute shall be referred to an independent referee appointed by the Executive Board and approved by the Convention. The decision of the referee may be appealed to the CWA Convention within thirty days of receipt of the referee's decision. As provided more fully in Article IX, Section 7, commencing immediately after the 2011 CWA Convention, all appeals pending in non-Convention years may be heard and resolved by delegates to a Local Presidents' Meeting. Such appeals shall be presented to the Convention or Presidents' Meeting by the Appeals Committee. The only responsibility of the Appeals Committee shall be to convey the decision and opinion to the Convention or Presidents' Meeting without making any recommendations.

3. If the Locals will not agree to an election, and the members in dispute number less than 25, the dispute shall be referred to the Executive Board who will decide which Local shall have jurisdiction, after an opportunity to provide a record to the Locals involved. The decision of the Executive Board shall be by a vote of at least two-thirds. The decision of the Executive Board may be appealed to the CWA Convention within thirty days of receipt of the Executive Board's decision. As provided more fully in Article IX, Section 7, commencing immediately after the 2011 Convention, all appeals pending in non-convention years may be heard and resolved by delegates to the Local Presidents' Meeting. Such appeals shall be presented to the Convention or

Presidents' Meeting by the Appeals Committee. The only responsibility of the Appeals Committee shall be to convey the decision to the Convention or Presidents' Meeting without making any recommendations.

(Submitted by the CWA Executive Board)

This amendment gives the Executive Board the authority to resolve jurisdictional disputes involving less than 25 members with a two-thirds vote. All jurisdictional disputes including those involving less than 25 members continue to be appealable to the Convention or Presidents' Meeting.

This change allows for the timely resolution of jurisdictional disputes involving less than 25 members while reducing cost.

We have had to conduct hearings for as few as two, four and six members. The cost of these hearings, including payment of an independent referee, sometimes travel to and from the hearing, hotel and meal expenses, preparation days for the independent referee and other expenses, have become quite costly.

The committee recommends adoption of this proposal.

PRESIDENT SHELTON: At the "Against" microphone, Delegate Gonzales.

DELEGATE ROBERT GONZALES (Local 7011): I am actually against the changes in this proposal. It treats members of 25 or less differently than the rest of our members. We are a union. We should be unilaterally the same on how we treat our members. Just because it's two, four, even one member, they are part of the CWA; they are part of this union. They should be treated equally as everyone else. (Applause)

PRESIDENT SHELTON: The "Questions" microphone, Delegate Boelk.

DELEGATE ROB BOELK (Local 4622): The question is, over the last two years, how much have we spent in finances or money on these jurisdictional disputes?

PRESIDENT SHELTON: I am told that we have spent about \$15,000 over the last two years.

DELEGATE BOELK: All right. Thank you.

PRESIDENT SHELTON: At the "Against" microphone, Delegate Salazar.

DELEGATE MICHAEL SALAZAR (Local 7037): I am against this amendment, and one of the reasons is, I have always heard "an injury to one is an injury to all." They've never said an injury to one is an injury to all "unless it costs money." (Applause)

Basically, should we not all treat every one of our members with the respect that we all deserve? There is no way that we should accept this at all. If it's less than 25, if it's one, if it's two, it really doesn't matter. They deserve the respect that we all do. Thank you. (Applause)

PRESIDENT SHELTON: At the "Questions" microphone, Delegate Wojtowicz. Excuse me. I probably screwed that up.

DELEGATE SHARI WOJTOWICZ (Local 7250): My question is, in our meetings we were told there were four jurisdiction disputes of less than 25 members over the past five years. How many disputes

were there of over 25 members in the past five years?

CHAIR RYAN: There was four total, two with less than 25 and two with more than 25.

DELEGATE WOJTOWICZ: A clarification on the previous answer that you gave Delegate Boelk, was it \$15,000 in the past two years total, or less than or more than 25 years?

PRESIDENT SHELTON: I am told the answer is total.

DELEGATE WOJTOWICZ: Thank you.

PRESIDENT SHELTON: On the "For" microphone, Delegate Harmon.

DELEGATE BRADLEY HARMON (Local 6355): Fellow delegates, we just passed the "CWA STRONG" resolution. The "CWA STRONG" resolution says that we have to be prepared to end business as usual. The "CWA STRONG" resolution says that we have to focus on organizing like a laser beam. The "CWA STRONG" resolution says that it is vital to the survival of our union that we find ways to organize and to organize quickly.

If we are going to fully implement this resolution, if we are going to organize internally and if we are going to organize new units, I believe it is vital for us to follow the recommendations of the Constitution Committee and approve this amendment so that we can find ways to quickly get new workers organized and resolve jurisdictional disputes in an expedited fashion, so that we can carry through and make our union strong, "CWA STRONG," and win for working people in the 21st Century. Thank you. (Applause)

PRESIDENT SHELTON: On the "Questions" microphone, Delegate Embry.

Delegate Matthew Embry (Local 3310): If the Executive Board doesn't get a two-thirds vote, what would occur after that?

PRESIDENT SHELTON: We would refer it to a referee.

DELEGATE EMBRY: Thank you.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Williams.

DELEGATE KENNETH WILLIAMS (Local 2001): I work for Frontier. My Local has recently gone through three buyout offers to my members. We have lost over a hundred and some people through these buyouts. What it did, it caused a couple of my groups' numbers to be reduced. If this passes, somebody can say one of my people caused a dispute and, through no fault of their own, and they fall into this. I have spoken to one group and they want no part of leaving my local.

So, if we've been servicing these members where they want to be for all this time, why at this point, just because their numbers are reduced through no fault of their own, should they be forced into another local? Thank you. (Applause)

PRESIDENT SHELTON: At the "Motions" microphone, Delegate Dennis.

DELEGATE JAMES DENNIS (Local 4100): Call for the question.

PRESIDENT SHELTON: The question has been called. It is non-debatable. Please take your seats.

Brothers and sisters, we are voting on Amendment 10, "Amend Article XIII, Section 4(a), 2, and New 3. All those in favor, please raise your hand.

Down hands. Opposed by like sign. The amendment fails. (Applause) Back to the committee.

COMMITTEE: Amendment 11. Amend Article XXVI, Union Publication.

The Union shall ~~print~~ publish and distribute to its members an official publication. Said publication ~~shall be sent to all members and~~ shall contain matters pertaining to Union functions, policies and activities as well as matters of labor and public interest generally.

(Submitted by the CWA Executive Board)

This amendment eliminates the requirements to mail a publication to all members, thus saving the Union over three-quarters of a million dollars annually, while still maintaining the flexibility of mailing a publication to members when deemed necessary.

CWA has a weekly online newsletter that currently goes to all members and retirees (over 240,000) for whom we have an email address. As per the Constitution the weekly newsletter "contains matters pertaining to Union functions, policies and activities as well as matters of labor and public interest generally."

The Committee Recommends Adoption of this Proposal.

PRESIDENT SHELTON: The Chair recognizes Delegate Romanov at the "Against" microphone.

DELEGATE MIKHAIL ROMANOV (Local 32035): I wanted to speak against this motion. I believe our members -- our members expect to get this publication. They appreciate this publication. For some of our members, it's one of the only ways that they hear from us. And I believe this resolution implies that we should communicate less with our members. I think that's exactly the wrong approach to take, particularly with young members who want to hear more about unions. They want to know more about what's going on in the labor movement.

So, not only should we push out this publication more, but we've got to do more to communicate with them. We should start streaming these Conventions. We need a Labor channel; we need to communicate with our union, with unorganized workers. We need to get out there more. Thank you. (Applause)

PRESIDENT SHELTON: On the "Questions" microphone, Delegate Kearney.

DELEGATE PHIL KEARNEY (TNG Local 37082): So, I sell preprint for the Seattle Times and there is no doubt that the \$800,000 figure is a result of probably a rather significant bulk-rate-reduced contract. Eliminating that contract is going to spike the cost of individual publications that may be required, depending on whatever the rules are that makes these required to be printed. Do we have the math on what those individual non-contract prints are going to be per publication?

PRESIDENT SHELTON: No, I don't have that information.

DELEGATE KEARNEY: Thank you. I'm sorry, a follow-up: Can we get proposals on what that would be to see if we are actually going to save any money?

PRESIDENT SHELTON: We can probably get the numbers, but not in the next hour and a half.

DELEGATE KEARNEY: Okay, thanks.

PRESIDENT SHELTON: You're welcome.

On the "For" microphone, Delegate Torres.

DELEGATE PETER TORRES (Local 1101): Hello, brothers and sisters. I stand before you in support of this amendment for a few reasons. In my own Local, we actually adopted this policy not too long ago, and we found out that the members are actually more informed. Rather than have something sent to their house that they may or may not get, something they may lose, when you send it electronically, they have it all the time. And I have found that the members, since we've been doing this, have been more engaged. They ask more questions. So, I don't think that it undercuts the knowledge of the membership or the information going out to the membership. I actually think it increases it.

And also, if you read it, they are not saying they are going to do away with it. They reserve the right to send it out as they see fit. So, I think we should put our trust in them and follow this and vote for it. Thank you. (Applause)

PRESIDENT SHELTON: On the "Questions" mic, Delegate Knaub.

DELEGATE THOMAS KNAUB (Local 54048): Thank you, Mr. President and Chair. "CWA STRONG" will rely on effective communications with all of its members if it's to succeed. My question is: What is the number of members of CWA that currently receive our newsletter?

CHAIR RYAN: Right now we send out 430,000, and I think we receive over 50,000 coming back.

DELEGATE KNAUB: Thank you. I have a follow-up, if I may. What is the percentage of CWA members that actually open electronic communications from CWA?

CHAIR RYAN: It's actually an increase. We know that they are actually reading it, because we are being told when it's opened up electronically, and the number is over 20 percent.

DELEGATE KNAUB: Twenty percent. Thank you, sir. Twenty percent, thank you, sir.

PRESIDENT SHELTON: At the "Motions" microphone, Delegate Martell.

DELEGATE TIMOTHY MARTELL (Local 1096): I move to postpone this amendment to permit the Executive Board to determine this amendment's cost and effect. (Applause)

PRESIDENT SHELTON: We have a motion to postpone indefinitely. It requires a second.

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

PRESIDENT SHELTON: We just got a second. It is debatable, and it requires a majority vote. So, anybody who wishes to speak on that motion to table indefinitely, please go to a microphone.

Seeing no one going to a microphone -- and remember, this is on the motion to table indefinitely.

There is a point of order on the floor.

I just want to clarify something. What the motion was, was to postpone indefinitely, not table. And

what that means is that it's postponed for this Convention. It cannot be brought up again at this Convention.

At the "Against" microphone, Delegate Gonzales.

DELEGATE ROBERT GONZALES (Local 7011): My original "against" was for the original amendment. I am actually not against the motion to postpone. (Applause)

PRESIDENT SHELTON: On the "For" microphone, Delegate Lindsey.

DELEGATE SHEILA LINDSAY (Local 32035): I am for the motion to postpone the amendment for this Convention, allowing the Executive Board to do the research as to the cost as to what it would take if we were to suspend the publication of a print newspaper that engages our members, that keeps our members involved and focused upon what we are doing each and every day for the fight of our lives, (applause), for pay equity, for civil rights, for the right to bargain our pay, our health insurance. We should not disengage our members for being connected to being CWA STRONG. We are union. We are here. Hear our voices. Thank you, Mr. President. (Applause and cheers) CWA STRONG.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Kaziska.

DELEGATE FRANK KAZISKA (Local 88612): My comments are based on the original motion. In listening to the proposed motion again, the CWA has taken a stand, one for all, all for one.

PRESIDENT SHELTON: Delegate Kaziska, we are speaking for or against the second motion, not the main motion.

DELEGATE KAZISKA: My concern going forward is: What do we do with delegates that don't have electronic means of getting the newsletters? I haven't seen anything in any of the proposals that have addressed that issue at all. Thank you.

PRESIDENT SHELTON: Is there a point of order on the floor? Go to a microphone, please, the Privilege microphone. On the "Privilege" microphone, Delegate Abicht.

DELEGATE DON ABICHT (Local 3122): Good afternoon. Mr. President, I urge you to restrict the conversation to the motion at hand, and that is the motion to table. We are not speaking about the motion. We are only speaking to table the motion. If we could please do that, it would be respected. Thank you, sir. (Applause)

PRESIDENT SHELTON: Delegate Abicht, the actual motion that we are talking about is to postpone indefinitely, not to table. Just clarifying.

DELEGATE ABICHT: Okay, thank you. I stand corrected.

PRESIDENT SHELTON: It appears that there are no more questions on the motion to postpone.

At the "Motions" mic, Delegate Abbott.

DELEGATE STEVE ABBOTT (Local 7108): I call for the question. (Applause)

PRESIDENT SHELTON: The question has been called. It is non-debatable. Please take your seats.

What is before you, brothers and sisters, is not the main motion. It is the motion to postpone

indefinitely. Debate has been closed.

All those in favor of postponing indefinitely, please raise your hand.

Down hands. Opposed by like sign.

The motion carries. (Applause and cheers) So, Amendment No. 11, Article XXVI, "Union Publication," has been postponed indefinitely.

Back to the committee.

CHAIR RYAN: No. 12, Amend Article XIII, Section 8, new (c).

Section 8 - Temporary Administration

(c) By an affirmative vote of two-thirds, the Executive Board may appoint a temporary administrator when the Local is pursuing a course of action for which its Charter could be revoked under Article XIII, Section 5, or when there is substantial evidence that a Local officer is engaging in theft of Union funds or property, where any of these matters are not being adequately addressed by the Local.

(Submitted by the CWA Executive Board)

The Committee discussed this proposal with Chris Shelton, President CWA, and Pat Shea, CWA Headquarters Counsel.

This amendment gives the CWA Executive Board the authority to place a Local under temporary administration in cases where there are obvious improper actions that are not being adequately addressed by the Local.

Currently the Executive Board has no authority to place the Local under temporary administration unless they receive a request from at least two (2) Officers or the Local membership.

The Executive Board can clearly take action to revoke a Local's charter under certain circumstance, but such action does not allow the Executive Board to take prompt and timely action because, under Article XIII, Section 7, of the Constitution, a revocation of a charter cannot be effective until after the Convention or Presidents' Meeting has ruled on any appeal. Thus, the revocation of a charter may not take place for as long as two (2) years after a problem has been identified.

It is in the best interest of the Union and its membership to allow the imposition of the Temporary Administrator quickly in these matters to protect the assets of the Local and to ensure that the membership of the Local is properly represented.

President Shelton told the Committee that, quote, "This new provision would only be used as a last resort after all other efforts to put the Local back on track have failed," end quote. The Committee Recommends Adoption of this Proposal.

PRESIDENT SHELTON: At the Motions microphone, Delegate Mondragon.

DELEGATE LOU MONDRAGON (Local 9416): I move to strike all words after the word "administrator" and all words before the word "when" in this motion.

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

PRESIDENT SHELTON: The motion has been seconded. You may speak on your motion.

DELEGATE MONDRAGON: I agree the Executive Board needs to have some sort of ability to move quickly in matters of theft of union funds or property, but under Article XIII, Section 5, all those provisions may not need the immediate removal of the Executive Board to handle those matters.

PRESIDENT SHELTON: Thank you. Is there anybody else that wishes to speak on the amendment?

On the "For" microphone, Delegate Ratcliff.

DELEGATE DAVE RATCLIFF (Local 6012): Sisters and brothers, I agree that we need to take steps to safeguard our members' money, but including Article XIII, Section 5, is an epic overreach.

Article IX, Section 4, already gives the Executive Board the ability to remove any officer of a Local with clear proof that they have been dishonest or there is theft only after a fair trial. But under the proposed language, by a two-thirds vote of the Executive Board, your Local could be put into receivership for things such as neglecting to make the required report. Required by who? Neglecting to follow directions or decisions of the Executive Board, or failing to follow a policy -- most of which are not even written and we don't know what they are -- of the Executive Board.

Sisters and brothers, any Local who has found themselves at odds with the National should be scared to death of the original motion, and I urge you to vote "yes" for the amendment. Thank you.

PRESIDENT SHELTON: Is there anybody wishing to speak against the motion that's on the floor, which is not the main motion.

Delegate Demers on the "For" microphone.

DELEGATE WILLIAM DEMERS (Local 9400): Thank you, Mr. President.

Fellow delegates: I rise in support of the motion to amend based on the vague language of Article XIII.

We all know contracts and the written word can be powerful when you look at some of the extreme examples of what can happen. I don't expect this Board or two-thirds of this Board to do that, but the written word would open it up for a variety of things.

Article XIII probably needs to be crafted better. As we know in law, you have infractions, misdemeanors, felonies, high crimes, but there is no delineation under Article XIII. I think it's way too vague and puts way too much authority to the Board and takes away from the autonomy of the Locals.

So, I am in support of the motion. It does leave in "if there is proof of theft" that actions should be taken. So with that, I hope you support me in supporting the amendment. Thank you. (Applause)

PRESIDENT SHELTON: On the "Questions" microphone, Delegate Frost.

DELEGATE MIKE FROST (Local 9003): A point of clarification. The brother said that he wanted to remove everything after the word "administrator" and before the word "when." Which "when" is he talking about? Because the first sentence says, "may appoint a temporary administrator when. . ."

If his proposal is on the first of each of those words, there is nothing to be removed. So I just want to get some clarification.

PRESIDENT SHELTON: Brother Frost, I will read what I believe to be the amendment that's on the floor as we speak.

"(c) By an affirmative vote, two-thirds of the Executive Board may appoint a temporary administrator when there is some substantial evidence that a Local officer is engaging in theft of union funds or property, where any of these matters are not being adequately addressed by the Local."

DELEGATE FROST: And that's the intent of the person that made the motion? I think it was Lou.

PRESIDENT SHELTON: Yes.

DELEGATE FROST: Thank you for the clarification, President Shelton.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Stanley.

DELEGATE GLYNNE STANLEY (Local 6214): I am against the main motion, not the amended motion.

PRESIDENT SHELTON: Okay. Just give us a minute. Is there anyone else wishing to speak on the amendment?

On the "Questions" microphone, Delegate Harmon.

DELEGATE BRADLEY HARMON (Local 6355): Am I to understand, if this amendment to the amendment were adopted and the amendment as amended were adopted to the Constitution, that the only situations where the Executive Board would be able to place a Local into temporary administration would be in cases where there was suspected theft by members of the Executive Board, thereby excluding the placement into temporary administration of Locals where intimidation, discrimination, harassment, or other unacceptable conduct on the part of an Executive Board may be cause to place a Local into temporary administration?

Am I to understand that, if this amendment were adopted, our Constitution would only allow for temporary administration in cases of suspected theft?

PRESIDENT SHELTON: No, it is not, but all those other cases you mentioned would have to be done by membership request or request from the Executive Board itself. But in cases of theft, under this amendment to the amendment, the Executive Board would be able to put a Local into T.A. when we know that there is theft going on.

DELEGATE HARMON: And may I ask a follow-up?

PRESIDENT SHELTON: Sure.

DELEGATE HARMON: Thank you, Mr. President. Am I to understand that the intention of the original amendment as submitted by the Constitution Committee to the delegates was to give broader discretion than the amended amendment would give to the Executive Board in the event of a need for temporary administration?

PRESIDENT SHELTON: Yes.

DELEGATE HARMON: Thank you.

PRESIDENT SHELTON: Anyone else wishing to speak on the amendment to the amendment?

At the "Motions" microphone, Delegate Murray.

DELEGATE GERALD MURRAY (Local 6507): Call for the question on the amendment.

PRESIDENT SHELTON: The question has been called. It is non-debatable. Please take your seats.

Brothers and sisters, what we are voting on, and I will read how the portion of the Constitution would read with the amendment, we are voting on the amendment to that amendment, not the original motion.

"(c) By an affirmative vote of two-thirds, the Executive Board may appoint a temporary administrator when there is substantial evidence that a Local officer is engaging in theft of union funds or property where any of these matters are not being adequately addressed by the Local." That is what you are voting on.

All those in favor, raise your hands.

Down hands. Opposed by like sign. The amendment carries.

Is there any further discussion on the underlying motion?

There has been a call for a roll call vote. A call for a roll call vote requires 20 percent of the delegates to support a vote for a roll call. Are you ready for that question?

Those in favor of a roll call vote, please signify by raising your hand.

Down hands. Opposed by like sign. The motion fails.

So we are back on the amended motion. Is there anybody who wants to speak? Delegate Stanley on the "Against" microphone.

DELEGATE GLYNNE STANLEY (Local 6214): I am not in support of theft in any way at all. I really think that there are other means that we can take care of it if we are sure that there is theft in the Local. Such as you can have them turned over to the Department of Labor, and I'm sure the U.S. Attorney will take care of the problem for us.

I just don't think that we should give any more authority to the Executive Board than what they already have, and they have a lot of authority to put temporary administrators into a Local as it stands now. Thank you. (Applause)

PRESIDENT SHELTON: Delegate Harmon on the "For" mic.

DELEGATE BRADLEY HARMON (Local 6355): I rise in support of this watered-down amendment. I would submit -- I learned in Sunday School not to put my faith in princes and principalities. And a situation where we are supposed to trust a U.S. Attorney appointed by Jeff Sessions to guard our union is unbelievable to me. A situation where we are supposed to put our trust in the Trump Administration's Department of Justice to protect our union from corrupt individuals who would try to bring it down and to disregard the mission, the sacred mission of the Communications Workers of America to bring justice to

the working people of North America is unbelievable to me.

I believe that it is absolutely essential that we focus on being CWA STRONG, and doing so requires that we be prepared not to engage in "business as usual," and requires us to be prepared to take on corruption within our union that interferes with our ability to be CWA STRONG.

When I joined Local 6355, we were in temporary receivership. We were in temporary receivership because members of our Executive Board were engaging in corrupt practices. I didn't know anything about it at the time, except that a lot of my coworkers told me not to join that union because the leaders would steal their money. And if we had been in a position where the National Union could have taken over more quickly, I think we might not be the fiftieth worst-paid State employees in the entire country, as we still are, because we are carrying the burden of corruption that could not be challenged because members of our Executive Board were afraid to challenge it.

We must pass this amendment, although it is watered down. We must find a way to move forward so we can win justice for working people in this country. Please support this amendment, sisters and brothers. (Applause)

PRESIDENT SHELTON: On the "Questions" microphone, Delegate Frost.

DELEGATE MIKE FROST (Local 9003): My question is, what constitutes "adequately addressed by the Local"?

PRESIDENT SHELTON: I will try and answer that, Delegate Frost. For instance, charges have been filed within the Local, they are proceeding and they are going on the charges in that Local. There would be no need then for the Executive Board to step in and do anything because it's being handled by the Local.

DELEGATE FROST: Thank you.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Centers.

DELEGATE JAMES CENTERS (Local 3611): I withdraw my comments.

PRESIDENT SHELTON: On the "For" microphone, Delegate Jackson.

DELEGATE CLYDE JACKSON (Local 83770): I want to speak in support of the addition to Article XIII, Section 8(c) of the CWA Constitution.

Several years ago, my Local had an officer who was grossly misappropriating Local funds for his own benefit. He was a long-time officer who had gathered all the power in the Local to himself over many years. Members were intimidated by his lies. He touted his own power and because of that he was able to continue his dishonest and criminal actions for years. Our Local lost a huge amount of money.

We were not able to deal with the situation without the help of the International, but no one wanted to be the officer who went against a powerful sitting President who had a relationship with our employer.

This new language would make it easier for CWA to use temporary administrators to help Local memberships like mine turn the Locals around in cases where there is clear evidence of theft.

My Local recently came out of temporary trusteeship and we are now functioning on our own with all the appropriate processes and controls in place.

On behalf of 83770, I would personally like to thank IUE-CWA President Jim Clark and CWA President Chris Shelton. I urge you to vote in favor of this Constitutional Amendment and help protect the membership of Locals like mine. Thank you. (Applause)

PRESIDENT SHELTON: On the "Motions" microphone, Delegate Clemens.

DELEGATE ART CLEMENS (Local 7800): I would like to call for the question.

PRESIDENT SHELTON: Is there a second?

. . . Cries of "Second" . . .

PRESIDENT SHELTON: We are closing the questions. It is not debatable. We are now voting on -- and I will read it again.

"(c) By an affirmative vote of two-thirds, the Executive Board may appoint a temporary administrator when there is substantial evidence that a Local officer is engaging in theft of Union funds or property, where any of these matters are not being adequately addressed by the Local."

That is the amendment you are voting on. All those in favor please raise your hands.

Down hands. Opposed by like sign. The motion carries -- the amendment carries.

Back to the Committee.

CHAIR RYAN: 13. Amend Article XV, Section 8

~~Section 8 International Union Officer Term of Service~~

~~Retirement shall be mandatory for all full time officers of the Union after reaching age 70 upon the expiration of their current term of office.~~

(Submitted by the CWA Executive Board)

The Committee discussed this proposal with Chris Shelton, President of CWA, and Jody Calemine, CWA General Counsel.

This amendment would remove Article XV, Section 8, which requires full-time officers of the Union to retire after reaching age 70 upon the expiration of their current term of office. This mandatory retirement language for full time officers was adopted at the 2013 Convention.

In 2013, the Constitution Committee was provided a legal opinion that the language did not violate federal law on age discrimination. This legal opinion was based on the top policymaker exception in the Age Discrimination and Employment Act (ADEA), which permits an organization to seek mandatory retirement for its top policy makers once they turn 65. The main legal concern at the time seemed to be age discrimination and, once that was satisfied, the amendment was thought to be appropriate.

A closer examination of the legal standing of the mandatory retirement age was prompted by the fact that two (2) Board Members may be impacted by the language in 2019. New information has been acquired particularly from the Department of Labor (DOL) which indicates that Article XV, Section 8, is unlawful and in violation of the Labor-Management Reporting and Disclosure Act (LMRDA) and some

state age discrimination laws.

In a relevant case in which AFSCME disqualified candidates over 65 from running for Union office, the court found for the plaintiff. In *Dole v. AFSCME* the U.S. District Court for the District of Columbia ruled against the Union, declaring the election void and ordering a new election based on an "unlawful candidacy qualification," under the LMRDA.

The LMRDA is the exclusive remedy for Union elections. Under the LMRDA, any member in good standing may run for and hold office though the Union may impose reasonable qualifications for office. "Reasonable" is interpreted very narrowly. Any qualifications related to a member's personal characteristics such as age must have a direct bearing on his or her fitness for office. The Department of Labor has advised the CWA General Counsel that the Union would have a "perhaps insurmountable burden" proving that a maximum age rule has a direct bearing on fitness for office under the terms of the LMRDA regulations.

In addition, the CWA General Counsel advises that Article XV, Section 8, poses liability risk under various state age discrimination laws, noting that many states outlaw mandatory retirement with even narrower, if any, exceptions than those in the Federal ADEA. For example, the District of Columbia, CWA's primary place of employment for several Executive Board positions, only allows maximum age limits for police officers and fire fighters in cadet programs.

President Shelton in discussions with the Committee emphasized the fiduciary responsibility of the Executive Board to take action once made aware of the legal ramifications, which led to the submission of this amendment.

The potential consequences of leaving the mandatory retirement age in the Constitution are significant. If the age limit provision remains in place, CWA is obligated to enforce it. Any full-time National Board Officer aged 70 or older seeking re-election in 2019 or beyond will have to be barred from running. As in the AFSCME case mentioned above, candidates barred from running because of age could file a complaint with the Department of Labor under the LMRDA. They might also sue CWA under state or Federal age discrimination laws. This litigation could take years, be costly, and result in an order to re-run the election under the supervision of the U.S. Secretary of Labor. The Committee feels that the uncertainty which this language creates undermines our election process.

Now that we have been made aware that the mandatory retirement age poses serious liability risk for CWA, the Constitution Committee feels strongly that it must be removed in order to avoid future litigation and to maintain the legitimacy of our election process.

The committee recommends adoption of this proposal.

PRESIDENT SHELTON: At the "Questions" microphone, Delegate Lanell.

DELEGATE LANELL PIERCY (Local 4252): If we are stopping age discrimination in CWA, tell me why we have age discrimination for Next Gen? (Applause)

PRESIDENT SHELTON: Next Gen positions are not subject to LMRDA rules. Union officer elections are. You are entitled to another question.

DELEGATE PIERCY: Thank you. I understand that, but the printed pages, the flyers that went out said we are stopping age discrimination in CWA. I have no problem with the Next Gen, but people of my age are not entitled to help them, mentor or anything, because I am too old to be on the Next Gen.

PRESIDENT SHELTON: Delegate Lanell, maybe we should take that under advisement, and I will.

DELEGATE PIERCY: Thank you very much.

PRESIDENT SHELTON: You're welcome. (Applause)

On the "For" microphone, Delegate Lane.

DELEGATE TOM LANE (Local 1395): I would like to start by saying I can sense some of you in the room already wondering why a guy that looks so young would be standing up to talk on this issue. And, frankly, I have to say, I wouldn't blame you for asking that question. But I will surprise you by saying that I attended my first CWA Convention in 1991 in San Francisco. Time flies when you're having fun.

Through the years, I have got to witness the debates of some of the major issues that have faced this great union, but it wasn't until 2013 that I ever felt compelled to speak on an issue. And it just so happens that it has to be this very issue that I am speaking on today -- the age amendment.

I stood in 2013, in Pittsburgh by the way, to try to convince my fellow delegates not to change the Constitution with that amendment. I felt that it would serve to be discriminatory to leaders that were fully capable of performing their duties after age 70. I tried to point out, if the employers of our members were to try the same tactic, we would be fighting them in the streets, and I still feel that way today.

I reminded the delegates that some of us get to watch a Past President named Morty Bahr, work his miracles up to the age of 79 and still leaving CWA with his fast ball. I would ask how many great contracts wouldn't have been signed if Morty was forced to walk at 70 years old. And more recently, CWA members were polled and decided to back a man named Bernie Sanders for President of the United States at age 74, and it didn't seem to be an issue then.

Brothers and sisters, you can see the picture that I am trying to paint for you here today; that this is an issue that needs to be discussed and fixed. Let the issue serve as a reminder of why they put erasers on pencils. I would urge you to erase the change that was made in 2013 by supporting this amendment today.

Thank you, and I appreciate the time you have given me to speak on this issue. (Applause)

PRESIDENT SHELTON: On the "Questions" microphone, Delegate Bennadeto -- or, excuse me, wrong. Delegate Ercanbrack.

DELEGATE SHAD ERCANBRACK (Local 7026): I have a question. At previous conventions, usually when we receive literature as we walk in, generally the person will identify themselves and be proud of the showing of support of these flyers. So I am just wondering if the Committee knows, was this provided to us by an individual, a local, a district, or from the committee?

CHAIR RYAN: We weren't advised prior to the hand billing.

DELEGATE ERCANBRACK: So we don't know who was distributing these; is that correct?

PRESIDENT SHELTON: That's correct.

DELEGATE ERCANBRACK: May I ask a follow-up question?

PRESIDENT SHELTON: Yes.

DELEGATE ERCANBRACK: Guessing that you do not know who distributed these, you will not be able to also answer who paid for them, if it came from a Local's budget or if it came from a District's budget, or if it came from an individual.

PRESIDENT SHELTON: I do not know who paid for them. I know that we did not.

DELEGATE ERCANBRACK: Thank you.

PRESIDENT SHELTON: You're welcome.

On the "For" mic, Delegate Benitez -- excuse me, Delegate Benitez-Burgos.

DELEGATE LUIS BENITEZ-BURGOS (Local 3010, San Juan, Puerto Rico): Buenos tardes. Brothers and sisters, hermanos y hermanas. I want to start by pointing out that I am 29 years old. When I was 21, I was elected Secretary-Treasurer of my Local, and at 27 I became the Local President. And I have been so grateful for many of my CWA brothers and sisters that have mentored me, even when they are not in a committee. They decided when they saw me -- young, passionate -- to mentor me. So it doesn't matter if you are in committee. If you want to mentor somebody, come. I am more that willing to accept any recommendation to improve myself to become a better leader and to serve not only my members, but Puerto Rico and this great nation.

It was Johnny Bale who said once that discrimination due to age is one of the greatest tragedies in modern life. The desire to work and be useful is what makes life worth living, and to be told, "Your efforts are not needed because you are at the wrong age" is a crime.

Our CWA policy on mutual respect states that CWA reaffirms its commitment, as a matter of principle and policy, that all forms of discrimination, for whatever reason, be vigorously opposed until all vestiges of discrimination are eliminated from society. Freedom from discrimination within our union is a right and a privilege of all CWA members.

The statement of purpose of the Age Discrimination in Employment Act passed in 1967, clearly states that setting of arbitrary age limits, regardless of potential for job performance, is a disadvantage for elder persons. So the question we have to ask when we go to vote -- because this is a democratic union. We saw that in 2015. We had a lot of new members on the Executive Board. We had a lot of new members in locals. So we can make change from the bottom to the top.

The question is: Is the individual capable to doing his job? Is that person or that woman doing the job like our members need? And if the answer is yes, then we support it. If the answer is no, we will oppose that person.

On the other hand, this amendment is a clear violation to law. It's a clear misrepresentation of our union values and fights. On one hand, CWA wants to be CWA STRONG and fight injustices in our nation. On the other, we have this unjust and discriminatory language.

Can we imagine if AT&T, CenturyLink, or the government would put that language in our contracts? We would have gone ballistic trying to fight that from a collective bargaining agreement, and I have never seen any contract that clearly states an age limit with no specific reason to why that is passed.

So, hermanas y hermanos, brothers and sisters, I urge you to vote in favor of the elimination of this language, and I thank you all for your time. And to those when have mentored me, thank you very much. (Applause)

PRESIDENT SHELTON: On the "Questions" microphone, Delegate Benedetto.

DELEGATE THOMAS BENEDETTO (Local 1104): Thank you. If a Local wanted to change their Bylaws to include a provision that a 70-year-old member could not run for re-election as a Local President or Local officer position, would the National Union approve that bylaws change?

PRESIDENT SHELTON: No, we could not, because the LMRDA would say that it is illegal.

DELEGATE BENEDETTO: Thank you.

PRESIDENT SHELTON: On the "Motions" microphone, Delegate Montalbano.

DELEGATE KATIE MONTALBANO (Local 1298): I wish to move the question. (Applause)

PRESIDENT SHELTON: Is there a second?

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

PRESIDENT SHELTON: It is not debatable. Please take your seats.

At the "Privilege" microphone, Delegate Wojtowicz.

DELEGATE SHARI WOJTOWICZ (Local 7250): The motion to call the question is not debatable, but don't you still have to ask the delegates a yes or no; don't you still have to have a vote on that, whether we approve it or not?

PRESIDENT SHELTON: We do have to have a vote. That's why I asked them to take their seats.

DELEGATE WOJTOWICZ: In the previous motions, though, Mr. President, when the question has been called, you have just moved the actual amendment, not asked the delegates to approve closing debate.

PRESIDENT SHELTON: If I did that, I apologize. I did not mean to do it, but we are going to do it now and in the future. We will follow Robert's Rules, and we will vote on closing debates. (Applause) It's been a long afternoon. Sorry.

The motion is to close debate. It requires two-thirds. All those in favor of closing debate, please signify by raising your hand.

Down hands. Opposed by like sign. Debate is closed.

We are now on the original amendment, Amendment No. 13, Article XV, Section 8. All those in favor of the amendment, please raise your hands.

Those opposed, signify by like sign. The amendment is approved. (Applause)

Back to the Committee.

CHAIR RYAN: 14. Amend Article V, Section 6(d) and (f)

Section 6 - Retired Members' Council

(d) A Council Executive Board shall be elected which will consist of ~~one~~ **two** representatives from each of the CWA Districts and ~~three~~ **two representatives from each of the** Sector/Division members who shall be elected from the Media Sector (consisting of the Printing, Publishing and Media Workers Sector, NABET-CWA and TNG-CWA), the IUE-CWA Division and the AFA-CWA Sector. The District representatives on the Council Executive Board shall be elected by secret ballot among the Council Lifetime members within the appropriate CWA District. The Sector and Division representatives shall be elected by secret ballot among the Council Lifetime members who retired from the Media Sector (consisting of the Printing, Publishing and Media Workers Sector, NABET-CWA, and TNG-CWA), the IUE-CWA Division, and the AFA-CWA Sector. ~~Within the Council, Districts 2 and 13 shall not be combined until the end of the 2012 term.~~ **Of the two elected Representatives one shall be known as District or Sector President and one shall be known as District or Sector Vice President.** Terms of office shall be consistent with those of International officers. The elections shall be conducted in accordance with Council bylaws, federal and provincial laws and this Constitution. Any challenge to the Council Executive Board elections or Council officers' elections shall be resolved in accordance with the Council bylaws.

(f) The Council Executive Board members **Presidents** shall also serve as delegates to all CWA Conventions during their term(s) of office and shall each carry one (1) vote. As delegates to the CWA Convention, Council Executive Board members **Presidents** shall have the right to vote in elections of the CWA President and Secretary-Treasurer.

(Submitted by Ray Kramer, Executive President, Retired Members' Council)

The Committee discussed this proposal with Ray Kramer, Executive President, Retired Members' Council.

This amendment merges the Retired Members' Council General Board into the Retired Members' Council Executive Board and deletes obsolete language combining Districts 2 and 13 representatives on the Council. If this amendment is adopted, the composition of the Retired Members' Executive Board will consist of elected District and Sector Presidents and Vice Presidents.

In consultation with Retired Members' Council Executive President Ray Kramer, Article 5, Section 6(f) has also been amended with his support to reflect that Council Executive Board Presidents will remain delegates to the Convention and shall each carry one (1) vote.

The original proposal would have also made the District and Sector Vice Presidents delegates to the Convention with one (1) vote each. Regular CWA Locals with 200 or less dues paying members are allowed only one (1) Convention delegate and the Committee felt the established language making Retired Members' Council Presidents delegates with one (1) vote is sensible.

The Committee Recommends Adoption of this Proposal.

PRESIDENT SHELTON: Is there anyone wishing to speak on the amendment?

Seeing no one going to a microphone, what is before you is Amendment No. 14, amend Article V, Sections 6(d) and (f). All those in favor of the amendment, please raise your hands.

Down hands. Opposed by like sign. The amendment carries.

At the "Questions" microphone, Delegate Wojtowicz.

DELEGATE SHARI WOJTOWICZ (Local 7250): On the previous amendment that we voted on regarding the "Rule of 70," you had answered a question about the flyer that was distributed, not knowing who distributed it or who paid for it. My question is, on the back of the flyer there appears to be a privileged communication and email between Counsel Jody Calimine and the OLMS. Who was this information provided to that would have been able to put it on the back of a flyer?

PRESIDENT SHELTON: That information was provided to the Constitution Committee, it was provided to the Executive Board. I think that's it.

DELEGATE WOJTOWICZ: Thank you.

PRESIDENT SHELTON: You're welcome.

At the "Motions" microphone, Delegate Remski.

DELEGATE MARISA REMSKI (Local 9003): I would like to make a motion to adopt the following Constitutional amendment:

Article XII, Officers and Their Duties -

Section 4 - Vice Presidents - District, striking through the words "Telecom and Technology" Telecommunications, Public, Health Care, and Education Workers and CWA Sectors.

No other changes recommended for this Section.

Section 5 - strike through "Telecom and Technology" and add in "Telecommunications Sector Vice President."

"For those bargaining units of Telecommunications employees other than AT&T, Verizon, Qwest," then we are adding in "Avaya, AT&T Mobility, Alcatel-Lucent and OFS, Windstream, Frontier, Century Link, and their subsidiaries and affiliates. "The Telecom & Technology," and add in, "Telecommunications Sector Vice President shall be responsible, under the direction of the Executive Board, for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment, and other working conditions within the units.

The Telecom & Technology, and add in "Telecommunications Vice President shall be responsible for bargaining in those bargaining units." And struck through are the words "which are system-wide or national in scope as determined by the Executive Board."

Respectfully submitted: Marisa Remski, President CWA 9003; Art Gonzalez, President 9511; Pam Suniga, AT&T Bargaining Committee member and CWA 9505; and Anthony Velez, AT&T Bargaining Committee Member and CWA 9413.

PRESIDENT SHELTON: Is there a second?

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

PRESIDENT SHELTON: You may speak on your motion.

DELEGATE REMSKI: In 2009 to 2016, contract negotiations with AT&T demonstrated that having several bargaining unit tables -- each with its own authority to bargain and reach a settlement, notwithstanding the impact on other units -- impeded the union's ability to achieve the maximum benefit

for our members. In fact, it was a very divisive round of bargaining for CWA. With separate bargaining units, each with separate authority to accept and recommend a tentative agreement, we experienced cross-district discord when one unit reached a settlement while the others remained left to the fight.

In 2013, some measures were implemented by the bargaining council to avoid this kind of negative experience, and we jointly committed to closely coordinate AT&T negotiations. The reality is that the separate authority vested in each Vice President to direct negotiations at their own bargaining tables undermined our ability to maintain a unified front.

We continue to be whipsawed by the companies. The need for greater and more effective communications and coordination within CWA on behalf of our members in the telecommunications industry is apparent.

We should elect one Vice President for the Telecommunications Sector and go further by establishing and empowering a new stronger and unified Telecommunications Sector within CWA. The new authority of the Telecom Vice President should include all the representational responsibilities currently held by the T&T, Telecommunications and District Vice Presidents with respect to representation of telecommunications industry employees.

Therefore, those eligible for voting for this new Vice President should include not only those delegates representing the T&T and telecommunications bargaining units of today, but also all other delegates who represent telecommunication employees, including employees at Verizon, AT&T Core, AT&T Mobility, Qwest, Avaya, Alcatel-Lucent and OFS, Windstream, Frontier, CenturyLink, and their subsidiaries.

This scope of authority means the new Telecommunications Vice President would have responsibility to direct bargaining for all units of AT&T, AT&T Mobility, Verizon, Qwest, Avaya, Alcatel, Lucent, and OFS. Under the direction of the Executive Board, the new Telecommunications Vice President would be responsible for coordinating matters of common concern and interest with respect to contracts, wages, hours of employment, and other working conditions for those bargaining units.

This office could also provide a needed focus for guiding negotiations with rural telecom, cable and satellite television, wireless, and other employers in the telecommunications industry.

Once the Telecommunications Sector is established, the Executive Board should re-assign from the T&T, Telecommunications and District offices all the appropriate financial, administrative, and personnel resources to the Telecommunications Sector, enabling the new Telecommunications Vice President to successfully carry out the duties of this new office.

The change in responsibilities would not require a wholesale change in our current District operations. In fact, in the absence of extraordinary circumstances, it is anticipated that the traditional bargaining processes would continue. That is, bargaining for a unit wholly contained within a single Local jurisdiction would be deferred to the Local, and bargaining decisions for units shared by more than one Local would be deferred to the District.

What would be new is that where a contract covers more than one district or when simultaneous negotiations occur for multiple contracts with the same employer, the Telecommunications Sector Vice President would retain jurisdiction and coordinate decision-making.

Districts must play an increasingly key role in the administration of the various contracts that fall within District boundaries, as well as the mobilization and education of the membership in all aspects of the CWA Triangle. The responsibilities do not change because of this proposal. The value added is that during contract negotiations, the new Telecommunications Sector will facilitate CWA's ability to speak

with a single voice when dealing with the multi-state and global companies of today and in the future.

Only minor amendments to our Constitution are required to establish a Telecommunications Sector with a single Vice President, just as other sectors are now described in our Constitution. A new Telecommunications Sector with a Vice President focused solely on the members working in the industry that founded this great union is what is called for now more than ever.

I urge support for this motion so we can change the way we do bargaining and successfully fight the companies with a united front. (Applause)

PRESIDENT SHELTON: At the Motions microphone, Delegate Hogue.

DELEGATE ROBERT HOGUE (Local 9423): I propose a friendly amendment. My amendment -- I move that until the next election cycle, the current T&T Vice President remain as the acting Vice President for the new Telecom Sector.

PRESIDENT SHELTON: Is there a second?

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

PRESIDENT SHELTON: So, Delegate Hogue, do you mean to add those words at the end of this motion?

DELEGATE HOGUE: It was an amendment, but so moved, fine, yes.

PRESIDENT SHELTON: So you want to amend this original motion?

DELEGATE HOGUE: Yes.

PRESIDENT SHELTON: And add those words at the end of the motion?

DELEGATE HOGUE: Yes.

PRESIDENT SHELTON: Thank you. Is there a second?

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

PRESIDENT SHELTON: There has been a motion made and it's been properly seconded. So, what we are discussing now is Delegate Hogue's motion, not the original motion. So anybody who wishes to speak on that motion, Brother Hogue's motion, please go to a microphone and identify yourself.

DELEGATE HOGUE: Mr. President, may I speak on the motion now?

PRESIDENT SHELTON: You can.

DELEGATE HOGUE: Brothers and sisters, we are hearing a lot of words and talk about "CWA STRONG" and not having business as usual. And the intent of this is not to displace the T&T Vice President, Sister Bolton. The intent is to make us CWA STRONG. The intent is to put action to words.

We know we have a problem. We know we've got a system that's broken. We have been in bargaining for 17 months in District 9. We need to change something. I ask for your support in this motion. (Applause)

PRESIDENT SHELTON: Anyone who wishes to speak on Delegate Hogue's motion, please go to a microphone and identify yourself.

Seeing no one going to a microphone, we are voting on Delegate Hogue's motion -- sorry, at the "For" microphone, Delegate Shafer.

DELEGATE LISA SHAFER (Local 9575): I support this amendment to the motion. It's time we make a change and get bargaining at the highest level, putting it in the hands of one person who can coordinate the bargaining. Just like the corporations are united against us, we need to be united. We need to bargain as one, and this is the way to do it.

We have been fighting for this for years. It's time. We have been getting screwed by the corporations. They come in with plans; they bring the same things to each of the tables. We need to fight from the same table ourselves. It's time to do this. We need to stand together as a telecommunications unit and fight them all together, not splintered by districts. Please, please support this.

We have so many people. As we go through the negotiations, we don't have the strength in so many of the districts, so the contracts are getting eroded, and it's hurting all of us down the line. I negotiated a contract, I am on a bargaining committee, and we are eating it every time, because we have --

PRESIDENT SHELTON: Delegate Shafer, you are speaking on the main motion, not the amended motion.

DELEGATE SHAFER: The amendment is for the -- I support the amendment to the motion for the same reasons, just moving who will be responsible. Thank you.

PRESIDENT SHELTON: Are there any delegates wishing to speak either for or against on the amended motion?

All right. Could everyone take their seats, because we will never figure this out with everybody standing up.

So, brothers and sisters, what we are now voting on -- and I will read it for you -- words added to the original motion that say, "I move that until the next election cycle, the current T&T Vice President remain as the acting Vice President for the new Telecommunications Sector."

This requires a simple majority. The original motion requires three-quarters. So, all those in favor of the amendment that we are voting on, please raise your hands.

Down hands. Opposed by like sign. The motion is denied.

On the Motions mic, Delegate Ercanbrack.

DELEGATE SHAD ERCANBRACK (Local 7026): Thank you, Mr. President. To stay consistent with language that was passed earlier, I would like to offer a motion for a friendly amendment to the sister's motion. And to add, after the words "Qwest," to be consistent with what's changed earlier in the Constitution, to add parentheses, the letter "d" slash, the letter "b" slash, the letter "a" with a space [d/b/a], and capital CenturyLink, ending parentheses.

PRESIDENT SHELTON: Is there a second?

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

PRESIDENT SHELTON: You may speak on your motion.

DELEGATE ERCANBRACK: Thank you. I'm just trying to save us some time, that if this motion somehow gets passed, that we don't have to go and change this language again in two years. Thank you.

PRESIDENT SHELTON: Anybody wishing to speak on the amendment?

Seeing no one heading to a microphone, all those in favor of the amendment, please signify by raising your hand.

Down hands. Opposed by like sign. The amendment doesn't pass. We are now back on the main motion. On the "For" microphone, Delegate Conner.

DELEGATE KEN CONNER (Local 6171): I want to speak for this motion. As I sit here and listen to everybody on a daily basis talk about "CWA STRONG," I am looking at everybody around your District 1 and 2-13 and 6 and 7 and 9. But before anybody has a chance to explain what this motion really means, they have already formed their decision, and they have jumped way over there to the "Against" mic.

"CWA STRONG" means one thing and one thing only -- it means "CWA STRONG" for District 1, District 2-13, District 4, District 6, District 7, and District 9. It doesn't say "CWA STRONG" just for District 2-13 and just for District 1. (Applause)

I have sat on many bargaining tables, and I have gone into battle for Frontier when they were out on strike. I was at the Presidents' Meeting in Washington, DC, when I sat there and I told those individuals I was happy you got a contract, but don't forget the 26 Verizon employees that remained out there on the streets in District 6.

The stuff that they couldn't get passed in your contract they tried to cram down our throats, like how they wanted the unions to start paying for COPE deductions, the administrative cost. We battled the company back, and instead of keeping that MOA, we told them they could take that MOA and stick it as far up as the sun won't shine. We will collect our COPE money from our members ourselves and we will submit it to the company. They decided that they would withdraw that proposal.

This should have never been something that came to our Local. This should have never been something that goes to anybody's Local. You sit here and you say that we are one brother and one sister, but that only goes as far as the district lines. If we don't accept this proposal, then we accept what the companies are doing to us on a day-to-day basis -- divide and conquer. This is a union. We are not here to divide and conquer anybody. (Applause)

This battle should not sit just before District 1 or 2-13 or 6 or 7. If we want to show the companies what we mean, then we stand up and we fight united as one united front, as one CWA, as one brother, as one sister, and tell the companies we are not going to take it anymore. We are going to fight you from a united front. That's what CWA stands for. That's why I joined this union on May 23rd, 1982, to take the battles back to the companies that are trying to rake us over the coals. Thank you. (Applause)

PRESIDENT SHELTON: On the "Questions" microphone, Delegate Liebttag.

DELEGATE ADAM LIEBTAG (Local 1036): Thank you, President Shelton. I have two questions. With respect to the proposed amendment, specifically Section 4, the proposed amendment adds public

health care and education workers to the section title. So my first question is, is it correct that this amendment gives that Vice President of Public Sector responsibility for bargaining contracts?

PRESIDENT SHELTON: Delegate Liebttag, the language -- they have added in the language the Public Healthcare and Education Workers. I don't know if it gives them bargaining authority.

DELEGATE LIEBTAG: So my second question would be under Section 4(b) of the Constitution. 4(b) says that vice presidents named in this section would supervise the negotiations of contracts. So, is it correct that adding the Public Sector Vice Presidents to Section 4 would put bargaining responsibility on that Vice President?

PRESIDENT SHELTON: It would appear so.

DELEGATE LIEBTAG: Those are my two questions. Thank you.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Sheil.

DELEGATE KEVIN SHEIL (Local 1103): I hear the passion from my brothers and sisters on the other side, and I respect it and empathize. But it boggles my mind that we are here again at this Convention re-litigating this issue that seems to come up at every Convention, or at least some variation of it. This issue of a telecom czar and sector has been rejected soundly by the delegates each and every time, and it has been done fairly. (Applause)

It's been rejected for good reason, because it doesn't make sense, it doesn't work. The system that we have in place with the right leadership, that's the system that works. The right leadership is important and makes all the difference in the world.

I am proud to come from District 1, I am proud to work for Verizon, and I am proud that we kicked their butt in a strike this last year. (Applause and cheers) We had an incredible strike, an amazing strike due to the inspiring solidarity of all of our brothers and sisters. But it must be attributed to the leadership, our great leaders of District 1, Vice President Dennis Trainor and also, also the inspiring leadership, impressive leadership from District 2-13, Vice President Ed Mooney.

And let's really face it -- we don't need a telecom czar. We have one. We all do. His name is President Chris Shelton. (Applause and cheers)

If you don't like your leadership and you feel that they aren't doing their job, the answer is not creating a telecom czar. The answer is elections. Vote the people out on that day who you feel are not doing their jobs. Take back your district, take back your sector, and vote them out. That's the answer. Not some newfangled concoction or some chaotic model that weakens or wounds our districts. Thank you. (Applause)

PRESIDENT SHELTON: At the "Questions" microphone, Delegate Piercy.

DELEGATE LANNEL PIERCY (Local 4252): I believe it's been answered, but I will ask it again: Does this eliminate the T&T office, this amendment, the intent?

PRESIDENT SHELTON: It would appear to, but I don't know if I can answer that question. I didn't make the motion, so I don't know that it does that.

DELEGATE PIERCY: Thank you. Am I entitled to a second question?

PRESIDENT SHELTON: I can tell that -- excuse me, but I can tell you that there are other sections of the Constitution that talk about the T&T office, which this doesn't change, so it's pretty hard to answer your question.

DELEGATE PIERCY: I understand. My second question: Does the intent of this amendment mean that all the core contracts for AT&T would be moved out of the districts and into this new office?

PRESIDENT SHELTON: That's what it says in the second paragraph.

DELEGATE PIERCY: Thank you.

PRESIDENT SHELTON: At the "For" microphone, Delegate Kalmijn.

DELEGATE JELGER KALMIJN (Local 9119): Thank you, President Shelton. I was at the "Motions" mike because I think there was a typo in the original text. I think the makers of the motion did not intend to include the words "Public Healthcare and Education workers," and that was the motion I was going to make from the Motions mike.

I think it was just an inadvertent error. There was no intention to change the bargaining responsibilities of the Public Healthcare and Education workers. This motion only was meant to affect the telecommunications bargaining, and it's in that regard that I will speak to it.

I would like to make a motion, when the President deems it appropriate, to strike those words from the text. It was just meant as the heading for the section, as you will notice in the Constitution. I will try to do that when the President deems it appropriate.

In the meantime, I will take my opportunity to speak briefly in favor of the motion, on the assumption that it does not change the bargaining responsibilities of the Public Healthcare and Education Workers Vice President.

As I have stated, I am from the public sector I feel somewhat hesitant --

PRESIDENT SHELTON: Delegate Kalmijn, if you are making a motion to delete some section of the amendment, I will let you make that motion from the "For" microphone.

DELEGATE KALMIJN: Thank you, President Shelton. I do so make the motion to strike the --

PRESIDENT SHELTON: Is there a second?

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

PRESIDENT SHELTON: You may now speak on the motion.

DELEGATE KALMIJN: Just the amendment?

PRESIDENT SHELTON: Yes, the amendment.

DELEGATE KALMIJN: I would like to reserve to speak on the overall motion once this amendment has been passed, if that may be allowed. That's what I thought I was speaking on.

PRESIDENT SHELTON: If anybody else wishes to speak on the main motion, you will be out of luck, but you may speak on your amendment to the motion.

DELEGATE KALMIJN: As I said, President Shelton, I think -- and I have spoken to the makers of this motion -- they never intended this to impact the Public Health and Education workers. I am glad the brother from the Public Sector workers from New Jersey brought that up, so that this Convention didn't inadvertently change that responsibility. And that's why I am proposing to strike those letters -- or those words from the motion to make absolutely clear, this has absolutely nothing to do with the Public Sector.

This motion is about unifying our bargaining in the Telecommunications Sector so that we stand united as a union. This does not bring the Public Sector bargaining that's currently managed by the District Vice Presidents all under the Public Healthcare and Education Workers Vice President.

PRESIDENT SHELTON: So, Delegate Kalmijn, I am assuming that your motion is to strike the words "Public Healthcare and Education Workers" and "CWA Sectors" from this main motion?

DELEGATE KALMIJN: Correct, and leave the rest of the title as it is here, yes.

PRESIDENT SHELTON: So, is there anybody wishing to speak on this?

Seeing no one -- well, we are going to have to make everybody sit down again -- sorry.

We are now voting on Delegate Kalmijn's amendment to the motion, which is to strike the words "Public Healthcare and Education Workers and CWA sectors" from the original motion. All those in favor of striking those words, raise your hand.

Down hands. Opposed by like sign. The motion carries.

At the "Questions" mike, Delegate Spina.

DELEGATE TONY SPINA (Local 1109): A question: does this amendment mean that District Vice Presidents will no longer be responsible for bargaining the AT&T and Verizon contracts in their own districts?

PRESIDENT SHELTON: According to the wording of the second paragraph, the answer is yes.

DELEGATE SPINA: Thank you.

PRESIDENT SHELTON: You are entitled to another question.

DELEGATE SPINA: No need. (Applause)

PRESIDENT SHELTON: On the "Against" microphone, Delegate Gardler.

DELEGATE JIM GARDLER (Local 13000): I rise in opposition to this amendment. It's very clear, when you travel anywhere throughout the United States, people from CWA hold their head high, because everybody in the Labor industry comes to us and asks us how we were able to conduct such a successful strike and negotiate the contracts that we did. And you know what? It's because of the leadership that we have in the position of our District Vice President.

I don't want to see this amendment come along taking out the person that we put in there to help us achieve, not only a successful strike, but the contracts that we fight every day for. We need to have those skills, those resources, and those abilities remain in our districts in order to conduct negotiations the way we do it and achieve the success that we have. Thank you. (Applause)

PRESIDENT SHELTON: On the "Questions" microphone, Delegate Wachenschuanz.

DELEGATE ROBERT GONZALES (Local 7011): I'm sorry, what delegate were you looking for?

PRESIDENT SHELTON: Delegate Wachenschuanz.

DELEGATE GONZALES: I don't believe he is here. This is Delegate Gonzales.

PRESIDENT SHELTON: Okay. We are going to change Wachenschuanz to Gonzales. On the "Questions" mike, Delegate Gonzales.

DELEGATE GONZALES: My question: Is this motion needed to have the districts all support each other, or shouldn't we be supporting each other right now? (Applause and cheers)

PRESIDENT SHELTON: I believe we should have that right now, and I believe we do.

DELEGATE GONZALES: A follow-up question. Doesn't that make this motion a moot point?

PRESIDENT SHELTON: I can't answer that question, brother.

DELEGATE GONZALES: Thank you.

PRESIDENT SHELTON: On the "For" microphone, Delegate Kalmijn.

DELEGATE JELGER KALMAINE (Local 9119): As I said before, I am hesitant to come to this mike, being from the Public Sector, but I was begged to come here by the bargaining team for my district, the AT&T bargaining team. I come from a district with amazing activists, from our AT&T bargaining team to Local Presidents who went out on one ULP strike after another in the current AT&T round of bargaining.

Sadly, our wonderful district is divided as we struggle to get the best possible AT&T contract. We had a very close "no" vote on the first TA. The outcome for the second vote will likely be close too. We will find that out next week.

In these times, we require unity. As our sectors fight for survival, as our union fights for survival, we need the support of a strong unified union, and that's why I am coming to speak here. Because it pains my heart to see the union leaders in my district, who I greatly respect, struggle against each other in a situation where they can't win; a situation where, when they walked into bargaining, the table was already set, and the company had made its mind up because they had settled with over 100,000 workers already in our union. They were set up.

Our members fought valiantly for the best possible contract. We've had our disagreements, and it's driven us to fight each other. I don't even know who's on what side in my district, but I see the pain, and I know they are all good sisters and brothers, and they are trying to find a solution in a situation that is very hard to find.

Our District has been out there strong in support of other districts in bargaining. I know we went to Verizon stores left and right. We raised tons of money for Verizon, and I will do it again. I have been on AT&T picket lines. I'm a public sector.

I showed up at AT&T stores where there probably isn't a union brother or sister in the town, because we have people in our public sector that are all over the place. And it blew them away that there were

union people showing up at their AT&T stores. And we will do it again. I promise you we will be there in solidarity. But please, unify this bargaining. It's tearing us up.

I have been here now for 20 years, and I have seen this time and time again, from the convention in Anaheim where we saw one part of our union striking and the other had settled, and people marching in. It divides us up, good brothers and sisters. And I am not taking sides one way or the other. That's not my role. I don't have a vote in this. But I know that we need unity and we need to be bargaining at the same table. So I ask that you vote for this Constitutional amendment, so we can build the unity we want.

You can see even here how this is tearing us up, and we all know who wins with this division -- the boss. We need to be unified. If we are at one table, this is Bargaining 101, we all know it, and we are all on the same page. I know we all want to fight the company as hard as possible and we want to find the best way to do it. We are all good union brothers and sisters here, but let's do it together, please. (Applause)

PRESIDENT SHELTON: On the "Motions" mic, Delegate Mahle.

DELEGATE ROBERT MAHLE (Local 6222): I call for the question. (Applause)

PRESIDENT SHELTON: Is there a second?

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

PRESIDENT SHELTON: Please, everybody sit down.

Sisters and brothers, we are voting on whether to close debate or not. Those in favor of closing debate, please raise your hands.

Down hands. Opposed by like sign. Debate is closed.

We are now back on the main motion as amended by Brother Kalmijn, striking the words "Public Healthcare and Education Workers and CWA Sectors." All those in favor of the motion, raise your hand.

Down hands. Opposed by like sign. It is defeated.

Is there any further business for the Constitution Committee? Is there a Delegate McClay at the motions mic? Delegate McClay.

DELEGATE JAMIE LYNN McCLAY (EVP, Local 7040): I was actually respectfully going to ask if we could table my amendment until tomorrow so that we can get out of here at 5:00. I know everybody is tired.

PRESIDENT SHELTON: Does it have to do with the Constitution?

DELEGATE McCLAY: It does. Do you want to keep it going? All right.

I would like to make an amendment to Section XV -- or, I'm sorry -- Article XV, Section 8, International Union Officer - Term of Service."

"Retirement shall be mandatory for all full-time officers of the union after a three-term limit upon the expiration of their current term of office."

PRESIDENT SHELTON: Is there a second?

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

PRESIDENT SHELTON: You may speak on the motion.

DELEGATE McCLAY: Mr. President, while I understand the legal impact of the previous wording in our constitution and agree we need to remove it to prevent the issues arising from it, I also believe that those that may serve for year after year begin to lose touch with their base. Union members are traditionally becoming younger and younger as they enter the workforce. They bring with them different modes of communication, different philosophies, different ideas, different ways to get to the same end of the road, a strong union voice in the workplace and in their political realm.

Apathy is a large issue in the union world and does not benefit anyone. As divisions grow between generations, inclusivity can become harder and harder. We talk about reaching out to gain new members and how difficult that can be, and by continuing the status quo, possibly allowing stagnation at the top, we can lose strong people under them.

We refer to young adults as the "Next Generation" and fondly look at them as the saving grace to the union. I am just outside that bracket at the fine age of 41. However, I respect and understand they can bring so much to the table, whether it be by prior experience, such as I had when I was younger, or a warrior heart and soul willing to learn and absorb.

For example, my father, who was a NJEA teacher representative, one night came home after work, and I came home from school my freshman year of high school, and he threw their teachers' contract at me and an issue one of the teachers had and told me to write a grievance. I took my time, researched the contract, and in a few hours had a grievance written. I'm sure it wasn't as articulate as they are now when I write them, but I won. I won my first grievance at the age of 13.

Not all young members really show their knowledge right away either because they may get labeled as a know it all or as a troublemaker bucking the status quo, and fear standing out from the crowd. But by putting term limits into play, our organization will begin to become more inclusive to our next generation and the generation after, incorporating new ways to get to the same destination and empower our future young leaders to become more active faster and less apathetic.

Thank you, sir and delegates, for your time and consideration of the amendment.

PRESIDENT SHELTON: On the "For" microphone, Delegate Sullivan.

DELEGATE DUSTIN SULLIVAN (Local 7702): I stand here today in agreeance with my sister here on the term limits. I was here four years ago to witness that nasty debate about the year 70. I stood there and voted against that, because I did believe that there was an issue of age discrimination and, as well, I believe one of our brothers made a point of, we were all for Bernie and we didn't care what his age was. But even here in America, our leadership, our President is required to two terms. The reason why they do that is to ensure new ideas and to prevent stagnation.

So I stand here in support of this. And with what she has stated of "three full terms," you are looking at nine years of leadership with the same person, and that should be well enough to get all your goals and allow the next generation to move in. Thank you. (Applause)

PRESIDENT SHELTON: On the "Against" microphone, Delegate Harmon.

DELEGATE BRADLEY HARMON (Local 6355): I rise in opposition to the amendment. I sympathize with the goals of my sister who proposed the amendment in making sure that our union remains vibrant and democratic, and ensuring that our leadership remains tightly connected to our membership. However, I submit that the most effective tools for connecting the leadership to the membership are elections by engaged union members at this Convention. (Applause)

I submit that adoption of this amendment, in fact, would have the opposite effect of what the sister intends. I live in the state of Missouri. In 1998, the voters of Missouri approved term limits in our state legislature. What we saw after that happened is that lobbyists and inside forces in the capital gained excessive power, and the power of the people was significantly reduced because we cannot continue to elect effective representatives in districts.

The effect of this amendment would be to make our union more staff-driven, as all of the institutional knowledge would be held by our paid staff as opposed to by the elected leaders of this union. I understand that we want to be a democratic union. I very much want this union to be a democratic union. This union is a democratic union.

Witnessing what we have seen today proves that this union is a democratic union. We have had a whole day of democracy where every single person who is here has had a chance to hear, deliberate, and participate in the decisions that we have made.

This is an anti-democratic amendment. This amendment takes away the power of our members to choose the leaders that they want to choose to run this union. Enacting this amendment means that the voters in our union, the members who elected us to come to the Convention, are restricted in who they choose to be the leaders of this great union.

If we pass this amendment, we are going down an undemocratic path that will lead us in a direction that we do not want to go.

We are at a critical time in our movement. It's important that we deliberate and that we decide on how we are going to be governed. I understand the impulses of the sister who introduced the amendment, and I'm not trying to speak against her or any of the supporters of the amendment in any way. But I urge my fellow delegates to vote "no" on this amendment and vote "yes" for union democracy.

Thank you, brothers and sisters. (Applause and cheers)

PRESIDENT SHELTON: On the "Questions" microphone, Delegate McNulty.

DELEGATE SHAUN McNULTY (Local 21006): If I missed it, I apologize in advance, but who do term limits apply to?

PRESIDENT SHELTON: According to the motion, all International Union officers.

DELEGATE McNULTY: Thank you.

PRESIDENT SHELTON: You are entitled to a second question.

On the "For" microphone, Delegate Rao.

DELEGATE KAMALA RAO (Local 30213): Thank you. First of all, President Shelton, do we have five minutes to speak here?

PRESIDENT SHELTON: Yes.

DELEGATE RAO: Thank you. I would just like to start by saying I am a newly-elected Local President myself, and I ran exactly on a position supporting term limits. I'll tell you why, and I hope people consider this and maybe consider changing the position you have now. And that's unions. Our union is about joint responsibility and collective power. Our union has to be bigger and better than any one of us, and if we get it in our heads that we need just one particular President to pull us through, then we are in real trouble.

We've got to think about shared responsibility, and that means sharing power. If we are serious about equity, that means looking at the power of incumbency. We all know that, once you are elected to a position, it only makes it that much more likely that you will be reelected and reelected and reelected, and it makes it harder and harder and harder for anyone else to get their foot in the door.

I find it amazing to be in this country, the United States, where the highest elected office you have in your land is subjected to term limits. That has to do with, I would argue, around some original intention about power-sharing, about saying that the democracy in your nation is about bigger than any one person. It's about encouraging the kind of organization that would think about secession, that would take seriously the idea of secession.

Nothing -- nothing but term limits will put that kind of fire under our organization, thinking about how do we build strength, how do we build capacity, how do we build the ability to lead up and down our union. It's because you can't rely, you simply can't rely on the people who have been doing the job before to keep doing it over and over again.

Last of all, I would say, you know, what are we afraid of? You know, it's like we've got to be bigger and better than that. You know, it can't be the kind of thing that the guy who has been doing the job for ten years or twenty years or the gal who has been doing the job for ten years and twenty years, if somehow she is not doing it, we don't know what we are doing.

We want to be a better union than that, we want to be better Locals than that, and nothing will get my head screwed on tighter than knowing, you know, if I am lucky enough to be elected to another term, I need to be spending most of that term thinking about who is going to come up and do the job well and do the job well behind me.

So, again, I know that a lot of folks already have kind of one way of thinking about this, but think about it. If it's good enough for the President of the United States and that office, think about what it could do to strengthen our union. (Applause)

PRESIDENT SHELTON: On the "Questions" mic, Delegate Mayhew.

DELEGATE JOSEPH MAYHEW (Local 1103): My question, quite frankly, goes to the sister at the "For" mike when she said, "What are we afraid of?" What I am afraid of is a loss to the brain trust we have on our Executive Board right now. So my question is--

PRESIDENT SHELTON: Delegate Mayhew, ask your question.

DELEGATE MAYHEW: My question is, how many members on the Executive Board could we lose within this next term if, in fact, these term limits were put in place?

PRESIDENT SHELTON: The way the motion is worded, it would look like none because it's prospective.

DELEGATE MAYHEW: Okay. Thank you, I have a follow-up?

PRESIDENT SHELTON: You are entitled to another question.

DELEGATE MAYHEW: My other question is, isn't it possible or isn't it exactly what would happen if a member was elected to the Executive Board at 30 years old, he would be forced to retire at 39 because of these term limits, and isn't that age discrimination? 42, excuse me.

PRESIDENT SHELTON: Actually, he or she would have to retire at 42 because International officers have four-year terms.

DELEGATE MAYHEW: Thank you.

PRESIDENT SHELTON: You're welcome.

On the "Against" microphone, Delegate Gendron.

DELEGATE MICHAEL GENDRON (Local 1108): Good evening, President Shelton, and thank you for the opportunity to speak against this proposal, this motion. If we want our young people, young members to get involved, then that's exactly what they should do -- get involved, work their way up, win elections, and take office.

As far as incumbency and being afraid of having our leaders continue to serve us, we are leaders, not followers. So, if we have a problem with any one of our elected leaders up there, then we should have the guts to call into question their leadership. We should have the guts to challenge them. We should have the guts to run someone against them.

But quite frankly, I am very happy with the leadership that we have right now, and I don't want them to go anywhere. (Applause) Quite frankly, they have served us very well, and I want them to continue to do so. And anytime that I feel differently, believe me, I will open my big mouth and let me them know. Thank you.

PRESIDENT SHELTON: On the "Motions" mic, Delegate Montalbano.

DELEGATE KATHRYN MONTALBANO (Local 1298): I wish to move the question.

PRESIDENT SHELTON: Is it seconded?

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

PRESIDENT SHELTON: It is non-debatable. Please take your seats.

Brothers and sisters, we are voting on closing debate. It requires a two-thirds vote. All those in favor of closing debate, please raise your hands.

Down hands. Opposed by like sign. Debate is closed.

We are now back on the original amendment. Anybody wishing to speak further on the original amendment -- oh, I'm sorry. It's late. This amendment requires three-quarters. So I will read the amendment. "Retirement shall be mandatory for all full-time officers of the union after a three-term limit upon the expiration of their current term of office."

All those in favor, please signify by raising your hand.

Down hands. Opposed by like sign. The amendment is defeated.

I would like to thank the Constitution Committee for all of your hard -- and I do mean hard work. (Applause)

I would like to call on Secretary-Treasurer Steffens for announcements.

SECRETARY-TREASURER STEFFENS: Okay. The first announcement is, when you leave today be sure to take all your items off the table. The tables will be a hundred percent cleared tonight when we are gone. Don't expect them to be there for you in the morning. They will not be.

Also a reminder that we have Defense Fund Oversight Committee elections in Districts 4, 7 and 9 fifteen minutes after close of business. The elections will be in the common area between the vendor booths and credentials.

Please, as a courtesy to your fellow delegates with disabilities, do allow people who have difficulty standing for long periods to go to the front of the line during those elections.

And we have an announcement from our brothers and sisters at United Campus Workers on a JLL Outsourcing action. Billionaire Governor Bill Haslam wants to sell out thousands of decent public jobs of CWA union brothers and sisters in Tennessee. He wants to do it using a radical new privatization scheme, much like the TPP, swapping out public oversight for corporate control. We have to stop this radical corporate takeover before it moves on to a state near you.

They want to sell our jobs to a major corporation called JLL. The Governor just happens to be personally invested. It turns out that JLL has regional headquarters just a few blocks down the road.

Sometimes in the South, especially in the public sector in the South, it can feel like we are alone in this fight. But when we come to this Convention, we know that's not true. So we ask you to join us tomorrow when we adjourn for lunch at the JLL building, 260 Forbes Avenue. Let's tell the corporate hacks that our jobs are not for sale and we are CWA STRONG. We will re-announce the details tomorrow, but thank you. (Applause)

PRESIDENT SHELTON: With that, we will adjourn until tomorrow morning at 8:30. Thank you for your attention.

. . . Thereupon, the Convention recessed at 5:18 p.m. . . .

TUESDAY MORNING SESSION August 8, 2017

The Convention reconvened at 8:39 a.m., President Shelton presiding.

PRESIDENT SHELTON: Good morning, sisters and brothers. I would like to call the Convention to order, and I would like to call on Chuck Simpson, the President of CWA Local 2204, to give the Invocation. President Simpson.

DELEGATE CHUCK SIMPSON (Local 2204): Good morning, CWA family.

. . . Responses of "Good morning" . . .

DELEGATE SIMPSON: We can do better than that. Good morning, CWA family.

. . . The delegates responded louder, "Good Morning" . . .

DELEGATE SIMPSON: Good. Nice to hear you're rejuvenated from a long night out, I'm sure.

It is indeed an honor to stand before each and every one of you, to be truly thankful with you for another sunrise, for another beautiful day in our great union.

Over the course of our years in CWA, there is one thing that stands out continuously with me, and that is the word "family." We are all members of our union family. We all have our own families at home that we strive to work for and protect. Our union helps us support our families. Family is who we hold close and dear, and they are who we are willing to stand up for and defend when someone attempts to harm or take advantage of them. We will do it for our blood family, and we will do it for our union family. Always be ready to stand together in the unity of our family, CWA.

Please stand and let us pray.

We gather here today intent on doing good work. We seek to represent fairly and well those who have given us this task. May our efforts be blessed with insight and guided by understanding and wisdom.

We seek to serve with respect for all. May our personal faith give us strength to act honestly and well in all matters that will be before us. Let us go forward as sisters and brothers. Let us go forward as family. Thank you.

PRESIDENT SHELTON: Thank you, Chuck.

First, I would like to introduce somebody that I think is absolutely necessary. With us today is former Secretary-Treasurer and former Executive Vice President of CWA, Jeff Rechenbach. Jeff, stand up. (Applause and cheers)

I would like to thank yesterday's platform observers -- John Anderson, President, Local 4630, and Kimberly Burckhalter, Vice President, AFA-CWA Local 29012. Today's platform observers are Stephen Edler, President, Local 3410, and Gina Strickland, First Vice President, Local 1180.

Before we get started, I would like to call on Lisa Bolton for a report. Lisa?

VICE PRESIDENT LISA BOLTON (T&T): Good morning, brothers and sisters. How are you feeling today?

. . . Shouts of "GREAT" . . .

VICE PRESIDENT BOLTON: Good. Nice to see you all this morning.

I actually have some really good news. For those of you who don't know by chance that might not have Avaya members, Avaya did file for bankruptcy earlier this year. We hired an excellent attorney. We got on the Creditors Committee. We were on top of it before the actual bankruptcy even started.

And we got an update from our attorney yesterday stating that they have been approved by the first lienholders for their reorganization plan, and they are not coming after the represented pension or the collective bargaining agreement. So we are so happy for our Avaya-represented people. (Applause and cheers)

Now, we are not completely out of the woods, but this is a very, very good sign. The salaried pension plan for managers did get taken over and got turned over to the PBGC; so I just want to remind everyone how it pays to be union. Have a great day. (Applause and cheers)

PRESIDENT SHELTON: Lisa, what did you do to my microphone? I'm just kidding.

Next for an announcement, our brother from the north, from Canada, Martin O'Hanlon. (Applause)

VICE PRESIDENT O'HANLON (CWA-Canada): Good morning, brothers and sisters. I am Martin O'Hanlon, President of CWA-Canada. A very quick announcement, but a good announcement this morning: For 18 months, our members, our brothers and sisters, over 50 of them at the Halifax Chronicle Herald newspaper in Halifax, Canada, have been on strike.

For those of you who have been on strike for even a month, you know what it's like. Imagine 18 months. They have been up against an employer that has not bargained fairly; that has asked for concessions that are wholly unreasonable.

We have stood for 18 months against them, and I am pleased to report this morning that we have a tentative agreement. (Applause) We fought back, we stood up, we stood strong, we are CWA STRONG.

Thank you from all of the members of Halifax CWA for standing behind them for 18 months. Thank you. (Prolonged applause)

PRESIDENT SHELTON: Great job, Martin.

And one more announcement, Charlie Braico from NABET. Where is he?

VICE PRESIDENT BRAICO: Thank you, Mr. President and good morning, brothers and sisters.

I am happy to start the day with a little good news also from the NABET sector, the Broadcasting and Cable sector. Our story goes back a little bit longer. We have been involved in a struggle with CNN since 2003, the past 14 years.

Over 110 news gathering employees located in New York and Washington, D.C., who CNN laid off back in 2003, have been struggling at the National Labor Relations Board and in the courts to get

justice for these workers. And the Court of Appeals in the D.C. Circuit just ruled that CNN, as a successor employer, engaged in discriminatory hiring. We have a victory in this case. The remedy will be back pay, reinstatement, and the employer must bargain with the union.

. . . The delegates arose and applauded . . .

VICE PRESIDENT BRAICO: So I think this demonstrates -- I think this demonstrates that when we fight, we win. When we stay strong, we can prevail. And we are CWA STRONG. Thank you. (Applause)

PRESIDENT SHELTON: In the instances of Halifax and CNN, it might have taken a while and we might have had to fight for awhile, but Charlie is right -- when we fight, we win. Even if we have to fight for 14 years, when we fight, we win. And we fought for 14 years; and NABET and Charlie and everybody, all the members in NABET and a lot of members in CWA fought their asses off to make sure that that happened. So you guys did that.

Now, I would like to introduce Andréas Franke from our good friends from ver.di in Germany. Andreas Franke is here as a representative of the 2.1 million member services union, ver.di. That's right. I said 2.1 million members.

Within ver.di, there are 13 sectors and over 1,000 occupations. Frank Bsirske is its President.

ver.di's telecommunications sector has long been worried about the spread of the anti-union behavior of U.S. companies and the anti-union actions of their major employer Deutsche Telekom when doing business outside of Germany.

With Andreas are Ado Wilhelm and Kornelia Dobbel -- please stand up. (Applause) These folks have been our key partners in our campaign at T-Mobile-US.

Inside Germany, ver.di has brought our concerns about T-Mobile's anti-union practices in the U.S. to political leaders, the Board of Supervisors where ver.di Telekom leader Lothar Shroeder sits as the Vice-Chair at the company's annual meeting attended by 10,000 people. Tens of thousands of German Telekom workers have participated in our campaign, including 7,000 who put on t-shirts in support of a fired U.S. T-Mobile activist. (Applause)

Ado and Kornelia are special. They are both retired, but they continue to commit their time to building international solidarity and to fighting union-busting in the United States.

In fact, after this meeting, Ado, Kornelia, and Andreas will be meeting with the German Metalworkers Union, IG Metal, to discuss ways that these two large German unions can get the German government to insist that German companies doing business in the U.S. remain neutral in union recognition campaigns and bring their labor rights and values to the U.S.

Our partnership with ver.di is deep and profound. Together, we will continue to seek ways to build our worldwide labor movement. Inside ver.di, its leaders understand that without struggle there can be no progress, and we will last one day longer than the bosses.

Please give a warm CWA welcome to my good, good friend, Andreas Franke. (Applause)

ANDREAS FRANKE (Former Vice President, Strategic Procurement, ver.di): Thank you, Chris. Brothers and sisters, thanks very much for your warm welcome. I'm touched. It is a great honor to be guests in your Convention. I can say this also on behalf of Ado Wilhelm and Kornelia Dobbel.

We are very proud of the long and close connection to CWA that we share. These bonds go back as far as the 1970's when the first good and close contacts existed with ver.di's predecessor organization, the Deutsche Postgewerkschaft, the German Postal Union.

I also want to pass on to you the greetings of ver.di Chairman Frank Bsirske, as well as of Lothar Schroder, member of the ver.di Board who is responsible for the Telecommunications and IT Sectors.

When your President, Chris Shelton, was in Berlin in April this year, he had a long conversation with Frank and Lothar in which Chris invited them to your Convention. Frank and Lothar regret very much that, due to other commitments, they were not able to attend the Convention. Frank has promised, however, to attend your next Convention in 2019.

Brother Shelton, Brother Chris, Dear Colleagues, over two million ver.di members admire and respect your relentless fight for union recognition at T-Mobile.

T-Mobile employees deserve respect, appreciation, fairness, and a union voice at the workplace. (Applause) This voice can only be CWA and not a pseudo union installed by the company, as the T-Mobile management has tried with T-Voice.

It is scandalous that the courts have outlawed T-Voice, and T-Mobile CEO John Legere reacts by wearing a t-shirt that reads, "Long live T-Voice," and refuses to accept the ruling.

It is scandalous that Deutsche Telekom, which owns 66 percent of T-Mobile-US, allows such violations to take place and court rulings to be disregarded.

It is also scandalous if employees have to be afraid of being harassed when they support the union, their union, CWA. Our more than two million members in Germany repeatedly ask us why a respected company like the Deutsche Telekom, a company that operates in more than 52 countries worldwide, allows employees to be treated so badly in the United States.

There is only one answer to this: Profits are considered more important than people. But we want, we must, WE WILL change this together. (Applause)

Our campaign, WE EXPECT BETTER, is a path to international cooperation that is quite unique in global union work. A global economy with globally operating companies demands a global union response; it requires global union work.

With our campaign WE EXPECT BETTER, we have such a response.

TU, the union that we jointly founded in 2008, is a further good answer, and the close cooperation that we have had for years is such a pioneering answer.

We must close ranks even more and increase our efforts to win more people into the union. CWA STRONG! (Applause)

But this holds true also for Germany, where today, only six million active employees are union members.

By now, also in Germany, there are employers where employees are afraid of joining a union -- I will come back to this point in a minute -- however, to a much lesser extent than in the U.S.

Nevertheless, also in Germany, there are more employees who think they do not need a union than those who are in favor of unions. We want and need to address this problem together. Together, unions need to convey to people at the workplace and in the companies why it is better for them to join a union. This holds true for every union around the world.

With regard to organizing and campaigning, we have much to learn from you, from CWA. The exchange of our union experiences is a two-way street. Telekom has about 250,000 employees worldwide; about half of them in Germany. We are well organized at the Telekom in Germany; about 75 percent of all Telekom employees are ver.di members. Almost all large corporations listed in the DAX, the German Stock Market Index, have strong unions as well as Works Council representation.

Germany is the economic driver in the EU despite and precisely because of its strong unions. Hence, it cannot be wrong to get involved in the union and to influence working conditions at the workplace -- RIGHT?

. . . Cries of "Yes" . . . (Applause)

BROTHER FRANKE: In Germany, we face similar issues, but we simply have better possibilities and legal conditions to access people at the workplace and convince them of the need to join the union. This is enshrined in our Constitution as a guaranteed right since 1949, by the way, at the instigation of the United States that implemented democracy, including at the workplace, in Germany after World War II.

In Germany, no election is required to win union recognition. Everybody can decide for himself or herself whether to join a union or not. With a single member in a company, the union has the right to ask the employer to take up negotiations for a collective agreement. Whether he agrees to do so, however, depends on the union's strength on the shop floor and whether it is able to enforce its demands through actions or strikes.

We have much better laws, better basis for our work. This is an invaluable advantage -- but still, all that glitters is not gold.

But employees have had to fight and strike over decades, year after year, in bargaining rounds. So it is a shame that the German management allows a man like T-Mobile CEO John Legere to act like he does.

Well, for Deutsche Telekom, business is all that counts; people are secondary.

Here in the U.S., anti-union plans are developed, refined, and are then applied elsewhere. Unfortunately, also in Germany, union-busting and union-avoidance methods are on the rise. Following the U.S. example, many law firms in Germany have specialized on union avoidance and hindering Works Councils.

As unionists, we need to jointly and globally make the case for workers and unions organizing across industries and countries in order to establish a countervailing power. We need to be active participants in the process! You are on the right track in this regard.

On Sunday, we followed the panel with wireless workers across the industry -- an important and the right step. Companies might be competitors; employees are not, and must not be. Employees must recognize that cooperation across companies is essential if the situation for workers is to be improved, and also, cooperation across countries and oceans.

The global telecom industry is in a process of change, not only within individual countries. The

industry is consolidating; some companies will disappear, and new ones will emerge. Mergers are coming up -- look at Sprint and T-Mobile.

All of these developments affect workers and might imply serious changes. Fixed networks and wireless will grow together under the motto "All services by one provider."

Telecommunication and media will more strongly go together to make companies grow. We are talking about digitalization of work with all the challenges it implies for workers and, of course, for us as unions.

New technologies, new work contents and shifts of workplaces are just some of these changes. They need union answers and strategies.

We, CWA and ver.di, have long been in a discussion to find answers and develop strategies that protect workers and allow them to benefit from progress. Our motto must be that we want to take part in shaping the future and that we do not want to leave all the profits arising out of these changes to the companies and shareholders. We want to benefit from progress -- for the benefit of workers, for our future and for that of our children and grandchildren.

The cooperation within the campaign WE EXPECT BETTER between UNI Global Union, the AFL-CIO, the German Union Federation DGB, the International Federation ITUC, as well as CWA and ver.di, is a big step towards the future.

We must not exclusively focus on defending what we have gained in the past; we must deal more strongly and proactively with progress and change for the future of working people.

Change often requires taking new paths. For instance, we are talking to IG Metall, the union representing steelworkers in Germany with more than two million members, in order to find commonalities here in the U.S. so that we can cooperate in our support.

Many German car manufacturers have plants here in the southern states where a strategy of union-avoidance, low wages, and exploitation can be implemented more easily.

With IG Metall, we want to find out how to exert pressure together, raise public attention and organize resistance against German companies' behavior in the U.S.

After this Congress, we will meet with an IG Metall colleague in Spring Hill, Tennessee, on Wednesday and Thursday to discuss possibilities to cooperate for our common goals. The IG Metall and the UAW have the Transatlantic Labor Institute in Spring Hill.

Dear Chris, dear colleagues, CWA's work has our greatest respect -- that you never cease standing up for your goals, for union recognition and a voice for employees, despite all the difficulties.

We admire your tenacity in leading your campaigns, how you hold on and consistently continue working until you succeed, despite the adverse legal conditions that make your work so difficult. (Applause)

We have learned from you that this requires perseverance. Whatever we can do, WE WILL. You have our support! (Applause)

In Germany, we will continue to highlight the mother company's, the Deutsche Telekom's responsibility, and we will also continue to hold the German government responsible.

It is unacceptable that in conferences and declarations, the German government advocates for compliance with international legal norms like those of the Organization of Economic Cooperation and Development, OECD, and the ILO. But where it has direct influence, it tolerates legal violations and looks away.

At T-Mobile, human rights, legal norms and national and international law are violated on a daily basis. We are currently preparing an OECD complaint together with you, UNI, and supported by the DGB.

In it, we accuse Deutsche Telekom of violating its due diligence obligations and not complying with its possibilities, in fact, its responsibilities, arising out of international norms.

Somebody holding 66 percent of T-Mobile's shares -- placing five managers of the German corporate management to the U.S. Board of

Directors, with the German CEO Tim Hötting at the top and appointing him Chairman -- cannot withdraw from responsibility by claiming he has no influence and that the U.S. management makes the decisions as it is an independent corporation. What a lie.

No, the German side has responsibility. This is BULLSHIT, plain and simple, and a miserable attempt to justify their behavior. (Applause)

Dear friends: I also want to say clearly, with this support, we also want to protect workers in Germany. I have already said that management would love to apply in Germany much of what they are doing here. German employees who strongly support the campaign are very aware of this.

Without experiencing it for oneself, it's almost impossible to believe what is happening here in the U.S., the country that has invented freedom, as the entire world believes.

Thousands of Deutsche Telekom employees have supported the activities and actions of TU and CWA in the U.S. and will continue to do so.

Within the next weeks, we will start a big campaign to win members for our joint union TU -- a big act of solidarity. We want to ask German workers in the partnerships, in call centers, in retail shops and other areas, to show their solidarity with their colleagues in the U.S. And I bet they WILL!! (Applause)

We need public attention and pressure on those who are responsible. We want to help to pave the way for a neutrality agreement. We will severely and publicly criticize German managers and politicians who are not willing to support it.

This is the minimum one can expect. A neutrality agreement can and will pave the way for you for responsible organizing.

Dear colleagues: Besides the circumstances that I have described so far, we observe with great concern how the Trump administration is making your work and that of other unions even more difficult.

Much of what is coming up is directed AGAINST workers. And this will affect other countries, too.

We need to be alert; together we MUST defend universal democratic basic rights. (Applause) This, too, should urge us not to give up; on the contrary, it should inspire us to increase our joint efforts.

To conclude, allow me to say that only together can we meet the challenges. We will continue to fight for change, for a better and more just world, together, in solidarity and in unity.

I hope you have a good Convention and make wise decisions. The German poet and playwright Bertolt Brecht said: "He who fights can lose; he who does not fight has already lost."

Long live international solidarity! Thank you for your attention.

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

PRESIDENT SHELTON: Contrary to the rumors, I didn't teach Andréas that "B" word that he used. (Laughter)

Thank you, Andréas, for those remarks, and thank you, Ado and Kornelia, for all you do. (Applause)

I want you to convey to Ado and Lothar that all of CWA appreciates their leadership and commitment to building our movement and addressing the challenges of multinational companies in a global economy. Know that ver.di can count on us to support your struggles. We have your backs. (Applause)

When I was in Germany, ver.di was on strike at Amazon. Amazon is non-union in the U.S. and is trying to break the established norms of union relations in Germany.

Ver.di is organizing at Amazon and led the workers in a series of strikes. I had the honor of speaking at one of their strike rallies while in Germany. In solidarity, CWA organized a demonstration at the Seattle headquarters of Amazon. You can guess that I got myself in trouble, of course, at Amazon when speaking -- but whatever.

These are the types of partnerships and solidarity we need to build our Global Labor Movement. These are our brothers and sisters. I know that everyone in this hall will respond to calls for solidarity and action just as they have.

Thank you again for your support over these many years. You can count on CWA. (Applause)

I have just been handed something that I didn't know we had. On the screens, you will see the locals who took the CWA STRONG pledge yesterday, and I want to applaud all of you that did that. (Applause) That's pretty good, but we have got to do more than just sign cards. We have got to actually do what's on the card and do more if we can. (Applause)

I would like to call on the Retired Members' Council to come to the platform -- they are already here. Okay.

I would now like to call on Vice President Brooks Sunkett.

VICE PRESIDENT SUNKETT: Good morning, sisters and brothers. As the most senior-ranking member of the Executive Board, I was asked to present to you the Retired Members' Council. Do you think somebody is trying to give me a hint?

At this time, I would like to introduce the Council.

Patrick Welsh, District 1 President;

Adelle Rogers, District 1 Vice President;
 Jenny Sylvester, District 2-13 President;
 Joe Kincade, District 2-13 Vice President;
 Rita Scott, District 3 President;
 Gwendolyn Parker, District 3 Vice President;
 Annie Flack, District 4 President;
 Marcy Gregory, District 4 Vice President;
 Bill Freeda, Media Workers President;
 Adolphe Bernotas, Media Workers Vice President;
 Ray Kramer, District 6 President;
 Priscilla Brown, District 6 Vice President;
 Judy Fries, District 7 President;
 Mary Cook, District 7 Vice President;
 Addie Brinkley, District 9 President;
 Ronnie Kinney, District 9 Member;
 Patricia Friend, AFA-CWA President;
 Georgia Panter Nielsen, AFA-CWA Vice President;
 Herman Panstingel, IUE-CWA President;
 Mary Sue Davis, IUE-CWA Vice President.

I now call on the Chair, Ray Kramer, to give the report.

DELEGATE RAY KRAMER (Chair, Retired Members' Council): Thank you, Brooks, and good morning to all of you future retirees. Or as my friend Adolph likes to refer to you as "Retirees in Training."

First -- a big thank you to all the locals that support the retirees, and especially those who have support retiree chapters. And I want to thank you for your support yesterday of our Constitutional Amendments.

Our retirees must be a pretty tough group to deal with. At our last Convention I reported that we had lost our CWA Retiree Director, and a temporary replacement was assisting us. Since then, we had a new Retiree Director that decided to leave us last January. That same temporary replacement has assisted us through this Convention. That person is Bob Patrician. (Applause)

Bob is doing a great job putting up with us. Thank you, Bob, and thank you, President Shelton, for assigning Bob to assist us. And just something to think about, President Shelton, we would like to see Bob assigned as a permanent director. Sorry, Bob. (Laughter)

I also want to recognize Cristi Mason, our clerical assistant in CWA Headquarters. She has been there for us for many years, through four Retiree Directors and five RMC Presidents.

You have a Retired Members report in your packet. I won't ask you to read it, although it's only one page, but I will point out a few things to you. With your support, we continue to grow. We now have over 55,000 retired members, an increase of more than 2,000 members since our last Convention. (Applause) And those 55,000 members are spread amongst 238 chapters, covering every district and sector in almost every state, Washington, DC, and Puerto Rico -- an increase of six chapters since our last Convention.

We still have a couple of states that are not represented, but we continue to work on them. Within the last year, CWA sent out 10,975 packets to newly retired union members. From that mailing, we received membership applications from 1,426 retirees; 898 of them paid their own \$25 lifetime fee. Their locals paid the fees for the remaining 528 retirees.

This is an opportunity for the locals to help us grow, when you give your new retirees the gift of a \$25 lifetime RMC membership.

Another opportunity for your locals is to have a Retired Members Chapter if you don't already have one. Remember, it only takes five retirees to charter a chapter. And if you need help, contact your representatives on this board.

Also, don't forget the council's website, www.CWAretirees.org, which features issues affecting retirees, how to become a member of the RMC, and how to locate a retiree chapter nearby. The council also has an active presence on Facebook, which has over 9,600 Facebook likes.

Our retirees have been very active since the last Convention, especially last year being an election year. Whether it be picket lines, mobilizing, protesting, legislative and political action or bargaining, we are with you. (Applause)

Our retiree chapters have organized retiree attendance at rallies, educated and mobilized retirees in all CWA districts and sectors in support of candidates that support working people. We participated in town hall meetings, wrote letters, and made phone calls in support of Obamacare as Trump and his cronies continued their efforts to repeal it.

We are in a critical fight to stop cuts to Social Security, Medicare, and Medicaid. Our chapter members play an important role as they register new voters, block walk, knock on doors, phone bank, and work in the precincts. They are precinct chairs and election judges.

I know all of you are looking forward to retiring, and I certainly don't want to discourage you. Retirement is great, but sometimes good things come with consequences. Of course, we already talked about when the government wants to make cuts, they always seem to target the retirees and the elderly. And I know you have heard the saying, "growing old is not for sissies."

When I was a teenager, I worked on a lot of cars at my dad's service station. I didn't own a car of my own, but as I could afford it, I restored a number of old cars and, being from Texas, a couple of old pickups, until I got too feeble to crawl under them anymore. It wasn't just getting under them; it was really

getting out from under them.

Anyway, I thought if my body was a car, I would be in the process of restoring it. I have gotten scratches and bruises all over. My fenders are wrinkled, my white walls -- yes, white walls; remember this is an old car -- are stained with varicose veins. My suspension is out of alignment, causing me to wander all over the road. My headlights are out of focus, making it especially difficult to see things up close. That's why I wear my glasses.

My balance is out of whack, causing me to bump into things. My fuel pump is barely pumping. My electrical system has frayed and broken wiring. My ball joints are metal-to-metal.

But here's the worst part: Nearly every time I sneeze or cough, either my radiator leaks (laughter), my horn toots, or my exhaust has a major backfire. (Laughter and applause) And as they said in the movie "Bucket List," you can't trust a backfire. Oh, well, I guess that's what the adult diapers are for.

Now, in memory of all our departed retirees, you know the routine -- the RMC --

THE DELEGATES: The RMC --

CHAIR KRAMER: You can do better than that. The RMC --

THE DELEGATES: The RMC --

CHAIR KRAMER: -- is about --

THE DELEGATES: -- is about --

CHAIR KRAMER: -- serious business.

THE DELEGATES: -- serious business.

CHAIR KRAMER: Thank you all. Happy retirement.

. . . The delegates arose and applauded . . .

VICE PRESIDENT SUNKETT: Great work, RMC. Thank you.

PRESIDENT SHELTON: Now I would like to call the National Committee on Civil Rights and Equity to come to the platform. I would like to call on Vice President Claude Cummings. (Applause)

VICE PRESIDENT CUMMINGS: Good morning, brothers and sisters. I would like to introduce the National Committee on Civil Rights and Equity, starting with:

Gloria Middleton, Secretary-Treasurer of CWA Local 1180, Chair;

Vera Mikell, Executive Vice President, CWA Local 2205;

Andrell Hubbard, Vice President, CWA Local 3902;

Diane Bailey, President of CWA Local 4310;

Gerald Murray, President, CWA Local 6507;

Fernando Roman, Jr., Vice President, CWA Local 7026;

Domonique Thomas, Vice President, CWA Local 9510;

Robert Barrow, President, AFA-CWA Local 26052;

Evelyn Evans, Chair, IUE-CWA Local 81381;

Dorethea Brown-Maxey, President, NABET-CWA Local 54043; and

Kendall Bell, Vice President, Public Sector, Local 81381.

Good morning, again, to all of you. Before the Committee starts their report, I would like to make just a few remarks. First of all, I just want to remind all the delegates that this is a report only. This is a report on human rights, and there is a lot going on in the human rights arena in this country, and especially with 45 in office.

So, sometimes when you are making reports there are things that are controversial. We don't mean to be controversial, don't mean to be confrontational or adversarial to any of our brothers and sisters that might be representative of some of these areas that the Committee is going to be addressing. And even though, you know, it's a report and I know that it can't be controversial, it doesn't mean that some of the things they are going to be reporting on are not true, especially when it comes to the area of law enforcement.

Brooks, Linda, and I sit on the Executive Board of the A. Philip Randolph Institute. I sit on the Coalition of Black Trade Unionists Executive Board. I am also the 2nd Vice President of the NAACP in Houston. And we always talk about law enforcement and things that are going on, but like I say to different leaders of these organizations, we talk about it, we make reports about it, but we never bring in law enforcement so we can have true dialogue with them and try to come up with an answer to some of these things that are taking place in the workforce.

But CWA is going to be a lot more progressive than just giving reports. We are going to start working on some answers. So I am happy to announce to you today that on the podium with me is Kurt Moore, a police officer from District 9 who is going to be joining the Committee so we can start addressing some of these issues that are taking place in the workforce. (Applause)

If you are a police officer, I want you to stand. If you are a correctional officer, I want you to stand. If you are a state trooper, I want you to stand. (Applause)

I want everyone in here, delegates, to give them a round of applause for the work they do representing us on a daily basis. Thank you. It's a job I would not have, but I want to thank all of you for what you do supporting and protecting us on a daily basis. Thank you.

. . . The delegates arose and applauded . . .

VICE PRESIDENT CUMMINGS: At this time, I would like for the Committee to give their report.

. . . A video was shown entitled "This is What Democracy Looks Like" and they chanted "Wake up. Wake up. Wake up. Wake up. Wake up. Wake up. Wake up. Wake up. Wake up."

CHAIR MIDDLETON: Vice President Claude Cummings, we ask and we move for the

acceptance of the reports of the Civil Rights and Equity Committee.

VICE PRESIDENT CUMMINGS: Thank you. The National Committee on Civil Rights and Equity moves acceptance of this report.

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

VICE PRESIDENT CUMMINGS: At the "Against" mic, we have Local 2911, Dale Waldroff.

DELEGATE DALE WALDROFF (Local 2911): Good morning, brothers and sisters. I sit here and I look at this, and I understand some things that are in this report. But others, others I take as a big "fuck you" to my job, to my career. At no time did anybody contact me or any other correctional officer within CWA.

I am a very proud president. I am a damn proud union member that believes in union, believes in diversity, but I damn sure believe in my profession. I am proud of my profession.

The average life expectancy in the United States for an American male is 78. The average life expectancy of a corrections officer in the United States is 58. Twenty goddamn years come off of my life expectancy and my brothers' and sisters' life expectancy. And when we put out things like that based on half truths, a half truth is basically that; it is a lie. It is a half truth and a lie.

As a correctional officer in Anne Arundel County, we get people within my community that have to come through my doors. They come to us waiting to go to court, waiting to get their case adjudicated. Some are sent home, some remain with us, and some go on to the Department of Corrections. But our goal at my department, our union members, is that when we send people home, we send them home in a better condition than when we receive them.

How do we do that? It's very simple. We get people in because of some form of drug conviction, alcohol conviction, and what do we do? We give them classes. We give them Alcoholics Anonymous, Narcotics Anonymous; we try to get them clean, try to get them healthy. We get people who have mental health issues. We get them help and treatment.

This report doesn't talk about that. It talks about how we use inmates as slave labor. That's not true. Do we have inmates that work in my detention center? Yes, we do. We do. We have inmates that work as trustees that are sentenced, and part of their reward for working is day-for-day. What that means, for those who do not know, is that if you work on Monday, say a year's sentence, you get a day off at the end of your sentence. So if you come to me for a year, then you could go home in six months.

At the same time, we give them education, we give them classes. I have already talked about AA, NA. We help people to get a GED or, you know, work towards their education. We have other inmates that we put into job training because ultimately these folks, these men and women, they go out into your communities. They go out into your communities to live, to work alongside you and your family. Is it not better to invest in them in that aspect?

But to sit down and put in this report, you know, something like this without even consulting anyone from Corrections, that's an insult. I respect what the Diversity Committee is trying to do in regards to bringing awareness to certain things, but some of you on that board have got my number. You could have made a phone call, but didn't. If you ain't got my number, I'm sure we could help you find it.

Brothers and sisters --

VICE PRESIDENT CUMMINGS: You have got about 26 seconds, sir.

DELEGATE WALDROFF: This report on the business of prisons is false, and with that, I will stand down. Thank you. (Applause)

VICE PRESIDENT CUMMINGS: At the "For" mic, we have Delegate Maurice Washington, Local 9400.

DELEGATE MAURICE WASHINGTON (Local 9400, Vice President, CWA Minority Caucus): I rise before you today in support of the National Committee on Civil Rights and Equity report. Workers' rights are human rights. The Committee has expressed major concerns surrounding workers' rights, specifically as it relates to fair compensation. Minority women inherently make 67 cents to every dollar a man makes. We must continue to fight for equal pay and a living wage for everyone.

School vouchers -- The school voucher program is a major concern to me and it should be a major concern for you. My hometown of New Orleans, Louisiana, is the first major city where charter schools outnumber public schools by a ratio of 8 to 1. New Orleans has given us proof of how bad this will be for our children and grandchildren. New Orleans has 83 schools; 76 of them are charter schools.

Attending those charter schools are subject to waiting -- the children attending those charter schools are subject to waiting for end-of-year results to determine whether or not the school will be open the next year. Schools are closing every year because of no accountability. This must stop. Our kids have a right to be educated.

Implicit bias -- I know most of us feel we are not biased, but that's wrong. It's time to confess we are biased. It's time to be reeducated. It's time to rid ourselves of false consciousness. (Applause) Our biased actions tend to hurt others.

On this topic of police body cameras: The use of police body cameras has provided positive change by increasing accountability for all parties involved. It will make officers' actions more transparent, and for the citizens it will provide a sense of comfort knowing that their interaction is being recorded. The push for all police departments to provide officers with body cameras is a must in order to affect change.

Now, I said, in closing I was expecting to be standing here with the police from my district because we have been working together to make change. We have had a lot of discussions about making change. We may not always agree, but we try to work together.

And I understand that the corrections officers were not asked for their opinion. But me as an African American male who has served in the military for ten years, who has fought in wars -- I served in Desert Storm, Kuwait -- but when I come back to America, I can still get pulled over for being black while driving. (Applause)

I live in Los Angeles. And I have nothing against the police officers. My brother is a police officer. Some of my best friends are police officers. I love the police. I will be the first one to call 911. All I'm saying is that we want to be heard. We want the officers, when there is a wrong that's done, to own it, take ownership of that.

We are not saying all officers are bad. We love them. We are not saying corrections officers are bad. We love them. Some of them are our family members. But we do have to admit and understand that sometimes people make mistakes, and when they make mistakes, they should be held accountable. That's all we are saying: Hold people accountable when they do things wrong. (Applause)

In closing, I want to thank the Committee for their report and for standing strong and delivering what you have done today. I want to thank District Vice President Claude Cummings. You have done a great job of allowing the Committee to speak. But sometimes we have to say what other people don't want to hear. We just have to be honest about it.

I have nothing against the police officers in my district. We met last night. We were talking about how we can make change. So I really want to thank them for partnering with us last night on this issue.

And last but not least, I thank Gloria Middleton. I want to say thank you for your service, for all of the hard work you have put in over the years to make this Committee so successful. Thank you. (Applause)

VICE PRESIDENT CUMMINGS: At the "Against" mic, we have Richard Hatch from Local 2201.

DELEGATE RICHARD HATCH (Local 2201): Yes, thank you, sisters and brothers. I'm going to tell you, I don't want to be standing at the "Against" mic. I don't want to be standing here because, for most of this report, I agree with.

In fact, everything the CWA brother said over there at the "For" mic, I agree with. I agree with accountability. I agree with working together. But I have to stand at this "Against" mic because we don't have another way to change portions of this report. And we tried. We tried to do that.

Specifically, what we brought to the Committee was the prison labor and also some wording that was used on body cameras.

At no time did anybody say we were against this report on body cameras, but we are against it when we talk about ticky-tacky policing as an attack on the law enforcement officers that we have as members of this union. So we suggested some changes.

We were told yesterday that those changes would be adopted, then we were told last night that they weren't, and we were told there is no mechanism to make a motion to amend this; that it's either all or nothing.

So we are forced to stand here at the "Against" mic, even though I am pretty sure -- although I can't speak for everybody in this line -- I am pretty sure that everybody in this line is not completely against this report. But we tried to change it. We tried to address these issues.

Now, I'm going to tell you, it's been a long time since I've worn a badge. It's been a long time. But I do represent corrections officers in the state of Virginia. And when we talk on prison labor, this report does not capture anything about what it's really like.

This prison labor, as this talked about, is designed, at least in Virginia, as a way to retrain and to train inmates who come in with very little skills. We try to educate them and provide them skills that they can come out with to get a job.

Now, we fought long and hard for things in Virginia like eliminating the boxes. Eliminating the boxes, you don't have to check if you happen to be convicted of a felony. We have also fought long and hard for things like automatic restoration of voting rights, things that would help inmates as they got out; that, once they have done their time, that they were able to get back into society.

Now, in Virginia, we have inmates that work in the farming industry. We have skills for building furniture, all sorts of skills that are helping these inmates get to a better life after they get out of prison.

And this is the thing about that.

This talks about inmates making a few, you know, a few cents, a little over a dollar an hour. But it doesn't talk about the fact, like Dale mentioned, that you are paying for health care, for getting people off of drugs, for providing, you know, all of the services that they get, which includes mental health counseling, which includes education.

And the reason I am standing here today is because we shouldn't be attacking our own members. I have members that are a part of the administration, are part of security, are part of transportation, and also help train these inmates that are supposedly a part of this prison labor system and are supposedly slaves. That is not accurate. It is just not true.

The food that they grow goes back into the prison system to feed the inmates. The stuff that they make goes back into the state for the state agencies. All of this helps reduce the cost to allow them to provide more services. And again, it's also our members.

So what we are saying with this report is, "You are not valued. We don't want you." When do we do that? We are here for CWA STRONG, and if you look right here, Don Baylor is one of our members, and he was in correctional enterprises.

I am running out of time, but I would just encourage you to think about that when you vote. (Applause)

VICE PRESIDENT CUMMINGS: At the "For" mic we have Carolyn Wade, Local 1040.

DELEGATE CAROLYN WADE (Local 1040, Trenton, NJ): We also represent the Department of Corrections in New Jersey. First of all, allow me to commend this Committee on such a fine report. (Applause) They address subjects that most of us want to hide under the rug, but it's real.

You know, I can talk to you about what is real in the Department of Corrections. Let me just put a little specificity on what the responsibilities are for the people who work in the Department of Corrections. My local represents all of the professionals. If there is any rehabilitation, that's done by the professionals, not by the correction officers. (Applause)

You know, it's my members who are the psychologists and the psychiatrists in the prison system. It's my members who are the teachers in the prison system. It's my members who are the social workers in the prison system. This is the way the rehabilitation occurs, not with correction officers.

And let me just say this: I have the utmost respect for police officers and correction officers, because I have family members -- my son-in-law and my granddaughter are correction officers -- so how can I be against them? You know, I have nieces that are police officers. How can I be against them? But we need to understand, brothers and sisters, that there is bad among the best of us. (Applause) Bad amongst the best of us.

These are the individuals that we are saying need to take responsibility for their behavior. And if we don't speak out as a union, who is going to speak out? If we don't tell the truth, whether it's popular or not, who is going to tell it?

I urge you, I urge you to support this Committee's report. They have done their research. What they have put forward to you are facts, not feelings. I urge you to support it, and not only to support it, but go out in the community and back to your Locals to enforce what this committee and this Convention will bring forward. Thank you.

VICE PRESIDENT CUMMINGS: At the "Motions" mic, we have Jacob Williams, Local 7804.

DELEGATE JACOB WILLIAMS (Local 7804): I make a motion to call for the question.
(Applause)

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

VICE PRESIDENT CUMMINGS: The question has been called for. We have a second. It's non-debatable. All those in favor of closing debate say "Aye."

Those opposed?

Thank you. Now, we are on the main motion. Delegates, please sit down for the vote. We are going to be on the main motion.

We are on the main motion now. All those in favor of accepting the Committee's report, please raise your hand.

Down hands. All those opposed?

The report passes. Thank you. (Applause and cheers)

And let me just make a point as I go to my seat. You know, as I stated in my opening remarks, I don't think there is anyone here that has greater respect for law enforcement than me. And I know that the Committee has worked hard in looking over different information and things of that nature, but I don't think it's right to try to censor the Committee either, just because we have issues with some of the things that have been reported on, and that we have members that are involved in those different groups.

You know, my commitment to you, as I stated earlier -- we have Kurt here who is going to be on the Committee. So we will reach out to law enforcement, whether it's a state trooper or corrections officer, to make sure that we have more dialogue. If we are going to fix this issue, we are going to have to have more dialogue with each other. That's just the truth. (Applause) Right, you can applaud on that, because that's the truth. (Applause)

Let me just address a couple of things. The ticky-tacky comment that was made, that was not a comment that was made at a corrections officer or police officers. Basically they were trying to say, you know, there are many of us, I know, that have been stopped when we were speeding. There were times when we got a ticket. There were times when the police officer said -- as a matter of fact, I think I talked about that at the last convention -- take your time next time. I don't want to have to stop you or give you a warning ticket. So they were just talking about those times where maybe there should not be so much aggression that was being used. It was not meant in any way to be demeaning to the police officers for what they have to do.

You know, we do have a problem in this country. It's a real problem, but it's not everybody. And I agree with Maurice 100 percent when he said all police officers are not bad. But I will give you this, what happened to my son just a couple of months ago had me talking about this on the radio program. His wife is a baker, and she sent him to a place where she normally buys her baking supplies. He was not familiar with the area, he missed a street, and so he swerved over into a parking lot.

There were police officers coming in the opposite direction. They immediately turned their lights on, they got out of the vehicle, weapons drawn on both sides of the car, and asked him what he was

doing. He explained to them what he was doing, and he told them that he had his driver's license in his glove compartment, and he pulled out his driver's license and gave it to them. And they came back after checking out his license, and there were no warrants, of course, or anything else out on him, and they said, "Have a nice day."

He said, "But why did you stop me, because I didn't do anything wrong?"

He said, "Well, we thought you were going to flee."

He said, "Yeah, but I didn't flee. I stopped."

And they basically said, "Well, that's fine. You just have a nice day. This is a crime area."

The truth of the matter is, there are some things that are happening too quickly in the area of law enforcement when it comes to people in our communities. But again, the way we address it is not to attack each other; it's to sit down and have dialogue with each other. And that's what I am committing to you that we are going to do moving forward. We can stop some of this. We love each other, and we have dialogue with each other. That's what I am committing to you that we will do.

Thank you so very much, Mr. President. (Applause)

. . . President Shelton resumed the Chair . . .

PRESIDENT SHELTON: Can we have the National Women's Committee come to the stage. I would like to call on Vice President Sara Nelson.

CWA VICE PRESIDENT NELSON: By the way, I hate hats. But let's recognize these hats for just a minute because on January 21st --

. . . President Shelton donned a pink hat . . .

VICE PRESIDENT NELSON: Oh, nice, Chris. There we go. There we go. (Applause)

On January 21st, I marched with Chris, and with Sara, and with many of you. And the next day, I had coffee with Larry Cohen. And he said, "I just can't stop thinking about these hats." You all know Larry. Come on now, come on. "I can't stop thinking about these hats. Can you imagine the number of minutes that were spent on making all those hats? Can you believe the organization that happened all over the country that just spurred up, and all of these women from everywhere just made these hats? I think I am going to sit back and let the women lead."

Good plan, Larry. (Applause and cheers)

So let me ask you, CWA, where are our women leaders in this hall? Stand up. Stand up. We want to see you. (Applause, cheers, and whistles)

Where are our brothers who stand shoulder-to-shoulder with our sisters? Stand up. (Applause and cheers)

The National Women's Committee is our committee. We can't do this without the women. So let me introduce them.

Maureen Sydnor, CWA Local 1105;

Shannon J. Opfer, President, CWA Local 2107;
 Marsha Vaughn, District 3 Representative, CWA Local 3808;
 Grace Catania, President, TNG-CWA Local 34071;
 Sandra Strain, Vice President, Avaya Inc., CWA Local 6016;
 Lisa Hicks, President, CWA Local 7500;
 Pandy Allen, Secretary-Treasurer, CWA Local 9003;
 Amber Brooks, Business Agent, IUE-CWA Local 81380;
 Janet Moore, President, TNG-CWA Local 37002;
 Sherrie Thompson, MEC VP, AFA-CWA Local 27071;
 Jackie Denn, Member, NABET-CWA Local 54041;

This is our Women's Committee, OUR Women's Committee. (Applause) The Chair recognizes the Women's Committee for the purpose of presenting the report of the National Women's Committee.

. . . Maya Angelou's video, "I Rise" was shown, after which the members of the committee took turns reading their report, adding their own verses to Angelou's poem, as follows: . . .

You may bind me with your hateful words;
 You may try to quell my voice;
 You may wish to deny my autonomy,
 Defiantly I reply --
 It is my body, my choice.
 Does my intellect alarm you?
 Does my strength cause you dismay?
 When I march in union with my sisters
 Shouting "Equal work deserves equal pay."
 Just as food and shelter are basic needs laid bare,
 So health is a human right; we demand universal care.
 Do you revel in this union; do you wish to deepen our divide?
 You reject LGBTQ humanity,

Yes, in solidarity we rise.

Does my humanity upset you?

Does it come as a surprise?

Because I demand basic unity for working people's lives.

You may infect our body politic with unbridled secret bribes,

Yet we have the strength you'll never have,

Yes, we the people rise.

Up from rivers covered in oil plumes, I rise,

Through airfields with toxic fumes, I rise.

We are a force for nature, strong and diverse,

United as workers in defense of our earth.

Removing the yoke of our sisters' oppression, we rise.

Leaving a world full of fear and aggression, we rise.

Demanding justice with dogged persistence,

We are the soul of the movement, the heart of the resistance.

You may seek to crush our spirit and bury us in lies,

But like seedlings in the early spring, through earth and stone, through wind and rain, we sprout,
we grow.

We rise. We rise. We rise. We rise. We rise. We rise. We rise. We rise. We rise. We rise.
We rise. We rise. We rise. We rise. We rise. We rise. We rise. We rise. We rise. We rise. We rise.
We rise. We rise. We rise. We rise. (Applause and cheers)

Vice President Nelson, we move that the report of the CWA National Women's Committee be
accepted.

VICE PRESIDENT NELSON: A motion has been made -- and do I hear a second?

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

VICE PRESIDENT NELSON: -- and seconded to accept the Committee's report. Those wishing
to speak, can you pick up the phone, please.

The Chair recognizes Mike Frost at the "For" mic, Local 9003.

DELEGATE MIKE FROST (Local 9003): Brothers and sisters, I stand united with the Women's Committee in support of this report. Through the Clinton presidency, through the Obama presidency, we made strides. Unfortunately now, women's rights, along with pretty much everything, are in danger, are under attack. I think it's time we stand for the issues that our sisters stand for up there on the dais.

Equal pay for equal work -- this is something that shouldn't even be a question, and yet it continuously happens again and again. Predicated on where geographically you are situated in the country, women make between 67 cents to 89 cents an hour to every dollar that a man makes.

. . . Cry of "bullshit" from the audience . . .

DELEGATE FROST: That is bullshit, and we need to deal with it.

My mother was a single mother that raised seven of us. She was strong. And I'm an experienced man. I'm not going to say I am an old man. But the days when she did it, there was a stigma attached to the fact that you took public handouts or welfare or held menial jobs. That was what was available.

I respect my mother, I love my mother very much, and she instilled in me a sense of justice that I think prevails to this day. You go, women! Thank you. (Applause)

VICE PRESIDENT NELSON: The Chair recognizes Arthur Cheliotas, Local 1180.

DELEGATE ARTHUR CHELIOTES (Local 1180): Good morning, delegates. I am proud to stand here in support of the report of the National Women's Committee.

My local in particular was involved in a campaign that was 30 years in the making. We represent a large group of minorities and women who work in New York City government. And for decades, the only jobs that minority women could get were civil service jobs. The private sector was closed in many instances.

And so they took those tests, they passed those tests, and the union helped them. We helped them get into college programs, helped pay their tuition so that they wound up with master's degrees, and they wound up becoming managers in the civil service system, and we were proud of that. They would come through the union, and they went up the ranks, and they became managers.

But as managers, they were treated like dirt. And they said, "Wait a minute. We need a union. We need a union to represent us, because the work we are doing is not managerial, and they are treating us like dirt." It took us a decade, but we won the right to represent them. The title was "administrative manager."

And after we got that right to represent them, we began to look at how they were being paid, because now they had a union. Now they had someone who could represent them. And as we looked at that, we saw the discrimination.

I have had the pleasure of representing Local 1180 for 13 terms. So I was there when that title "administrative manager" was predominantly held by males and whites. And they were getting paid, back in the early '80s, late '70s, \$24,000 a year, which back then seemed like a lot of money, because it was. In today's dollars, that would be \$93,000 a year, just with inflation, just with the CPI.

Well, what we saw was that they were starting these managers, administrative managers who were minorities and women, at \$53,000 a year for the same damn job that was being held by men a few decades before.

So we did the research, put together the data, and went to the Federal EEOC. And the EEOC, after reviewing the case for a year, said that these women should be paid \$93,000 a year. (Applause) And we were able to win that case because now they had a union. The final award that was issued by the EEOC for these 1,500 women came to \$243 million. (Applause)

And now in New York City, you have a lot of managers who are saying, "You know, we need a union too." Because it is only when workers are organized that they can affect change in their lives, and it is only when we respect the rights of women and minorities -- which is done best when they are organizing a union -- that we can make a difference in the lives of all working people in our society.

So I am proud to stand here and support the National Women's Committee report, and to tell you this story about real live tangible difference that organized labor makes. (Applause)

VICE PRESIDENT NELSON: There are no further delegates wishing to speak on the motion to accept the Committee's report. We are going to take the vote. I don't think you need to go to your seats for this.

All those in favor indicate by raising your hand.

Hands down. Those opposed, signify with a like sign.

There are none. The report is accepted. (Applause and cheers)

I want to thank the Committee for your tireless work, and one more point here.

How do we address equal pay? Join a union.

How do you get fairness at work? Join a union.

How do you get the power to bring your issues forward and bargain? Join a union.

"CWA STRONG" is about being serious about taking on women rights and equal rights. If you love women, if you want to raise the standards for women, if you want equal rights, then you are going to get out there and work your asses off on CWA STRONG, and we are going to organize, organize, organize to bring this country into the Labor Movement. Let's go do it. CWA STRONG! (Applause)

THE COMMITTEE: My body, my choice. My body, my choice. My body, my choice. My body, my choice. My body, my choice. My body, my choice. My body, my choice. My body, my choice.

THE MALE DELEGATES: Your body, your choice.

THE FEMALE DELEGATES: My body, my choice.

THE MALE DELEGATES: Your body, your choice.

THE FEMALE DELEGATES: My body, my choice.

THE MALE DELEGATES: Your body, your choice.

. . . President Shelton resumed the Chair . . .

PRESIDENT SHELTON: Brothers and sisters, I would now like to call on Secretary-Treasurer Steffens for the purpose of an introduction.

SECRETARY-TREASURER STEFFENS: Hello. Many of you were probably here at our Convention in 1990 when Elizabeth Glaser addressed the CWA Convention to talk about the problem of HIV and AIDS in children. And from that time, CWA made a commitment to have the Elizabeth Glaser Pediatric AIDS Foundation as our charity of choice.

Our support of this non-profit has been critical from their very early days, and they still rely on our dollars because they are unrestricted dollars so they allow them to do work that can otherwise be funded through very narrow grants.

Today EGPAF has reached 25 million women with life-saving treatment, and we are at a point that we never could have imagined back in 1990. We now have the tools to keep babies from becoming HIV positive. So it's a matter of getting those tools in the hands of mothers and babies around the world. (Applause)

I am so pleased that we have Chip Lyons, the CEO and President of the Elizabeth Glaser Pediatric AIDS Foundation here today to speak with you. It's been my great pleasure to get to know Chip and to work with him. He is going to tell you about a very exciting new global initiative that EGPAF is very much a leader of.

Some of you have these buttons on. They read, "Until No Child Has AIDS." Never has that goal been more real than today. So we will start with a short video, and then I will turn the mic over to Chip. Thank you.

. . . A video was shown about Pediatric AIDS . . .

CHIP LYONS (President/CEO, Elizabeth Glaser Pediatric AIDS Foundation): Good morning, ladies and gentlemen. It is a very genuine privilege to be with you, with the Communications Workers of America, not for my first time, but I am refreshed and energized just by the short time I have been here this morning.

When Elizabeth Glaser spoke before you in 1990, as Sara mentioned, you responded in a way that I don't think she could have hoped or imagined. You responded as individuals, you responded as neighbors and family or, if you will allow me, as brothers and sisters would respond.

And so, President Shelton, officers of CWA, delegates, leaders, I am here to say thank you. We could not have accomplished what we have as the Elizabeth Glaser Pediatric AIDS Foundation without you. Your support has been more than generous. You work hard at generating that support, over eight million dollars of support from the Communications Workers of America to end AIDS in children, and we thank you for every one of those dollars. (Applause)

I want to thank Sara Steffens. She represents you more ably than you might imagine on the Board of the Elizabeth Glaser Pediatric AIDS Foundation. We meet, we deliberate, she represents your views, she understands the issues, and in turn, she has the privilege of presenting to the Elizabeth Glaser Pediatric AIDS Foundation the financial support that allows us to expand programs and get us closer to meeting the goal of ending AIDS in children.

Over the last number of years, we have seen more progress than any other previous time since we have been fighting HIV and AIDS. That's what allows us to say -- because we have the tools, because we have the data, because we have the experience, because we have commitment of partners

on the ground and elsewhere -- we are mapping out the end of HIV and AIDS in children. What that means is we can stop all new pediatric infections, infections in children from an HIV-positive expectant mother. We can get everyone on treatment, both to preserve the life of mom, but also to virtually guarantee -- less than a two percent chance -- that that newborn, her baby, will be HIV positive. The gift that provides to families and communities is beyond measure.

And while those numbers are large, and that's why we have the momentum we do to end AIDS in children, think also of the individuals. Some of you, many of you remember Jake Glaser who was here and spoke to you. Jake Glaser is 32 years old, is living his life to the fullest. He is in love, he is working, he is starting a family. Jake Glaser could have been a statistic if there hadn't been the response to Elizabeth Glaser like what came from the brothers and sisters of the Communications Workers of America. Jake is alive and well in part because of your response, your compassion. (Applause)

Think of a woman called Josephine that you have never met. I hope you do some day. She would turn your head. She is 23 years old, she is from Uganda, she was an orphan. She got support from the Elizabeth Glaser Pediatric AIDS Foundation, children's clubs, helping children who are HIV positive. But when they are HIV positive and they are on treatment, they do not then develop AIDS. Twenty-three years old, as beautiful as she can be, and what she is doing is organizing and mobilizing and leading and speaking to reduce new infections -- not only among children, but young adolescents and young women in Uganda.

AIDS is the leading cause of preventable death among women in sub-Saharan Africa. That is outrageous. The operative word there is "preventable." This need not happen. And so the goal that Sara referred to by 2020 is that in the 21 remaining high burden countries where HIV and AIDS is most serious, that is where we focus our attention.

That is where our work has expanded because of your support, and EGPAF has led with the World Health Organization and many others to map out how we end AIDS in children. We are focusing down onto those highest burden countries.

We started out with a global challenge. We are down to a narrower focus on 21 countries. We will get there. We will succeed at that. The goals are very clear. Our voice for children will continue because too often children are forgotten about, are left behind, but that is the beginning of the end of AIDS in the public health crisis -- by first ending it in children and reducing infections among young people around the world, but particularly in sub-Saharan Africa.

So, our word to you is one of tremendous gratitude. You have been tenacious. You are committed, just as in your previous deliberations this morning -- thoughtful, passionate, dialoguing about difficult issues. While the rights of the very poorest people you may never meet are rights that we fight for-- for women's health, for children's health, and for communities to be made whole again.

Thank you for everything that you do to support our work. (Applause)

SECRETARY-TREASURER STEFFENS: Thank you so much, Chip.

I don't know about the rest of you, but when the part on the video comes up where it says that the new goal is to -- sorry, I get choked up even saying it -- to end AIDS in children by 2020, you all were a big part of that. So give yourselves a huge round of applause. (Applause)

And I hope we can give them one last push, right, and bring up our fundraising totals this year, and let all our members know, who have been so generous over the years, that we have made real progress and the end is in sight. We can actually do this. We can contribute to ending the global AIDS

crisis. We already have in a real way, and now we can see the finish line. So, my hats are off to everybody in CWA that has worked on this cause over the years. (Applause)

On that note, we'd love to present our Pediatric AIDS Foundation Awards. The local that has contributed the highest percentage of its CWA Pediatric AIDS Foundation quota by the December 31st deadline of the preceding calendar year receives the Hope Award at the subsequent Convention.

The local that has contributed the most CWA Pediatric AIDS Foundation dollars by the December 31st deadline of the preceding calendar year receives the Ariel Glaser award at the subsequent Convention.

The five-year Continuous Giving plaques are awarded to all locals that have contributed 100 percent of their quotas for five consecutive years. Each succeeding year, the local will receive a small metal plate to be attached to the plaque if they contribute 100 percent of their quota.

The plaques and bars were given out by the Vice Presidents at the district meetings. For the 76th Convention, we have two years of awards to give out.

The first is the 2015 Ariel Glaser Award. I would like to call up to the stage Local 9505. I believe President Elvira Alatorre is here, and the contribution was \$10,577. (Applause) I hope I said that correctly. That's the 2015 Ariel Glaser award.

The 2015 Hope Award goes to Local 7026 for contributing a huge, 2,025 percent of their quota. We have President Shad Ercanbrack here to accept. (Applause)

Next up, we have the 2016 awards. The 2016 Ariel Glaser award goes to Local 1037 for their \$7,915 contribution. Accepting is President Ken McNamara. (Applause)

And last, but certainly not least, I hope President Ercanbrack didn't go far, because Local 7026 is also the recipient of the 2016 Hope Award for donating 1,716 percent of their quota. Come on back up. (Applause)

Thank you so much. Let's give all the locals who contributed and met their awards this year a round of applause. (Applause)

PRESIDENT SHELTON: Thank you. I'm going to go a little out of order here, but I would like to call the Resolutions Committee to the stage.

While they are coming, I just want to let you know that our normal procedure calls for us to report resolutions in numerical order. However, it may be necessary to rearrange the order in which the resolutions are reported out.

I call on the Chair of the Resolutions Committee.

DELEGATE KIM GALLARDO (Local 4123): Thank you, Mr. President.

The Chair recognizes Judy Lugo.

DELEGATE JUDY LUGO (Local 6186): Thank you, Madam Chair. Please turn to the Resolutions Report and look at Resolution 76A-17-4, entitled "Workers' Rights Are Human Rights: The Fight Forward."

PRESIDENT SHELTON: Excuse me. There is a delegate at the motions mic, Delegate Wheeling -- or Delegate Martines.

DELEGATE RICH MARTINES (Local 7400): I move to have only the Resolveds read.

PRESIDENT SHELTON: Is there a second?

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

PRESIDENT SHELTON: All those in favor of reading the Resolveds only, please signify by raising your hand. Down hands. Opposed by like sign. The motion carries.

DELEGATE MARTINES: Thank you.

PRESIDENT SHELTON: So Committee, read the Resolveds only, please.

DELEGATE LUGO: I will read the Resolveds of the resolution.

[The full text of the Resolutions is included for the official record of the Proceedings]

Resolution 76A-17-4

Workers' Rights are Human Rights: The Fight Forward

The Communications Workers of America has a long and proud history standing at the forefront of the fight for social and economic justice for all Americans. CWA's active participation in the democratic struggle for civil and human rights has helped build strong progressive alliances in our communities and deepened our members' activism in their Union. At this pivotal time, we cannot afford for Human Rights to be merely a department within CWA; the work of human rights must be woven into the DNA of everything that we do as a union.

In response to this current climate of deep divisions along racial and socio-economic lines, CWA STRONG will incorporate the Fight Forward program, a Human Rights Committee initiative. Fight Forward is founded on the belief that human rights can be used as an instrument to bridge division. This program will focus on building power through local activism and mobilization. In order to stem the dangerous assaults on the working class and to move forward towards a more just and equitable society, we must build a broad-based grassroots movement. Fight Forward will draw on the expertise and resources of the Human Rights Department and our national Human Rights Committees to grow and strengthen local human rights committees. The local committees will be the driving force behind civil and human rights programming in order to build strong relationships with a broad base of community partners.

Moreover, by focusing our program on human rights issues - which encompasses issues such as the right to vote, equal access to quality and affordable health care, paid family leave, protections against racial violence, economic equity, and more - the Union will be seen by members and non-members as an organization that fights for them on issues and values they care deeply about, not only in the workplace, but also in their communities. By positioning the union as the vehicle for change on these issues of social and economic justice and democracy, CWA creates a potent tool to activate members as well as engage non-members in our Union.

Resolved: As part of CWA STRONG, CWA districts and locals will rededicate themselves to the mission to build and support in every local active Human Rights Committees, which includes the Women's Committee and the Civil Rights and Equity Committee.

Resolved: CWA members, local officers and staff pledge to attend Human Rights Fight Forward training sessions and to adopt local human rights fights in their communities in partnership with progressive allies.

Resolved: Local CWA Human Rights Committees will actively partner with progressive community allies to build activism and power through training, organizing, and political action.

Resolved: Every CWA local will commit to include the broader community in our local struggles for justice, democracy, dignity and respect for all.

Mr. President, the Resolutions Committee moves the adoption of Resolution 76A-17-4 entitled "Workers' Rights Are Human Rights: The Fight Forward."

PRESIDENT SHELTON: Delegates wishing to speak on the resolution, please go to a microphone. On the "For" microphone the Chair recognizes the Delegate.

DELEGATE DIANE BAILEY (Local 4310): May I speak?

PRESIDENT SHELTON: You may.

DELEGATE BAILEY: Sisters and brothers, I stand before you for support of this resolution. We have a history of being in the forefront when it comes to fighting for economic, social, and justice for all. We are in a climate where we can no longer be idle. We must move forward. Having active committees will help us be stronger with our coalitions.

CWA can't do it alone. We must focus on human rights, such as the right to vote, economic equity, and more. Our members must see that we are fighting for their issues and values that not only affect them, but their families and friends as well.

CWA cannot afford to talk the talk. CWA must continue to walk the walk. If we stand together and fight for dignity for all, we can bridge any racial divide. We are all humans, and we must continue to fight for human rights.

Our biggest enemy is not the White House. Let me repeat: Our biggest enemy is not the White House. It's our apathy. Please stand with us and support this resolution. Solidarity. Thank you. (Applause)

PRESIDENT SHELTON: The Chair recognizes Delegate Veit, I think. No? All right. The delegate at the "For" mic, please announce your name and your local number.

DELEGATE SHANNON OPFER (Local 2107): Thank you, Mr. President. We rise in support of the resolution to establish the "Fight Forward" program. Now more than ever, CWA must take seriously our role as stewards of justice and dignity for all workers.

We live in a time where women still earn 70 cents on the dollar compared to men; where women had to take to the streets to demand our humanity be respected; where the President of the United States of America openly bragged that he can grab women by the pussy. The time has come for pussies to grab back. (Applause)

Women are more than half the population of the United States of America. We are more than half of the membership of CWA. Unless your local is 100 percent men, there is no reason not to have a

Women's Committee.

Our committees are the heart and soul of this union. We provide the moral compass. Now more than ever, we must fully support and grow the movement-building in the field.

So whether it is a rally or a revival, a protest or a picket line, a bake sale or a blood drive, women of CWA, I challenge you all to rise up, get out into the streets, and demand your voices be heard in the community. Thank you. (Applause)

PRESIDENT SHELTON: Seeing no other speakers wishing to speak, no other delegates wishing to speak, please sit down. We will take the vote. I guess we could stay standing and take the vote.

All those in favor of Resolution 76A-17-4 please raise your hands.

Down hands. Opposed by like sign. The resolution carries. (Applause)

Back to the Committee.

CHAIR GALLARDO: Thank you, Mr. President. The Chair recognizes Sean Ludwig.

DELEGATE LUDWIG: Thank you, Madam Chair. Please turn to the Resolutions Report and look at Resolution 76A-17-2 entitled, "A New NAFTA? Working Families Are Watching." I will read the resolution.

Resolution 76A-17-2

A New NAFTA? Working Families Are Watching

For working families, trade deals like the North American Free Trade Agreement (NAFTA) have been a string of one broken promise after another. The 200,000 new jobs NAFTA was supposed to create instead became more than 900,000 jobs lost. Wages for jobs that remained in the United States have declined or stagnated. Communities have been devastated as employers shut their doors and move to Mexico, while critical public services have been cut due to a declining tax base.

NAFTA, which was negotiated in secret, behind closed doors by corporate lobbyists, has been a disaster for working people in Canada, Mexico, and the United States.

For U.S. workers, NAFTA has led to job loss, lower wages, and weakened bargaining power as employers threaten to relocate instead of bargaining fair contracts.

For workers in Canada, NAFTA has also led to substantial job loss and stagnant wages while Mexican workers have experienced intensified exploitation, wage stagnation, and higher poverty rates compared to pre-NAFTA levels. In Mexico, workers' rights and a meaningful right to bargain collectively are virtually non-existent. The overwhelming majority of unions in Mexico are employer-dominated "protection unions" that look out for the interests of companies and their allies in government, not workers. With the lack of meaningful collective bargaining rights, workers in Mexico have little to no ability to raise wages, which benefits the corporations that exploit Mexican workers.

Moreover, nearly two million Mexican farmers have been displaced by big U.S. agribusinesses that devastated the local economy in Mexico after the passage of NAFTA, while the annual number of immigrants from Mexico to the U.S. more than doubled from 370,000 in 1993 (the year before NAFTA passed) to 770,000 in 2000 -- a 108 percent increase.

Since NAFTA took effect in 1994, thousands of call center jobs and hundreds of thousands of manufacturing jobs have been offshored to Mexico, hurting workers and communities across the country. CWA members report that companies threaten relocation during contract negotiations to block real movement on wages and benefits. All too often, employers carry out these threats. Since NAFTA was enacted, a full 15 percent of companies have shut down the facilities after workers' union certification victories, which is triple the pre-NAFTA rate.

Corporations have also utilized the Investor State Dispute Settlement provisions (ISDS) enshrined in NAFTA to overturn laws or government decisions in order to make it easier for companies to offshore jobs, drive down wages, overturn public health and safety regulations, or take other action that corporations claim will impact "expected future profits."

The ISDS provisions have become a form of "corporate veto" that companies can use to change or eliminate laws they do not like. Governments are faced with the prospect of either cancelling democratically enacted laws or regulations or face harsh financial penalties paid for by taxpayers to the corporations. For example, when the Obama Administration announced it would stop the Keystone XL pipeline, the Canadian parent company of the pipeline announced it would use the ISDS provisions to overturn that decision. When the Canadian government banned the use of the toxic gasoline additive MMT, the U.S. manufacturer U.S. Ethyl sued over Canada's ban, even though MMT was already banned in the U.S. U.S. Ethyl ultimately settled the case for \$13 million in damages.

Trade agreements like NAFTA have also failed to address the problem of governments actively engaging in efforts to manipulate the value of their currencies in order to ensure that their exports remain cheaper than U.S. produced goods. In 1994, after the passage of NAFTA, the value of the Mexican peso dropped by 40 percent, making Mexican produced goods much cheaper.

It is time to replace NAFTA with a trade deal that benefits working families in all three countries, not just multinational corporations and investors.

CWA led the fight against the Trans-Pacific Partnership (TPP), building strong opposition to one-sided trade deals designed to increase corporate profits at the expense of workers' living standards. CWA will not tolerate NAFTA renegotiations held in back rooms and behind closed doors by big corporations, with no transparency and no public input. Working people and communities must have a voice and a seat at the table now, at the start of the process.

CWA will not accept a renegotiated NAFTA that's another version of the anti-democratic, anti-worker TPP. This is why CWA has continued working with our allies in labor, the environmental community, consumer rights advocates, family farmers, and the faith community here in the U.S. who fought side by side with us against the TPP. It is also why CWA recently joined together with labor, environmental, faith, farmers and other non-governmental organizations from the U.S., Canada and Mexico to develop and issue a statement of joint principles for a renegotiated NAFTA that will put our concerns into any renegotiated trade deal.

We believe that a better NAFTA will do the following:

1. Eliminate provisions that give corporations enhanced powers, especially the private system of justice only available to corporations known as the Investor-State Dispute Settlement (ISDS).
2. Include provisions to protect human rights, environment, migrant indigenous people, and workers' rights, including the core ILO conventions on workers' rights, as part of the core text of the agreement.

3. Strengthen workers' rights by ensuring that the labor provisions included in the core text of the agreement include meaningful enforcement provisions that can be used to increase wages and benefits and strengthen organizing and collective bargaining rights.

4. Include strong rules against currency manipulation.

5. Make certain that "Buy American" laws remain in force and not allow any provisions that would undermine efforts to keep call center and manufacturing jobs in the U.S. or force privatization of public services.

Working families will be watching as the renegotiation begins.

Resolved: CWA will work with coalition partners from the environmental, human rights, labor, faith, and consumer rights communities as we did in the successful campaign against the anti-worker, anti-democratic Trans-Pacific Partnership (TPP) to spotlight the harm that NAFTA has caused to CWA members and millions of people in all three countries.

Resolved: CWA will continue working with allies and key stakeholders from Mexico and Canada to ensure that our progressive communities in all three countries remain united in our demands and efforts to influence the NAFTA renegotiations and ensure it addresses all our concerns.

Resolved: CWA will mobilize at every level of our union to press policymakers and elected officials that any renegotiated NAFTA must work for working families and communities, not just multinational corporations and investors.

Resolved: CWA will hold the Trump administration accountable for the promises it has made that a new NAFTA will be a good deal for U.S. workers, protecting U.S. jobs from offshoring and creating good-paying U.S. jobs.

Mr. President, the Resolutions Committee moves the adoption of Resolution 76A-17-2 entitled, "A New NAFTA? Working Families Are Watching."

PRESIDENT SHELTON: On microphone 4, now, Delegate Veit.

DELEGATE KRISTIE VEIT (Local 6137): Thank you, President Shelton. Brothers and sisters, I rise in support of --

PRESIDENT SHELTON: Please announce your name and your local number.

DELEGATE VEIT: Kristie Veit, Local 6137.

I rise in support of this resolution and propose urgent adoption. In the war against working people, NAFTA is being used as a weapon against us, the one percent. The only people who have benefited from NAFTA are the multinational corporations and their inhumane top executives. While working all around the world, and workers all around the world, they have been pitted against one another in a race to the bottom.

NAFTA has failed American workers, Mexican workers, and Canadian workers. Wages have declined and union rights have been trampled in these three countries. Corporations have been able to use trade agreements to get rid of laws -- laws that protected workers, consumers, and the environment. Corporations have taken their wage war against workers globally, using NAFTA as their sword.

Sisters and brothers, as the Trump administration begins their effort to renegotiate NAFTA, we need to work as hard as we did to defeat the TPP. I am proud that CWA led the way in that fight. Donald J. Trump did not kill the TPP. Workers, faith leaders, environmentalists, and consumer advocates killed the TPP. (Applause)

We must once again lead the fight with our friends and allies to make it clear to the Trump administration that any new NAFTA will be fought with all of our might if it does not protect workers' rights and human rights.

President Shelton, yesterday you said in your opening remarks "NAFTA is a four-letter word." So in following your lead, I urge the adoption of this resolution, because this shit ain't right (Applause)

PRESIDENT SHELTON: Now I've got them all doing it.

On the "For" microphone, Delegate Lutz.

DELEGATE BRIAN LUTZ (IUE-CWA Local 84717): Brothers and sisters, I urge you to stand with me in supporting passage of this resolution. NAFTA and other trade deals have had a devastating effect on the automotive manufacturing industry that I work in. Tens of thousands of U.S. workers like me have had their jobs offshored because NAFTA and other trade policies treat us as disposable.

Jobs like mine once supported hundreds of communities across our great country. Now, because of trade policy support by Republicans and Democrats, factories sit empty in town after town, and communities are dying due to the lack of good, solid middle class jobs. NAFTA did this to us.

In 1994, Delphi employed 9,000 IUE members in Warren, Ohio. In the 23 years I have been working there, I have watched work move out of the plant on its way to Mexico or any other Third World country that Delphi could take advantage of. Today there are only 650 members left at Delphi in Warren.

Now Donald Trump tells us that he is going to have his administration renegotiate NAFTA to make it better for the United States. The questions I have, brothers and sisters, are: Will it be good for U.S. workers? Will these negotiations be open for CWA and other unions to know what's happening, or will it be behind closed doors in a secretive fashion? Will it ensure that Mexican workers are no longer exploited and have a right to form free and independent unions?

Brothers and sisters, it is important that we pass this resolution to make it clear what we believe must be included in a new NAFTA, what we stand for. We must pass this resolution to send a message to our members that we will hold President Trump accountable for his promises. I cannot, you cannot, and America cannot afford a NAFTA that only makes a few minor tweaks but still allows workers to be exploited here and around the world. We must fight to make sure we are as important as corporate profits. It is my belief that this resolution is a first step in that fight.

Thank you, President Shelton. (Applause)

PRESIDENT SHELTON: Seeing no other delegates wishing to speak, what you are voting for, what is before you is Resolution 76A-17-2, "A New NAFTA? Working Families Are Watching."

All those in favor of the resolution please raise your hand.

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

Back to the Committee.

CHAIR GALLARDO: Thank you, Mr. President. The Chair recognizes Jim Cutter.

DELEGATE JIM CUTTER (Local 2106): Thank you, Madam Chair.

Please turn to the Resolutions Report and look at Resolution 76A-17-3 entitled, "Call Center Offshoring and Outsourcing." I will read the resolves of the resolution.

Resolution 76A-17-3

Call Center Offshoring and Outsourcing

Our union is under attack as large corporations increasingly outsource and offshore union call center jobs. Customer service representatives face a global race to the bottom in which companies vigorously compete with each other by locating their customer service operations wherever they can find the lowest wages and fewest worker protections.

AT&T has eliminated 12,000 call center jobs since 2011, sending many to overseas vendors, and Verizon continues to use a global network of vendors. However, we have seen that when CWA mobilizes, we can protect existing jobs and bring work back into our call centers. CWA members at Verizon captured the hearts of people across the world when they mobilized to prevent closure of centers and brought 1,300 jobs back following their historic strike in 2016. At AT&T, CWA members fought back against greedy corporate demands and as a result, recently gained additional call center positions through bargaining in the Southwest.

CWA recognizes and commends employers like American Airlines that have committed to keep the vast majority of their customer service work in the U.S. and at union call centers.

The network of global call center vendors depends on weak labor laws and low wages. In the Philippines, more than one million people work in the so-called "business process outsourcing" sector, often earning less than \$2 per hour. In a recent survey, 50 percent of those workers report that their wages are inadequate to meet basic needs. Workers who speak out and seek to organize face severe retaliation, firing, and sometimes blacklisting. CWA allied with workers and their unions in the Philippines during the Verizon strike and in the Dominican Republic as part of the AT&T Mobility contract campaign, powerfully asserting our mutual interest in the face of corporate exploitation across the globe.

Many low-wage call center vendors are right here in the United States. Global call center giant Teleperformance employs 33,000 people in the U.S., one of its largest markets. Workers face intense stress and it is no surprise that these centers experience very high turnover. These are not family-supporting jobs with a future.

The trend among corporations to save money by using low-wage vendors to provide customer service is short-sighted. As we have seen from privacy breaches and high rates of customer dissatisfaction, companies take serious risks when they fail to invest in good jobs for their customer service workforce.

While the situation is challenging, our union also has new opportunities in this sector.

According to the U.S. Department of Labor, the "customer service representative" occupation is a fast-growing job, increasing by more than 20 percent over the past 10 years. Even while jobs are leaving the U.S., companies clearly see the value of a U.S.-based workforce for the vital role of customer

interaction.

Resolved: CWA will share information among our leadership and bargaining teams about strategies to strengthen existing job protections and prevent our employers from shifting an increasing share of customer service work to low-wage vendors.

Resolved: CWA will continue to organize in the call center sector when it is strategic and builds power.

Resolved: CWA will actively seek to engage and mobilize our call center membership for job protection, improved standards, and collective power as union activists, and the union will support the Customer Service Committee to lead this effort.

Resolved: CWA will seek to limit the offshoring of call center jobs through legislation at the federal and state level that incentivizes corporations to maintain U.S.-based jobs, including support for the United States Call Center Worker and Consumer Protection Act of 2017, currently before Congress.

Resolved: CWA will engage in international solidarity activities to support efforts by our sisters and brothers in call centers around the world who are seeking to organize and lift standards, particularly those with whom we have built relationships in the Philippines, the Dominican Republic, and Mexico.

Mr. President, the Resolutions Committee moves the adoption of Resolution 76A-17-3 entitled "Call Center Offshoring and Outsourcing."

PRESIDENT SHELTON: On the "For" microphone, the Chair recognizes Delegate Milos.

DELEGATE DAVID TOLBERT (Local 2106): Mr. President, can I speak?

PRESIDENT SHELTON: Yes.

DELEGATE TOLBERT: My name is David Tolbert, Local 2106, Maryland Eastern Shore, and I support this resolution on call center offshoring and outsourcing. I work as a customer service representative in Verizon in Maryland. Last year, I was one of the 40,000 workers who went on strike at Verizon. Verizon forced that strike when it demanded more flexibility to direct calls to whatever state and whatever center they wanted. And even the contractors, instead of union-represented centers wanted to shut down centers.

During the strike, CWA received word from our unionists in the Philippines that Verizon had offshored our struck work there. The workers said they were forced to work twelve hours a day, six days a week, with no additional pay to handle Verizon's calls. As it was, they were paid less than \$2 an hour.

The workers reached out to us in solidarity. They wanted to join our strike, and they did. Some Verizon strikers went to meet these courageous workers in the Philippines and saw and heard firsthand that Verizon was exploiting these workers with low wages and inhumane working conditions.

What they did is true solidarity, and solidarity is power. We ended the strike and prevented the center closures, and won back more than a thousand customer service jobs.

Sisters and brothers, we need to fight to protect our jobs. We need strong collective bargaining agreements and good legislation. At the same time, we need to help workers across the globe to form and join unions, to lift up their own living standards, and to improve their working conditions.

When we fight back, we win. When we fight back in solidarity across the globe, we are a force to be reckoned with. I urge you to support this resolution. (Applause)

PRESIDENT SHELTON: On the "For" microphone, I hope it's Delegate Schafer.

DELEGATE MILOS (Local 9119): No, Mr. President, it's Elizabeth Milos.

PRESIDENT SHELTON: You may speak, delegate.

DELEGATE LISA SHAFER (Local 9575): I am in California, and I support this resolution on call center offshoring and outsourcing. I have worked in both retail stores and call center stores for over 30 years. In that time, members of my Local have been employed by GTE, then Verizon, and most recently Frontier.

California isn't a great state to work in at a call center. It is a high-cost state, a high-wage state. That means our jobs are targets for outsourcing. Over the past 25 years, we have seen plenty of jobs leave our bargaining unit to go to a lower cost state and lower wage countries.

When Frontier bought out Verizon, they pledged to bring back all outsourced work by the end of 2016. In fact, they brought it back early, by August. But on January 6th of this year, Frontier notified its employees that they would be sending calls outside again. Some of it is sent to domestic outsourcers, but some is sent offshore.

We have filed grievances, but more must be done. We cannot sit by and watch as these good jobs are sent to the lowest cost location. Our members and their families rely on these jobs. Our communities need these good jobs to thrive. Let's put an end to companies putting profits before people. I support this resolution, because it outlines needed steps to protect our jobs.

I urge my sisters and brothers to support this resolution and to engage your locals and members back home to support the legislation to make sure we protect our call center workers and their jobs. (Applause)

PRESIDENT SHELTON: Normally we would vote on the resolution after two speakers, as Robert's Rules states, but since I have called on Delegate Milos about three times now, I would like to hear what Delegate Milos has to say. So on the "For" mike, Delegate Milos.

DELEGATE ELIZABETH MILOS (Local 9119): Thank you, Mr. President. I am part of the University Professional and Technical Employees of CWA out of the University of California. I am a health care interpreter, basically a medical interpreter, certified by the State of California.

My colleagues and I have fought a long struggle to make sure that the patients at our university centers receive the interpretation and language services that they need. However, we have found that the issues affecting the call center workers are also affecting interpreters, because interpreters are being framed and boxed into a call center model that I'm sure many call center workers are already familiar with, which I would say is very similar to the early days of industrialization when the manager would come up and time the workers on how fast they were able to do their jobs.

So, I want to make it very clear that, at the University of California, we have in-person interpreters as well as contracted interpreters through Language Line, who are presently using interpreters from outside of the United States. They are using interpreters who, according to the contract, are not required to be certified interpreters, and they are following the video monitoring interpreting model, the call center model, which directly affects patient care and can affect as well the working conditions of the interpreters.

There is a very clear study that had been done back in 1999 and updated in 2003, which is called the Moser Mercer study, which made it very clear. It was a study that was performed and conducted by the International Conference Interpreters of Switzerland, and they compared the accuracy of video remote interpreting versus in-person simultaneous interpreting, both. And they arrived at very interesting results after recordings of the actual interpretation. The accuracy was reduced significantly after just 15 minutes of interpreting.

So, interpretation is a completely different profession, but at the same time, we are facing very similar issues because we are being put into the same antiquated, very oppressive model of really bad working conditions within the call center model. So we fully support CWA's position in supporting the call center workers.

In California, we are sponsoring or we are working towards legislation called AB-848, which is to prohibit offshoring of UC employment positions. However, there are certain amendments that are being done which we need to take a look at, in my opinion, my personal opinion, which have to do with outsourcing, not offshoring.

But in any event, we would like to support this CWA resolution in the hopes that we can also get full support from CWA for interpreters CWA-wide in order to be able to address this ongoing and difficult situation for interpreters. (Applause)

PRESIDENT SHELTON: Seeing no other delegates wishing to speak, what we are going to vote on is Resolution 76A-17-3, "Call Center Offshoring and Outsourcing." All those in favor of that resolution, please raise your hands.

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

Back to the Committee.

CHAIR GALLARDO: Thank you, Mr. President.

The Chair recognizes Cheryl Bacon.

DELEGATE CHERYL BACON (NABET-CWA Local 53): Thank you, Madam Chair. Please turn to the Resolutions report and look at Resolution 76A-17-5 entitled, "A Fair Tax and Budget Program for Working People and Our Communities." I will read the Resolveds of the resolution.

Resolution 76A-17-5

A Fair Tax and Budget Program for Working People and Our Communities

Over the past decades, corporate America and Wall Street financiers have used the tax code and government budget process to enrich themselves at the expense of millions of working families and communities. Their so-called "better business climate" program is designed to cut taxes on the rich and big corporations, eliminate government regulations, especially on the financial sector, cut government social spending to pay for these big tax breaks for the wealthy, and attack unions and the collective bargaining process.

The result of this "trickle down" tax and budget program -- driven by a corporate-funded campaign detailed in the Chamber of Commerce's 1971 "Powell Memo" -- has been a disaster for working families, redistributing the fruits of our labor to the wealthiest Americans. In recent decades, the gap between the

richest Americans and everyone else has widened as collective bargaining coverage has declined, workers' wages have stagnated, household and student debt have skyrocketed, and one out of every five American children live in poverty. Over the same period, the top one percent saw incomes rise by over 200 percent, CEO pay is 347 times average worker pay, while income earned by those in the financial sector exploded. In recent years, as our economy has begun to recover from the Great Recession, the top one percent captured a full 85 percent of income growth.

Despite the populist rhetoric of the Trump presidential campaign, the Trump Administration and key Republicans in Congress are pushing tax and budget policies to benefit the wealthiest Americans, including the Wall Street executives and billionaires that dominate the Trump cabinet. The Trump tax plan would cut the corporate tax rate from 35 to 15 percent, retain current corporate tax loopholes, and lower the top individual rate for the wealthiest Americans. Citizens for Tax Justice estimates that almost half the benefits of the Trump tax plan would go to the top one percent.

These tax proposals come in the context of a federal tax system in which everyday working Americans pay taxes on their income every week, yet many of the wealthiest Americans, corporate executives, and Wall Street bankers pay little or no tax at all.

The corporate share of federal taxes dropped from 32 percent in 1952 to just 11 percent in 2015, due to cuts in the corporate tax rate, special interest tax loopholes, and the ability of corporations to park \$2.6 trillion in foreign subsidiaries and foreign countries where they pay no U.S. taxes.

The income of the top 25 hedge fund managers equals that of the combined income of the 158,000 U.S. kindergarten teachers. Yet, special interest loopholes enable hedge fund managers to pay a lower federal tax rate than that paid by those teachers and most working Americans.

After driving our economy off a cliff with their recklessness and greed, precipitating the Great Recession, the biggest banks benefited from taxpayer-funded bailouts and returned to profitability. Yet nine of the largest and most profitable U.S. banks paid an average federal tax rate of 18.6 percent between 2008 and 2015 and avoided paying \$80 billion in taxes that could have helped make college more affordable or repair our aging infrastructure and communities.

To be sure, our federal tax system needs reform, but not the reforms proposed by President Trump, key Republicans in Congress, and their corporate and Wall Street allies. We need progressive tax reform to close corporate and special interest loopholes, and that is why CWA, together with labor, consumer, faith-based allies and Americans for Financial Reform, have launched the "Take on Wall Street" campaign.

Together we will fight to eliminate corporate tax loopholes for companies that offshore jobs, get rid of the provision that rewards hedge fund managers with lower tax rates, end the "CEO Bonus" that allows corporations to exclude most of their compensation from taxation, and adopt a Wall Street sales tax that would reduce Wall Street speculation while raising revenue for essential public programs.

The Trump Administration and Congressional Republicans propose to fund their tax cuts for the rich with drastic cuts or elimination of many critical programs that CWA members and our families, and all working families, rely on, leading to direct loss of jobs for thousands of CWA members. The Trump budget would cut federal discretionary spending in half, slashing Medicaid, the Children's Health Insurance Program, unemployment insurance, employment and training programs, OSHA, food stamps, Social Security Disability Insurance, education, housing, environmental protection, and many other programs that support working people and our communities.

Even the urgent national priority of repairing our neglected roads, bridges, highways, ports,

airports and high-speed broadband infrastructure has become another tool for Wall Street and the Big Banks to use to line their pockets. Instead of providing direct public investment in long overdue infrastructure repairs that would create millions of good paying jobs, the administration and key Republican leaders in Congress are looking to auction off critical public assets like highways and ports to major financial interests -- including foreign entities -- giving these lenders and Wall Street interests a direct handout of public tax dollars. This is at the same time that Trump's budget calls for \$2.4 billion in cuts to federal transportation programs.

These "public private partnership" financing schemes are yet another way of privatizing and outsourcing critical public sector jobs and are used as a tool to drive down public sector workers' wages and benefits, creating yet another "race to the bottom" for all workers.

CWA supports an alternative vision -- one embodied in The People's Budget proposed by the Congressional Progressive Caucus. The People's Budget proposes practical, progressive programs that invest in 21st century infrastructure and jobs, tackles inequality, makes corporations pay their fair share, and strengthens essential education, health care, environmental, housing, veterans, and other public programs to support economic growth and strong communities and families.

Resolved: CWA supports 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, and a good quality of life for all Americans. CWA opposes tax plans in Congress -- as well as at the state and local levels -- that would reduce tax rates on corporations, the financial industry, and the wealthy.

Resolved: As part of the "Take on Wall Street" campaign, CWA will fight to get rid of tax breaks for companies that offshore jobs and profits; eliminate the "CEO bonus loophole" that permits tax write-offs for executive compensation; and end tax preferences that allow private equity and hedge fund executives to pay lower tax rates than most working Americans. In addition, CWA will fight for a Wall Street sales tax that imposes a fee on all Wall Street transactions to discourage short-term market speculation and make sure Wall Street funds Main Street.

Resolved: CWA opposes the Trump Administration budget and any federal budget proposals that slash critical programs that working families rely on and that eliminate the jobs of thousands of CWA members. CWA will fight for public investments in health, education, public safety, transportation, veterans, environmental, labor, and other domestic programs that build a strong economy, communities, and families.

Resolved: CWA opposes federal legislation that does not directly invest in public infrastructure programs and create meaningful jobs. We oppose funding mechanisms that are intended to line the pocket of Wall Street financiers and bankers, to privatize critical public infrastructure, and to drive down the wages and benefits of public sector jobs.

Resolved: CWA will continue to educate our members, activists, and leaders through our "Runaway Inequality" and other political education programs as a critical component toward building a broad-based, strategic movement for progressive political change.

Mr. President, the Resolutions Committee moves the adoption of Resolution 76A-17-5 entitled "A Fair Tax and Budget Program for Working People and Our Communities."

PRESIDENT SHELTON: On the "For" microphone, Delegate Robinett.

DELEGATE DUSTIN ROBINETT (Local 4302): President Shelton and my fellow delegates, I rise

to support a fair tax and budget program for working people in our communities. Brothers and sisters, for too long the wealthy and corporations have been reaping the benefits from the fruits of our labor in peddling their goods to our communities, while systemically pushing policies that remove themselves from contributing to the well-being and advancement of our communities.

All of us have seen the decline in support for many of the programs in our communities, including the education, safety forces, and infrastructure. In order to keep these programs and services functioning, more of the burden has been passed on to us in the form of local tax levies. We pay more, and they pay less, while they ask for additional tax breaks and hold communities hostage with threats of moving their operations.

For our membership and their families, we must take up this fight for fair tax policies. We cannot sit back while public services are privatized -- not for improvement, but to line the pockets of the wealthy with our hard-earned and paid tax money. We must stand together and fight for legislation and policies that support infrastructure investments that truly benefit us all.

We must stop budget proposals that cut critical programs that working families depend on and demand public investment in health, education, public safety, transportation, veterans, environmental, labor, and other domestic programs that build a strong economy, strong communities, and families.

We must take on Wall Street to close tax loopholes and stop the financialization of our economy which leads to the financial strip mining of our workplaces. We must stop the loss of good jobs and the continuation of the unreasonable expectation of doing more with and for less to the benefit of Wall Street. We must reverse runaway inequality.

My fellow activists, in order for us to accomplish these goals, we must continue to educate ourselves and our members to build our movement. Let us stand together, let us be resolved and adopt this resolution. Thank you. (Applause)

PRESIDENT SHELTON: On the "For" microphone, Delegate Mayhew.

DELEGATE JOSEPH MAYHEW (Local 1103): Sisters and brothers, I rise in support of this resolution. For years we have heard right-wing corporate politicians talk about class war in our country, accusing us, the working class, of trying to redistribute the wealth. Really? Warren Buffet, a billionaire hedge fund manager, said, "Yes, there is a class war, and my class, the rich class, is winning."

To be clear, part of that war against working people is being waged by corporations, pushing their hand-picked politicians to enact tax programs and government budgets that hurt working class families.

So, yes, wealth is being redistributed in America, and it's being pushed upwards, out of the wallets of the average American worker and into the pockets of the ultra wealthy and the corporate giants.

Sisters and brothers, Donald Trump and the Republican-controlled congress right now are working at a fever pitch to pass a tax plan that would further slash tax rates for corporations and the one percent. As we sit in this very room, they are attempting to create a plan that would hand off our transportation infrastructure to Wall Street and foreign financiers. Imagine -- our water, highways, bridges, and waste disposal in the hands of foreign corporations.

Make no mistake: Both of these actions will decimate our public and private sector good, middle class jobs. So, sisters and brothers, I say enough is enough. (Applause) We must say in word and in action, "NO, NO, NO" because we need real tax reform, but that reform should not give billions of dollars away to the ultra-wealthy and corporate America.

Real tax reform should be getting rid of tax loopholes that allow hedge fund managers to pay lower taxes than everyone in this room. Real tax reform should get rid of loopholes that allow corporate executives to receive tax deductible bonuses that are above a million dollars.

Real tax reform should create a financial transaction tax that would defer and deter risky, speculative behavior on Wall Street, the kind of behavior that jeopardizes our very economy, the kind of behavior that led to the financial meltdown of 2008, costing us millions of working, regular American jobs, homes, and our pensions.

A small transaction tax on Wall Street would raise much needed revenue from those who can afford it the most, and continue to preserve a society worth living in for the rest of us.

Sisters and brothers, gone are the days when we can fight for justice one contract and one employer at time. We must attack the source of the problem. When we struck Verizon, we walked the picket line for 45 days; 40,000 CWA and IBEW members stomped the grass into dirt and turned the dirt into concrete under the weight of our feet.

Can you imagine what we can do on this issue if we can take that energy and expand it across all of our bargaining units? This resolution gives us the power to do just that. This resolution gives us the power to take the fight from the picket line to the front line. And this resolution gives us the power to take the weight of all our members, literally hundreds of thousands strong, from Main Street to Wall Street.

Sisters and brothers, I hope you will join me in supporting this resolution today, and when you return home to your union halls, you put all of your efforts into this fight, and take on Wall Street to preserve all of our Main Streets. Thank you. (Applause)

PRESIDENT SHELTON: Seeing no other delegates wishing to speak, we will vote on the main resolution. It is Resolution 76A-17-5, "A Fair Tax and Budget Program for Working People and Our Communities."

All those in favor of the resolution, please raise your hands.

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

I would like to thank the Resolutions Committee, and we will bring you back later for the rest of the resolutions.

IN MEMORIAM

PRESIDENT SHELTON: As we meet here in Pittsburgh, Pennsylvania, for the 76th Convention of the Communications Workers of America, we take time to honor our colleagues who are no longer with us and remember their contributions to building our union.

VICE PRESIDENT JIM CLARK: Ed Fire, the fifth President elected of the IUE was a strong and determined advocate for the union's merger with CWA in 2000, and he served an additional three years as President of the IUE-CWA Industrial Division.

Ed began his lifetime of work on behalf of working people at Packard Electric in Warren, Ohio, and was elected President of IUE Local 717 in 1964, serving for ten years.

In 1974, he was elected Secretary-Treasurer of IUE District 7 and served until his election as

Chairman of the IUE-GM Conference Board in 1977.

In 1982, he was elected IUE Secretary-Treasurer, and in 1996, Ed was elected IUE President. As President, Ed led the union's negotiations with General Motors, General Electric and Delphi. He also served as Vice President and elected board member of the National AFL-CIO.

Ed retired in December of 2003. He died on July 1, 2015, at the age of 78.

EXECUTIVE VICE PRESIDENT VERA MIKELL (Local 2205): Allen Dudley Willis, Jr., served CWA members in District 3 and District 6 as a Staff Representative, Area Director, and Assistant to the Vice President before being elected as Vice President of District 3 in 1974. He joined CWA's staff in Tennessee in 1965 and went on to support his members and build our union in Louisiana, Georgia, Florida, and Missouri.

Before retiring in 1988, Allen served as Staff Representative in Georgia and Florida.

Allen died on June 24, 2017, at the age of 95.

VICE PRESIDENT THOMAS RUNNION: Lamont "Harry" Ibsen began his union work in 1956, holding several elected offices in Local 8050 in Denver, Colorado. He served as President of the CWA Denver Area Council from 1965 to 1966. In 1973, he was elected President of Local 9415, and also headed the Northern California/Nevada Council from 1976 to 1983. In 1983, Harry was elected Vice President of District 9 and served until 1992. Harry served as Assistant to the Vice President for Telecommunications until his retirement in April 1995. He died on March 12, 2016, at the age of 83.

[A recorded narration of the names of deceased staff was shown on the screens, as follows]

Charles Angel, CWA Representative, District 2, September 23, 2015.

Loretta Bowen, Assistant to the Secretary-Treasurer and CWA Political & Legislative Director, May 10, 2017.

Sharon Craig, CWA Representative, District 4, October 20, 2015.

Ron Davenport, CWA Representative, District 4, August 25, 2015.

Thomas Diekman, CWA Representative, District 4, October 19, 2016.

Dolores Doninger, CWA Representative, District 7, March 9, 2017.

Jack R. Dotson, CWA Representative, District 2-13, April 27, 2016.

Hugh Gallagher, CWA Representative, District 7, September 29, 2016.

Joseph M. Kelly, Assistant to the Vice President, District 6 and CWA Representative, March 25, 2016.

Jerry Klimm, Assistant to Vice President, Telecommunications and Technologies, October 18, 2016.

Sal LaCause, Assistant to the Vice President, District 4, March 3, 2017.

Edwin Lewinski, CWA Representative, DC Director and Assistant to the Vice President, District 2, September 7, 2015.

Alice Martin, CWA Representative, District 9, June 25, 2017.

Harry McFarland, CWA Representative, District 3, November 11, 2015.

William McKelligan, CWA Representative, District 1, February 26, 2017.

Jeffery Miller, CWA Communications Director, May 8, 2016.

Karen Murphy, CWA Representative, District 3, February 19, 2017.

Ron Nielsen, CWA Representative, District 7, November 11, 2016.

Frank Palermo, IUE-CWA Representative, March 9, 2017.

R. Hunter Phillips, Administrative Director and Administrative Assistant to the President of the Printing, Publishing and Media Workers Sector, May 29, 2016.

Robert Rozler, Representative, Printing, Publishing and Media Workers Sector, District 1, January 25, 2016.

Avah "AD" Walker, CWA Representative, District 3, Telecommunications and Technologies, February 15, 2017.

Jennings Woolridge, Northern Area Director, District 6, April 15, 2016.

(SCROLLING OF LOCAL OFFICER NAMES)

District 1

Joseph DiLalla, Vice President, Local 1108

Michael Jordan, Exec Vice President, Local 1120

Lizette Phillips Parker, Secretary, Local 1089

Kerri Quinlan, Recording Secretary, Local 1400

Ronda Wilson, President, Local 1089

District 2-13

Charles Blevins, Treasurer and Secretary-Treasurer, Local 2252

Robert W. (Bob) Campbell, President, Local 2108

Joan Ramsay, Secretary-Treasurer, Local 2252

District 3

Ernest Brown, President, Local 3607

Patrick J. Conin, Secretary-Treasurer, Local 3410

Dearld Dear, President, Local 3511

Paul Joseph Gallant, Executive Vice President, Local 3176

John N. May, President, Local 3611

June Oberdorfer, President, Local 3106

Joe Kenneth Thomas, President, Local 3702

William "Billy" Wilson, President, Local 3207

District 4

George Zaucha, Recording Secretary, Local 4250

District 6

Dorothy Barker, Secretary-Treasurer, Local 6222

Chere Chaney, President, Local 6450

Joe Gunn, President, Local 6222

Mark Melander, President, Local 6410

District 7

Bob Biel, President Local 7470

Ron Berland, President, Local 7476

Caroll Herndon, President, Local 7172

Clyde Langden, President Local 7471

Mary Ann Vegas, President, Local 7774

District 9

Helen Berlin, Vice President, Local 9421

Gerald "Jerry" Briggs, President, Local 9421

Clay Seals, President, Local 9408

Marge Terflinger, President, Local 9400

IUE-CWA

Javier Cardona, Corresponding Secretary, Local 81455

Charles "Chuck" Casey, Vice President, Local 758

Louis P. Dudek, President, Local 1581

Dennis L. Entsminger, President, Local 84807

James "Jim" Sweeney, Vice President, Local 81201

Paul Tegzes, Vice President, Local 81455

NABET-CWA

Frank Lane, President, NABET-CWA, Local 51018

Ron Melzer, Vice President, NABET-CWA Region IV

John Sobotka, Sr., Vice President, NABET-CWA, Local 54041

PPMWS

Dan Zorich, President, Local 14842, Pittsburgh Mailers Union M-22

William F. Burgess, President, Local 14200

PRESIDENT SHELTON: We remember these activists and leaders who came before us. Their legacy is the union that we work to build every single day, and we honor them by continuing the fight for workers' rights and justice for all. Thank you. (Applause)

I would now like to recess the Convention --excuse me one second for some announcements.

SECRETARY-TREASURER STEFFENS: Just a quick reminder that our sisters and brothers at United Campus Workers have invited us to the "Our Jobs Are Not for Sale" rally. People will be gathering at the beginning of the lunch break near the registration desk. The protest will be at JLL Regional Headquarters, 260 Forbes Avenue, if you want to meet over there directly. And, again, the protest is against privatization and outsourcing of our good CWA jobs. Thank you.

PRESIDENT SHELTON: I would now like to recess the Convention until 1:30. Please try to get back on time.

. . . The Convention recessed for lunch at 11:37 a.m. . . .

TUESDAY AFTERNOON SESSION

The Convention reconvened at 1:38 p.m., President Shelton presiding.

PRESIDENT SHELTON: Please take your seats. I'm going to call on Sandy Rusher, our Senior Director of Organizing, to present the organizing report.

SANDY RUSHER (Senior Director - Organizing): Thank you, Chris. It's great to be here with you.

I've got good news today. Since our last Convention two years ago, CWA locals in districts and sectors across our union have brought in over 17,000 new members through external organizing campaigns -- 17,000. (Applause)

It's important that we celebrate this work and our success. In spite of the fact that many of our largest employers are shrinking, our bargaining units, our union, CWA, has actually grown over the last two years because of the organizing you all have been doing. Our organizing successes are a result of a number of things, and I'm going to talk about a few of them.

First, it has taken locals not giving up on the commitment about how we pass on to the next generation the right to have a voice on the job and economic justice. The one way we can be sure to shrink and disappear is to not try; to say it's just too hard or it takes too long. But CWA members haven't done that. You have committed some of your most talented activists and your hopes and dreams to continuing to build our union, CWA.

Second, it has taken resources. This body, over the years, has made many forward-looking decisions. In 1996, you directed the National Union to dedicate at least 10 percent of our overall budget to organizing and directed locals to maintain active organizing programs with the goal of budgeting 10 percent of local's resources on growth. These resources have been critical in supporting our more traditional organizing.

Since the last Convention, those resources have been particularly successful in outreach within the Airlines Sector. We won an election for 4,500 Envoy passenger service agents and ramp agents -- a subsidiary of American Airlines that flies as American Eagle. We now represent all the passenger service agents at American Airlines and its regional carriers. (Applause and cheers)

And we are going to use that so they can't keep pitting us against each other and fighting one group of people against another to contract out to lower cost.

Like the American Airlines passenger service victory we celebrated two years ago, this was an example of never giving up, of ultimately getting neutrality, and of our ability to run a national organizing campaign supporting workers at over 100 locations across the country, from Buffalo to San Diego, all voting at the same time.

We also won elections for four different units of flight attendants, totaling over 1,400 flight attendants at Cathay Pacific, GoJet, Norwegian Air, and Air Transport International, supported by the AFA and CWA STRONG, committed flight attendants internally leading their own organizing.

In addition to this constitutionally-dedicated funding for organizing, because of your decision to establish the Strategic Industry Funds and the Growth Funds, we have been able to hire and develop the skills of new organizers and use those resources to innovate, to take chances, and to experiment on new organizing strategies and tactics that are producing results that we are learning from, and we are

investing in new local leaders that are allowing us to increase our capacity to build in our future.

Because of these funds in the past two years, we now represent two units of Gatehouse newspapers in Florida -- the first organized newspapers in Florida. (Applause) We represent child care workers in New Jersey, where we are uniting with parents and the community to try to improve the quality of child care along with the working conditions. We are figuring out how to leverage public funds and the procurement process to try to organize federally contracted call centers and companies manufacturing public buses and trains.

We are uniting with organizations taking on Wall Street while we attempt to organize bank workers and call centers and retail banking. And we will, this year, increase in a significant way, our outreach to Verizon Wireless workers nationwide.

These efforts and others are possible because of decisions you have made about how critical it is that we remain focused on external organizing.

Third, we continue to grow and organize because of the "bargaining to organize" strategy we initiated 25 years ago. For example, 20 years ago, members in District 6 of CWA fought for and won an agreement with Southwestern Bell that created an organizing process for workers to make the decision to be represented in an environment where the management does not interfere in any way. They let the workers decide for themselves, and if the majority of the workers demonstrated they wanted to be represented, they were automatically recognized.

As Southwestern Bell grew across the country and ultimately became the giant reconstituted AT&T, that agreement has expanded into all of our AT&T contracts. Because of that, we now represent 44,000 customer service representatives, retail workers, and technicians at AT&T Mobility and Cricket. (Applause) And those workers are now building a group of committed activists dedicated to reaching out to colleagues in the rest of the wireless industry, understanding that their future and contract gains are intimately tied to other wireless workers being able to organize.

Because of this negotiated language, last year 70 locals -- 70 -- successfully worked across the country in almost every district to bring in 8,000 DirecTV customer service representatives and technicians into CWA. (Applause) In this case, it took the coordination of a number of locals because we had to organize larger units across huge geography in a very short period of time. In some cases, the time was critical because we were competing with another union that had gotten this same language through "me too" in their collective bargaining agreement with AT&T.

But locals were prepared, we stepped up and, in the end, most of the DirecTV workers are in the CWA family now and are covered by one of our collective bargaining agreements. Really, I mean think about how incredible that feat is. How many years have we been trying to organize and support folks trying to organize in the satellite TV industry? And in this case, in six months, 8,000 workers became part of CWA. (Applause)

In addition to DirecTV workers, we have also organized an additional 410 Cricket Wireless and AT&T Mobility workers under the same agreement since the last Convention. If your local participated in this organizing to bring in over 8,500 new members into CWA using the AT&T neutrality agreement, I'd like for you to stand up and be recognized. A lot of them are up here, I know, but many of you participated -- 70 Locals. Great work. (Applause)

These are just some of the many ways that we've been building CWA. We know that organizing externally will only get more difficult in the next few years. We have seen the anti-union appointees President Trump is nominating to be on the National Labor Relations Board and the National Mediation

Board. These people can't wait to roll back important decisions and rule-making on us having quicker and fairer elections on the rights of workers to stand up collectively with their co-workers, and to hold their employer accountable.

We have seen the most anti-worker legislation in Congress and State Houses, which would require constant elections for workers in the public and private sectors for workers just to keep their union. It's designed to suck our union of resources to be on the offensive and to literally destroy us and efforts of working people to fight back against unhampered corporate greed.

We have to fight these appointments, we have to fight these pieces of legislation, we have to be vigilant while we keep moving forward and strategically reach out to unrepresented workers and our own members so they understand what's at stake. As many of us focus on internal organizing, we can't let up on external organizing.

The locals we are about to honor show us that, even in these times when organizing new units is more difficult than ever, it's possible. It's hard, but it's not hopeless. In either one or both of the past two years, these 42 locals -- 42 -- were able to organize over 100 workers in gaining formal recognition and a voice at work. Five of these locals will be getting special recognition for doing this for five years.

I would like to ask Vice President Carolyn Wade, who is also the President of local 1040 and is the Chair of our Executive Board's Organizing Committee, to come up and read the list of locals we will recognize. It's fitting that Carolyn would be giving these awards to these locals because her Local has won this award more than any other local in CWA -- 16 times. So, Carolyn? (Applause)

VICE PRESIDENT CAROLYN WADE: Thank you, Sandy.

We will now recognize a group of locals for their special success in organizing. As Sandy said, in either one or both of the past two years, these locals were able to support over 100 members in gaining formal recognition for a voice at work. It is these 42 locals and the hundreds of others that we want to officially acknowledge here that have kept the spirit of our founding leaders alive in communities across the United States, Puerto Rico, and Canada.

But to those locals who tried but did not reach the level of 100 new members or didn't get to an election, to those locals where internal organizing is a daily part of your work, to those locals in membership organizations without formal recognition -- where collective bargaining isn't even possible, but you are signing up new members and building a movement anyway -- we want to say that your efforts are critical, and you also inspire us. You know better than anyone else the accomplishments of these locals we are about to recognize, who successfully supported over 100 workers in new bargaining units to win representation rights.

Each local will receive a \$1,000 organizing subsidy as well as a plaque recognizing your efforts. Locals that have won this award at least five times will receive \$5,000.

Local 1037, Newark, New Jersey, organized 113 workers at Unified Vailsburg Services Org (UVSO), 50 childcare workers at La Casa de Don Pedro, and 225 early childhood education workers at The Leaguers. (Applause)

Local 1101, New York, New York, organized 20 techs at IGT, 70 techs at Matrix Inc., 20 techs at Monticello, Aqueduct & Yonkers Raceway, 20 techs at Verizon Select Services, and 110 workers at USIC. (Applause)

Local 1180, New York, New York, organized 209 administrative and programmatic workers at

Open Society Foundation. This is the fifth time this local is receiving this award. (Applause)

Local 30213, Toronto, Ontario, organized 49 employees at Corus Entertainment and 150 workers at VICE Canada. This is the fifth time this local is receiving this award. (Applause)

Local 31003, New York, New York, organized 51 journalists at Al Jazeera America, 8 employees at Jacobin, and 130 workers at Law360. (Applause)

Local 2009, Huntington, West Virginia, organized 564 customer service workers for DirecTV/AT&T. (Applause)

Local 3010, San Juan, Puerto Rico, organized 22 AT&T Mobility network engineers, 133 DirecTV/AT&T employees in retail sales, and 52 in Customer Service. (Applause)

Local 3108, Orlando, Florida, organized 113 baggage encoders in ASIG, 39 newsroom staff at Sarasota Herald-Tribune, and 25 journalists at The Lakeland Ledger. (Applause)

Local 3109, Pensacola, Florida, organized 107 techs at DirecTV/AT&T. (Applause)

Local 3212, Columbus, Georgia, organized 149 techs at DirecTV/AT&T. (Applause)

Local 3808, Nashville, Tennessee, organized 145 techs at DirecTV/AT&T. (Applause)

Local 3902, Birmingham, Alabama, organized 102 techs at DirecTV/AT&T. (Applause)

Local 3905, Huntsville, Alabama, organized 750 customer service employees and 37 techs at DirecTV/AT&T. (Applause)

Local 4320, Columbus, Ohio, organized 34 retail workers at Cricket Wireless and 114 techs at DirecTV/AT&T. This is the fifth time this local is receiving this award. (Applause)

Local 6012, Tulsa, Oklahoma, and Local 6327 Kansas City, Missouri, worked together to organize 985 call center workers at DirecTV/AT&T in Tulsa. This is the fifth time Local 6012 is receiving this award. (Applause)

Local 6016, Oklahoma City, Oklahoma, organized 119 techs at DirecTV/AT&T. This also is the fifth time this local is receiving this award. (Applause)

Local 6222, Houston, Texas, organized 118 techs at DirecTV/AT&T. (Applause)

Local 6300, Saint Louis, Missouri, organized 110 techs at DirecTV. (Applause)

Local 6360, Kansas City, Missouri, organized 104 techs at DirecTV/AT&T. (Applause)

Local 7011, Albuquerque, New Mexico, organized 19 retail employees at Cricket Wireless and 85 employees at DirecTV/AT&T. (Applause)

Local 7019, Phoenix, Arizona, and Local 7026 in Tucson, Arizona, worked together to organize 105 Cricket Wireless retail workers. Local 7019 also organized 154 workers at DirecTV/AT&T Tech Support. (Applause)

Local 7103, Sioux City, Iowa, organized 100 workers at DirecTV/AT&T Tech Support. (Applause)

Local 7750, Denver, Colorado, organized 49 workers at AT&T Global Customer Service, 22 techs at AT&T Mobility, and 415 customer service employees at DirecTV/AT&T. (Applause)

Local 7777, Englewood, Colorado, organized 100 workers at DirecTV/AT&T Tech Support and 17 clerks, dispatchers, and supervisors at First Transit.

Local 7781, Crested Butte, Colorado, organized 195 workers for Park City, Utah, Combined Ski Patrol. (Applause)

Local 7906, Salem, Oregon, organized 110 techs at DirecTV/AT&T. (Applause)

Local 9003, Burbank, California, organized 173 techs at DirecTV/AT&T, 83 agents at Dollar/Thrifty, Los Angeles, and 8 employees at Spectrum. (Applause)

Local 9400, Paramount, California, organized 721 techs at DirecTV/AT&T. (Applause)

Local 9408, Fresno, California: 144 techs at DirecTV/AT&T. (Applause)

Local 9413, Sparks, Nevada: 182 techs at DirecTV/AT&T. (Applause)

Local 9417, Stockton, California, organized 106 techs at DirecTV/AT&T. (Applause)

Local 9421, Sacramento, California: 177 techs at DirecTV/AT&T. (Applause)

Local 9423, San Jose, California: 112 techs at DirecTV/AT&T. (Applause)

Local 9504, Simi Valley, California: 102 techs at DirecTV/AT&T. (Applause)

Local 9505, Los Angeles, California: 101 techs at DirecTV/AT&T. (Applause)

Local 9509, San Diego, California: 160 techs at DirecTV/AT&T and 18 workers at One Path. (Applause)

Local 9510, Orange, California, organized 131 techs at DirecTV/AT&T and 40 employees at CMS. (Applause)

Local 23004, Fort Lauderdale, Florida, organized 400 flight attendants at Norwegian Airlines. (Applause)

Local 24031, Saint Louis, Missouri, organized 450 flight attendants at GoJet. (Applause)

Local 29032, San Francisco, California, organized 450 flight attendants at Cathay Pacific. (Applause)

Please join me in congratulating these locals and their commitment to building CWA and supporting workers in their communities who are standing up and fighting back. Please join me. (Applause)

PRESIDENT SHELTON: So, brothers and sisters, we are going to now present the 2017 "President's Annual Hat Award" for organizing. Since 1972, it has been our tradition to recognize outstanding achievements in organizing by the presentation of the President's Award. This award was

considered by our founding President, Joe Beirne, to be our union's highest honor.

The award is in the shape of a hat because, not only did Joe wear a hat like this much of the time, but there are stories about him traveling the country organizing, and he would pass the hat around at whatever meeting he was at to collect money for organizing. And how much he collected would depend on how far he could get to the next town to talk to unorganized workers.

It should be humbling to all of us to think about the history we are building upon when we think organizing is hard.

During our Convention, we have talked about the many challenges we are facing as working people and as a labor movement. The election of Donald Trump and his coalition of Wall Street financiers and anti-union zealots has intensified those challenges and poses life and death risks for our movement.

As I said in my keynote, union membership in the U.S. had been dropping for the past 50 years, and in 2016, private sector union membership had dropped to 6.4 percent -- lower than any time in the past 100 years.

There are a lot of myths about why that has happened, particularly myths perpetuated by the right-wing anti-union forces: myths like workers just don't think they need unions anymore because of all the labor law protections in the U.S. now -- I must have missed those, I don't know -- or young people just don't get why unions are necessary; or high tech and service industry jobs are so good that workers just don't want or need a union like workers do in blue collar jobs, and on and on.

But we know those are all just lies. What has kept workers from joining our movement en masse is the systematic and relentless attack by the bosses on workers when they try to form a union.

Non-union workers understand that there will be hell to pay if they try to stand up to improve the future for them and their families. They understand that the labor laws in the U.S. that are supposed to protect their right to organize and are supposed to encourage collective bargaining are toothless and allow employers to beat the hell out of their employees.

And soon, if the current nominees to the National Labor Relations Board get confirmed, they will make a complete mockery out of the National Labor Relations Act. They will become the "National Labor Elimination Board."

We know the excuses about why the level of unionization has been declining are lies because we have experienced first-hand how workers react when they know their employer won't oppose them, when they know their employer won't fight them and fire them when they try to gain a voice on the job.

Whether it is young retail workers in a wireless store in North Carolina or a technician in New Mexico, or a customer service representative in Oklahoma, they are eager to join our union.

Our organizing at DirecTV last year displayed that clearly. CWA locals across the country jumped on board to reach out to DirecTV workers and explain that, unlike the old DirecTV management, this time with AT&T, there was a different sheriff in town, and there would be no anti-union campaign; there would be no reprisals.

In less than six months, every single DirecTV unit that was eligible to organize had voted through majority sign-up to have union representation. Every single one! (Applause) That sends a loud and clear message. Workers understand the value of having a voice at work.

As Carolyn was reading off the list of locals who won the awards for organizing over 100 new members, you heard how many locals there were that organized over 100 DirecTV workers, and there were many other locals that you saw stand when Sandy recognized all the locals involved in this organizing. I commend all of you for your tremendous work. (Applause)

Today, with the President's Award, I am giving it to a local that embodies this exemplary work -- not only in the organizing, but in the support and effort it takes after you organize to educate new members about what it means to be union; to identify, recruit, and develop stewards; and to build a strong internal organizing structure.

Last spring, Local 3905 in Huntsville, Alabama, was a local representing 335 mostly AT&T employees. Many of the officers were relatively new, and they weren't experienced with external organizing.

But that didn't stop them from jumping in with both feet. When they were contacted by the Organizing Department telling them they had a DirecTV call center in their town and asked if they were interested in organizing it, what they lacked in experience, they made up for in enthusiasm.

The DTV call center that had 739 customer service representatives was over twice as large as what they represented in the spring of 2016. They understood that it would create an entire culture change in their local, but they didn't back away from the challenge.

They identified members to form a Local Organizing Committee, volunteered their time to come to a weekend training, reached out to other locals in Alabama for assistance, and dove in. They started meeting with workers from DirecTV and building an inside committee. They built a list of workers by supervisor group to understand the workplace so that when they could move forward signing cards and building majority support, they could do it quickly. And move quickly they did.

Along with the inside committee, this local was the first to organize their DirecTV unit, signing up a majority within the call center and getting certified by AAA within two weeks of the day we could start signing cards. (Applause) They got incredible support from District 3 with Nick Hawkins, assistant to Vice President Honeycutt, jumping in his car and coming there personally to be part of the effort, and other locals sending in reinforcements.

But gaining formal recognition was only the start. Since then, the local has been hard at work in a right-to-work state trying to maintain strong majority support, to develop and train stewards, and to incorporate the new group into the life of the local.

David Betz, the President of Local 3905, personally put his heart and soul into the organizing. (Applause) But it was a group effort from the start -- with David, his Executive Board and members, the district, and the DTV workers coming forward to meet the challenge.

The local went on to work in a coordinated campaign with the other Alabama locals to be part of organizing a statewide unit of 240 DTV technicians. Who says you can't organize in the south? I know David doesn't say that.

David, it is an honor for me to recognize Local 3905. The efforts of you and your local are what enable CWA to grow stronger and give us hope for our future.

Where is President Betz? (Applause and cheers)

DELEGATE DAVID BETZ (Local 3905): I am honored to receive this award. It was a lot of hard work, and I would like to thank everybody that helped. Mississippi helped, Kentucky helped, Tennessee helped, a lot of District 3 people helped. If I missed anybody, I'm sorry. But a lot of people, when I called them to help because I needed some support, put people in cars and sent them my way.

So I just wanted to say thank you, and I am honored to receive this, and thank you. (Applause)

PRESIDENT SHELTON: David, I want to present you with this plaque. It says, "The President's Annual Award to CWA Local 3905: In grateful recognition of dedicated service as evidenced through wholehearted acceptance of CWA's growth policy and program and dedicated effort directed towards making that policy effective. Awarded by the President of the Communications Workers of America, on behalf of the organization," and signed by me. (Applause)

So, brothers and sisters, they say organizing is nigh to impossible. Well, there's living proof that that's bullshit, because these folks know how to organize.

We are going to take a group picture before everybody leaves. Come on. (Photo)

I think they deserve at least another round of applause. (Applause)

We have the Resolutions Committee back on the platform, and we will go to the Committee for the reading of the next resolution.

RESOLUTIONS COMMITTEE CHAIR GALLARDO: Thank you, Mr. President. The Chair recognizes Sean Ludwig.

DELEGATE SHAWN LUDWIG (Local 1038): Thank you, Madam Chair. Please turn to the Resolutions report and look at:

Resolution 76A-17-6

CWA Opposition to Islamophobia

The CWA Policy on Discrimination, embedded in our Union Constitution, affirms our Union's opposition to all forms of discrimination, including discrimination based on race, color, gender, religion, sexual orientation, gender identity or expression, or national origin. The policy emphasizes that, "This means what it says: "No form of discrimination will be tolerated at any level of CWA."

At this time in our history, people of the Islamic faith have been targeted with racial and religious profiling, violence, and extreme acts of discrimination against their persons and places of worship. In 2016, hate crimes against Muslims, their mosques, and businesses have tripled.

Islamophobia is more than a manifestation of personal prejudice. It serves as a structural force in American politics to divide people one against another and to promote violence and oppression that violates the core values of our nation.

Resolved: CWA reaffirms our commitment to dignity and respect for all people. We will fight against discrimination in all its forms, including the targeting of people of the Islamic faith, and we will act in defense of and in solidarity with those targeted by Islamophobia in our union, our workplaces, and our communities.

Mr. President, the Resolutions Committee moves the adoption of Resolution 76A-17-6 entitled

"CWA Opposition to Islamophobia."

PRESIDENT SHELTON: On the "For" microphone, Delegate Chavez.

DELEGATE JOAQUIN CHAVEZ (Local 9119): Sisters and brothers, this resolution responds to an ongoing shame and tragedy in our society: the realities that our Muslim families have to live in fear of every single day.

It's easy to see on paper that hate crimes against the Islamic community have increased by such an amount in so a short period of time. It's not as easy to understand how that manifests in a person's life.

Just this past Sunday, a bomb exploded in a Minneapolis mosque. Thankfully, no one was hurt. But in May, two young men were killed for intervening against a hateful anti-Muslim rant against two young women on a train in Portland, Oregon.

Earlier this year, the Islamic Center of Victoria, Texas, burned to the ground hours after Donald Trump's first attempt at passing a ban on travel into this country from seven Muslim majority nations. And late last year, a domestic terrorist cell in Kansas calling themselves "The Crusaders," was caught while planning to bomb the homes of Somali immigrants, most of whom had moved to the area to work in a Tyson meatpacking plant.

These acts are just a window into the increase in hate crimes against Muslims in the 15 years since the September 11th attacks. In the case of Kansas, these so-called crusaders were said to be moved by Donald Trump's outrageous claim that terrorists from majority Muslim countries were posing as refugees in order to sneak into the United States.

Republican Party mailers, just before the general election, stated that Democrats were moving terrorists to Kansas. This hysteria is aided and abetted by widespread media treatment of Muslims, Arab-Americans, and other people who have roots in the Middle East and North Africa. It subjects them to constant loyalty tests. It forces them to spy and be paranoid about the behavior of their communities, always having to present themselves as ultra loyal, more loyal than anyone else in this country.

This political atmosphere is extremely dangerous. Our union brings us together to fight on the basis of solidarity. Every attempt to divide workers on the basis of national origin, faith, and other identities is an attack on CWA and the communities we belong to.

Commitment to the constitutional and human rights of our Muslim sisters and brothers is not a distraction from our mission but a chance to rededicate ourselves to its core principles. I hope you all will vote in support of this resolution. (Applause)

PRESIDENT SHELTON: On the "For" microphone, Delegate Middleton.

DELEGATE GLORIA MIDDLETON (Local 1180): I'm the current Chair of the Civil Rights and Equity Committee.

"An injustice to one is an injustice to all." That slogan never fails and it never ends. For us not to pass this resolution would be an injustice to all of us.

The current atmosphere that we have in this country, the words that are being said against race, religion, women, et cetera, is deplorable. We, as union members who look out for one another, must look out for everyone who is being made to feel less than human. We cannot tolerate this in this country

anymore.

I ask you, sisters and brothers, to stand up for this amendment. We cannot ban people from this country just because of their religion. This country was built because they did not like what was going on in Europe and about what was happening with their religion. And yet when we have come to this society, in this day and age, we are saying that, because you are a certain religion, you must not be allowed to enter this country, and you have to watch your back everywhere you go.

Racism in any form is unjust, and I ask you, brothers and sisters, to support this resolution. Thank you. (Applause)

PRESIDENT SHELTON: Seeing no one at the "Against" microphone, we will vote on the resolution. All those in favor of the resolution, please raise your hand.

Down hands. Opposed by like sign. The resolution carries. (Applause)

Back to the Committee.

CHAIR GALLARDO: Thank you, Mr. President.

The Chair recognizes Cheryl Bacon.

DELEGATE CHERYL BACON (Local 59053): Thank you, Madam Chair. Please turn to the resolution report and look at Resolution 76A-17-7 entitled, "Defend the Right to Report and the People's Right to Know." I will read the resolved of the resolution.

Resolution 76A-17-7

Defend the Right to Report and the People's Right to Know

When the United States' founding fathers wrote the U.S. Constitution, the very first amendment they proposed was one to protect a free press. But two and a half centuries later, that concept and the people who pursue it are under attack and sometimes face physical assault.

The NewsGuild-CWA is THE union for working journalists, representing more than 20,000 reporters, photographers, videographers and others. The president has called journalists "the enemy of the people" and "the most dishonest human beings on Earth." We've been arrested during protests in Ferguson, Washington, D.C., St. Paul, Baltimore and elsewhere for the "crime" of doing our jobs.

But it doesn't require coverage of a potentially chaotic scene such as a protest to get us handcuffed. Simply trying to question an official can do that, as happened in West Virginia, where a reporter was arrested for daring to question a Trump Cabinet member. Another reporter was manhandled when he tried to question a Federal Communications Commission commissioner.

A State Department official threatened a CNN reporter, demanding that she reveal her sources. A North Carolina legislator has taken to Twitter, where he criticizes stories he doesn't like by referring to them as being written by the "jihad media."

In May, *The New York Times* reported that former FBI Director James Comey asserted that President Trump urged him to consider arresting reporters who publish classified documents.

Most infamously, then-congressional candidate (and now congressman) Greg Gianforte attacked

a member of the News Media Guild in Missoula, Montana.

Meanwhile, true journalists who report the facts are undermined when the president and others cry "fake news" about stories they don't like or when the president praises the man who believes that the Sandy Hook killings never occurred or that children were sexually abused at a pizza restaurant in Washington, D.C.

Politicians who aim to discredit journalists do so because they want to hold onto power, and we are the truth tellers who stand between them and their attempts to legitimize their reigns. An informed electorate is their biggest fear.

So it is not surprising that an increasing number of corporate interests and governments at all levels in the United States have launched a concerted campaign against the truth, and one of their main targets is the people who search for it.

Attacks on journalism didn't start with the current administration, but they have increased in number and intensity. We must remember that the Obama administration was no friend of a free press either. Among other infractions, Obama's Justice Department threatened for seven years to jail New York Times reporter James Risen because it wanted him to testify at the trial of a former CIA officer.

The right to report is crucial to the health of a democracy. It is the citizenry's right to be informed, a right that is becoming increasingly endangered in the current political climate. U.S. leaders used to mock dictators of other nations who were so insecure in their hold on power that they would shut down a free press.

Today, more and more officeholders in the United States seem to be embracing that philosophy.

The NewsGuild-CWA calls on all of CWA to support journalists, their right to report and the First Amendment.

Journalists are facing unprecedented attacks -- including physical assault, arrest, and restrictions on access to information that was routinely provided just a short time ago.

These attacks are in conjunction with an all-out effort to demonize and discredit journalists and the truth they seek to tell.

The attacks threaten the very foundation of our democracy. They impede the people's right to know and undermine our ability to hold our government accountable.

Resolved: CWA supports The NewsGuild-CWA sector's efforts to fight the attacks on journalists and the First Amendment.

Resolved: CWA supports national and state legislation that would make it a felony to assault journalists, including reporters, photographers, and videographers, and supports expansion of state shield laws.

Resolved: Journalists must be allowed to cover public events, report on protests, and question officials without fear of arrest or other forms of intimidation.

Resolved: CWA will work with The NewsGuild-CWA to promote alliances among groups that support journalists' ability to perform their work unfettered.

Resolved: CWA supports passage and enforcement of, and adherence to, Freedom of Information laws at the federal, state, and municipal levels.

Mr. President, the Resolutions Committee moves the adoption of Resolution 76A-17-7 entitled, "Defend the Right to Report and the People's Right to Know."

PRESIDENT SHELTON: On the "Motions" mike, Delegate Dabkowski.

DELEGATE COLIN DABKOWSKI (TNG-CWA Local 31026): I move to amend this resolution, to broaden it to include all media employees of CWA. It's not just TNG-CWA members or journalists who are under attack; it's all of our media employees, and it's democracy itself. So it's time for all media sectors of CWA to come together in solidarity to defend their rights and the safety of media workers.

So I move to amend the resolution to strike, on Line 5, "The News Guild-," to have that sentence start with just "The CWA."

On the second page, strike the language, "CWA calls on," and replace it with "and NABET sectors of CWA call," to make that sentence read, "The News Guild and NABET sectors of CWA call on all of CWA to support journalists and their right to report and the First Amendment."

Finally on line 64 and 74, move to strike "the News Guild-CWA's," and replace that in both of those lines with "the Media Sectors". That's it.

PRESIDENT SHELTON: Thank you, brother. Is there a second?

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

PRESIDENT SHELTON: There is no need for a vote because the Committee has accepted the amendment as a friendly amendment. So we will go to the "For" microphone, Delegate Hill.

DELEGATE JOHN HILL (Local 31041): I would like to ask everybody here to think back the past couple months on how the United States Senate deliberated on the best way to take away our health care. They set up a 13-member millionaire boys club that told us to sit down, shut up, and just wait for them to come out of their smoke-filled room when they would then tell us what they decided was best for us.

There were no hearings, there were no briefings, there was no seeking opinion from the rest of us. That's because they know the only way they can win is if they can work in secret.

Since the inauguration of the President of the United States, we have been subjected to an avalanche of revelations of the administration's lies, double-dealing and corruption. But it hasn't been the Congress, its committees, or the Attorney General who has been telling us about this. It's been journalists, like the members of NABET and the News Guild whose delegates are here in this room with us. They are the ones who have been keeping us in the know. It's the one percent's absolute thirst for secrecy that has prompted them to begin a war against our right as citizens to know.

And one of the main targets in this war is journalists. I have been a reporter for 30 years, and I can tell you lying and evasion have always been par for the course when you try to find out what the rich and powerful are up to. But in the last couple years, and especially recently, they have added a new tactic -- violence. Make no mistake, they are coming for us.

Everyone in this room, I'm sure, knows about the attack by the Montana Republican Congress

candidate who body-slammed a News Guild member to a table simply because that reporter had the nerve to ask him how he would vote on a health care bill.

And he isn't alone. Throughout this year in the United States, 11 journalists have been physically attacked just for asking questions, just for doing their jobs.

And it isn't just in the United States. Attacks on journalists have escalated to the point in Canada where our brothers and sisters at the CBC routinely have to take private security with them -- bodyguards, for the love of heaven -- just to go out and cover a story.

The resolution before you calls for laws that will make it a felony to attack a journalist, like those at NABET and the News Guild, while he or she is simply doing their job. This is necessary because such attacks are not merely an attack on another person; they are an attack on our right to know what the powerful in our government are up to, and it's an assault on the First Amendment of the United States Constitution.

If our enemies are going to resort to violence in their effort to silence us, the consequences of that crime must escalate as well. Thank you. (Applause)

PRESIDENT SHELTON: On the "For" microphone, Delegate Rosenkrans.

DELEGATE NOLAN ROSENKRANS (Local 34043): Hello, brothers and sisters. I am President of the Toledo Newspaper Guild, CWA Local 34043. I am honored to stand before you today and ask for your support of this motion.

CWA is uniquely positioned and has a unique responsibility to fight back in the struggle detailed in this resolution. We represent real news, real journalists. We are not the enemy of the people; we are the voice of the people.

Our union fights not just for better pay and benefits and working conditions for our members at newspapers and websites and TV stations in the U.S. and Canada; we fight for better, more ethical journalism.

Our members are not just on the front lines fighting against hedge funds, greedy corporations, and inept publishers who are attacking the industry from within by slashing staff and budgets, eroding our ability to do our jobs; we are fighting against a president who uses outrageous attacks on our members for his own disingenuous purposes.

We are fighting against the fake news bullshit, reminding our communities that guild members are professionals and that a guild CWA shop and a NABET shop is a real news shop. (Applause)

While many may know the high profile cases of CWA and NABET guild members being attacked or arrested at national events, you may not have heard about the regular abuse that reporters face at political rallies or other routine events. My members in Toledo have been cursed at, threatened, and spit upon simply for doing their jobs, and they have done that, by the way, after not getting a raise in 15 years.

Certain political factions have made the craven decision to attack one of our most fundamental civic values -- freedom of speech and of the press -- for their own benefit and to the detriment of our society. The attack on independent journalism and journalists is in danger of escalating, putting the First Amendment itself at risk. Authoritarian regimes regularly arrest, assault, and kill journalists around the world for exposing corruption and injustice. We must act now together to fight back.

The proud members of the News Guild and NABET are standing up against these attacks before we reach a point of no return. I stand here today to say I won't back down, and the members of this union won't back down. We ask all our brothers and sisters in CWA to stand shoulder-to-shoulder with us in this fight because, as we have heard today and yesterday, when we fight, we win. Thank you. (Applause and cheers)

PRESIDENT SHELTON: Delegate Rosenkrans, I'm shocked and appalled by your language. (Laughter) I'm only kidding.

So, brothers and sisters, we are going to vote on the resolution. The resolution that is before you is 76A-17-07, "Defend the Right to Report and the People's Right to Know." All those in favor of the resolution, please raise your hand.

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

I would like to thank the Resolutions Committee for your unbelievably hard work. Thank you very much. (Applause)

I would like to call the Appeals Committee to the stage.

As the Appeals Committee is coming to the platform, I just want to read out a couple of items that the 2016 Presidents' Meeting had ordered arbitrated.

Rob Boelk, President of Local 4622, appealed the Executive Board's denial of a case for arbitration to the 2016 President's Meeting, and delegates ordered that the case be arbitrated. The case involved the alleged performance of bargaining unit work by a manager for a period of approximately two weeks. The company and the union agreed to settle that case by payment of \$2,200 to be split among the affected employees, thus the case is now closed. (Applause)

Dominick Patrignani, President of Local 81359, appealed the Executive Board's denial of a case for arbitration to the 2016 Presidents' Meeting, and delegates ordered that case be arbitrated. The case involved the upgrade of a member, Thomas Fogarty, based on seniority and the subsequent revocation of that upgrade because Mr. Fogarty had not yet achieved an "A" rating as the company alleged was required by the contract. This case is still waiting scheduling for a hearing.

The Committee.

DELEGATE CORI GAMBINI (Local 1168, Chair):

REPORT OF THE APPEALS COMMITTEE

The Appeals Committee convened August 3 through August 6, 2017, at the Omni William Penn Hotel in Pittsburgh, Pennsylvania, 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 August 5 through August 6, 2017, between the hours of 2:00 p.m. and 6:00 p.m. Outside of these hours, the Committee was available by appointment.

I would like to thank the Committee members: Johnny Hernandez, President, CWA Local 3112; Sarah Harreus, President, CWA Local 6450; Orange Richardson, President, CWA Local 9410; and

Donald Alire, President, CWA Local 7076, 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.

Please note: Appeal No. 2 has been withdrawn. The Committee was notified early this morning.

For the purpose of reporting on Appeal No. 1, the Chair calls on Johnny Hernandez, President, Local 3112.

COMMITTEE MEMBER HERHANDEZ: Good afternoon.

APPEAL NO. 1

Douglas Grant has appealed the decision of the CWA Executive Board upholding the determination of a Local 1101 Trial Court. The Local Trial Court had found Mr. Grant guilty of certain charges filed against him by Local 1101 member and Chief Steward Bill Nebeling. The appeal is timely and properly before this Convention.

Mr. Nebeling's charges accused Mr. Grant of aggressive, bullying, demeaning, and threatening behavior in violation of the CWA Constitution and the CWA Policy on Mutual Respect. The local's Trial Court found Mr. Grant guilty of those charges, suspended him from membership for a period of two years, and fined him the sum of \$1,000.

Mr. Grant appealed that decision to the Local Executive Board. The Local Executive Board partially granted his appeal, dismissing one of the charges against Mr. Grant, but upheld the Local Trial Court's verdict that Mr. Grant had violated the CWA Policy on Mutual Respect. Mr. Grant then appealed to the CWA Executive Board which upheld the local Trial Court's decision, but vacated the \$1,000 fine.

Mr. Grant's appeal to this Convention raises the same issues that were addressed by the CWA Executive Board. The issues Mr. Grant raises include the following:

1. The bailiff and court reporter interjected themselves into the proceedings and were leading the witnesses;
2. The prosecutor entered hearsay evidence in the form of witness statements into the trial;
3. Refusal to allow cross-examination or entry of a videotape of an interview with Kevin Condy and Keith Purce;
4. The trial judge allowed the prosecutor to coach witnesses and spoke to them while on the witness stand;
5. Collusion between the Local Executive Board and the accuser;
6. Failure of the prosecutor to provide witness statements prior to the trial and failure of the prosecutor to make the Local Executive Board available to testify;
7. The trial judge was biased and unfairly prevented Mr. Grant from presenting a proper defense and stated, "This is not a court of law";
8. The prosecutor failed to provide proper sequestration of witnesses in that he allowed "witnesses to confer with each other after giving testimony;"

9. Bailiff Pete Torres sat with the jury during its deliberations; and
10. Witness statements were written before the charges were filed.

The CWA Executive Board addressed each of these procedural arguments in detail. The CWA Executive Board ultimately concluded that none of Mr. Grant's procedural arguments had merit. Based on prior CWA Executive Board decisions, the CWA Executive Board declined to disturb or second-guess the decision of the trial court on questions of credibility. As the CWA Executive Board has previously held:

"As a threshold issue, however, we note that many of the Trial Court's decisions in this case come down to issues of credibility -- who is to be believed. Absent extraordinary evidence to the contrary, we will not disturb such determinations. The Trial Court was present at the hearing and could view the demeanor of witnesses as they testified. Their determinations on credibility issues are entitled to great deference. As an appellate body, it is not our place to substitute our own determinations for that of the Trial Court, and we decline in this case to do so in this case.

(As stated in the appeal of Andrea Montoya, CWA Executive Board Minutes, May 1996)

The CWA Executive Board has also previously ruled:

It is the Trial Court which is charged with conducting the trial, judging the credibility of witnesses and, ultimately, determining the guilt of the accused. Absent some procedural irregularity sufficiently egregious to conclude that due process was violated, the CWA Executive Board will not "second-guess" the decision of the Trial Court.

(As stated in the Appeal of Sean McKenna, CWA Executive Board Minutes, January 2002)

The CWA Executive Board also found that the fundamental standards of due process had been met and that the evidence presented at the trial was sufficient to find Mr. Grant guilty of "aggressive, hostile, threatening, and demeaning behavior."

The Appeals Committee, after a thorough review of this matter and meeting with Mr. Grant and Local 1101 President Keith Purce, agrees with the CWA Executive Board that the behavior at issue has no place in our union and does violate the CWA Policy on Mutual Respect. Accordingly, the Appeals Committee recommends that the decision of the CWA Executive Board be upheld and the appeal of Douglas Grant be denied.

PRESIDENT SHELTON: On the "For" microphone, Delegate Richardson.

DELEGATE TERRY RICHARDSON (Local 2336): Thank you, President Shelton.

Delegates, I stand with the Appeals Committee that this appeal should be denied. At no time should our grand union condone and allow the bullying of our members, whether it's by an employer or another member. And this situation is even more egregious due to the fact that the member who was being bullied is a disabled member.

The CWA policy on mutual respect must be followed by all of our members, and we must stand together to fight those members' employers that try to take back our hard-fought victories, not fight amongst ourselves and allow any member to be bullied and intimidated by any of our sisters or brothers. Thank you.

PRESIDENT SHELTON: On the "Against" microphone, Delegate Clemmons.

DELEGATE ARTHUR CLEMENS, JR. (Local 7800): I want to start by saying, I don't know Doug Grant. I didn't know him before I got here and wouldn't call him a friend, but when I look at the paper he handed me, I had to read it over and say, "Is this really something that we would want one of our members to no longer be able to vote and be a member in bad standing?"

I personally have questioned my leadership many a time. If that was reason enough to become a member in bad standing, I wouldn't be here today. I don't know if he bullied him, but I know there were procedural errors. And I'm going from what the Appeals Committee gave me as well as a couple things off of what he gave me.

He should be able to question his leadership. If his leadership is not responding, he should be able to question them again. He pointed out something -- and I'm not positive how this works, I will be honest -- that the Constitution requires that all charges contained in an allegation and the date of the allegation within 60 days of when you became aware.

He says that the charges did not have a date of the allegation. I don't know if the committee can address that, but if so, we can't allow our members to be disenfranchised for standing up for their right for union representation. Thank you. (Applause)

PRESIDENT SHELTON: On the "For" microphone, Delegate Benitez-Burgos.

DELEGATE LUIS BENITEZ-BURGOS (Local 3010): Buenos tardes. I don't know each party either, but I had a little bit of experience dealing with trial courts, so I believe it is my responsibility to come here and speak for the recommendation of the Appeals Committee.

First of all, there are four recognized procedural rights that an accuser has, which is the only thing that we should examine based on what he said, and those rules are part of different decisions from federal courts interpreting the LMRDA.

First of all, the hearing must be based on the same offense charged in the notice. Mr. Grant is not saying that he was not informed of the charge. In fact, he even said in the paper that the charge is stating that he continuously bullied the accuser. So, he even admits in this paper he gave that he was informed of the situation that brought the charges.

The second thing is that, once you receive those charges, the union must make the decision based on those charges. And based on the information that we have here, that was reviewed by the Local Executive Board, by the CWA Executive Board, and by the Appeals Committee, it seems that the decision was based entirely on the notice of the information that he was charged for. In fact, there were two aspects that were revoked from the previous determination.

On the other hand, he has a right to a full and fair hearing, which has been interpreted that the Trial Court must follow the CWA Constitution, the Uniform Operations Procedure Manual, and the Local Bylaws. There is no contention here that the Trial Court didn't follow either of those. If the union would have not followed its own rules, then it would have been possible to have withdrawn that, but there is no issue here.

On the other hand there are things that worry me. For example, he said that he was not allowed to cross examine a videotape. I have no idea how you cross examine a videotape. You cross examine witnesses but not a videotape.

"There were collusions with the Local Executive Board," yet the Local Executive Board partially granted one of his appeals, so how was there collusion there?

"The Trial Judge allowed the prosecutor to coach witnesses." How? Why? When? We don't have that information.

"Failure of the prosecutor to provide witness statements prior to the trial and of the prosecutor to make the Local Executive Board available to testify." He has a right to bring his own witnesses. It's in the CWA Constitution. It's not something for the prosecutor to do. It's like telling the U.S. Attorney that he has to bring witnesses in favor of an accused.

"Proper sequestration, hearsay." This is a union procedure. We don't even have hearsay rules in arbitration, let alone in a Trial Court process.

But last, when I was handed this paper, there is a video that I saw, and I didn't see anything related to this. I saw an entirely different situation. I don't know what he is saying that the video is of the incident. I never saw the victim of this case in the incident. In fact, the name in the video is somebody completely different.

So I have to say there is no reason to revoke this decision. I stand by the Appeals Committee, and I urge each and every one of you to approve and to vote "yes" for the Appeals Committee recommendation. Thank you. (Applause)

PRESIDENT SHELTON: On the "Questions" microphone, Delegate Brown.

DELEGATE DEB BROWN (Local 3706): I have a question for the Appeals Committee. Did Douglas Grant visit the Appeals Committee to present his case?

COMMITTEE MEMBER: He did.

PRESIDENT SHELTON: You are entitled to another question.

DELEGATE BROWN: Did Douglas Grant present videos, tape recordings to the Appeals Committee?

COMMITTEE MEMBER: We had them as part of the case file. So we listened to five and a half hours of audio tape and approximately 15, 20 minutes of videotape.

DELEGATE BROWN: Thank you.

PRESIDENT SHELTON: On the "Motions" microphone, Delegate Packer.

DELEGATE VALERIE PACKER (Local 7621): I make a motion to call for the question. (Applause)

. . . Seconded from the floor . . .

PRESIDENT SHELTON: There is a motion to close debate. It has been properly seconded. All those in favor of closing debate please raise your hand.

Down hands. Opposed by like sign.

Debate is closed.

We are now going to be voting on Appeal No. 1. The recommendation of the Appeals Committee is that the decision of the CWA Executive Board be upheld and the appeal of Douglas Grant be denied. All those in favor, please signify by raising your hand.

Down hands. Opposed by like sign.

The recommendation of the Appeals Committee is adopted. (Applause)

I would like to thank the Appeals Committee. I know that you did a fantastic job, because I know how many appeals you started with and how many that actually got here, and that's a great job. And I know you worked very, very hard until late at night and really outdid yourselves. So thank you very much. (Applause)

I would now like to call on Vice President Linda Hinton to present the PAF awards.

VICE PRESIDENT HINTON: Thank you, President Shelton.

Before I begin, for those of you who have been notified that you will be getting an award, please gather to the left of the stage.

The CWA Political Action Fund awards recognize the outstanding PAF fundraising efforts of our locals and districts. While everyone will not get an official award I want to thank every one of you for the commitment and work that you put into building our Legislative and Political Action program every single day.

The dollars we raise through PAF are a critical component in making our union stronger and more impactful on key political and legislative fights. We certainly cannot compete with the endless flow of money being funneled into the system by the wealthy, corporate donors, and the Chamber of Commerce, but when we match our PAF funds with our true strength of volunteerism and feet on the street, we are a force that cannot be ignored, demanding our elected officials be responsive to the needs of working families.

There is no greater example of our strength over the past two years than the defeat of the Trans-Pacific Partnership. By combining our financial resources raised through the Political Action Fund with a massive grassroots mobilization of our membership, CWA has become recognized as a national force in important political fights by members of Congress, our brothers and sisters across the Labor Movement and like-minded organizations, and as the leading entity that prevented the TPP from becoming the law of the land. Every single local from our union was involved in this fight, and for this, you should give yourself a round of applause. (Applause)

The 2016 election cycle was an exceptional year for the growth of the CWA political program. Through our dedicated activists and field staff, we not only met our political program goals but broke numerous CWA records.

You mobilized over 5,500 unique volunteers, completed more than 24,000 shifts, and raised more than half a million dollars in new Political Action Fund revenue. From 2012 to 2016, PAF has continued to increase, even though we experienced a small decline in membership which is beginning to turn around with our CWA STRONG campaign and organizing efforts.

Before 2012, our PAF program was losing, on average, 3.8 percent annually. Since implementing

the Political Activists Leadership Development Program that includes the Political Boot Camps, we have increased PAF every year by an average of 3.5 percent.

At this rate, CWA is on track to achieve 4.1 million dollars in annual PAF revenue by the end of 2018, and 4.4 million by the 2020 election cycle. But to continue this trend, we must engage our membership and speak to the importance of the Political Action Fund and what it allows for us to achieve as a union.

Each year we continue to work towards building our Movement and making our union stronger. Our consistent member engagement through the political boot camps and legislative trainings, along with your commitment to continuing the growth and viability of the PAF program, will lead to CWA being stronger and more impactful on important political and legislative fights that benefit working families across the country.

For this important work, we'd like to present a few awards. The list of CWA Political Action Fund Honor Locals is in your Convention packet and will be incorporated in the Official Convention Proceedings.

This year's awards recognize outstanding achievement in political action during the combined calendar years of 2015 and 2016. But we should also take this moment to give everyone a round of applause for the tremendous work done in every local throughout CWA. (Applause)

Sisters and Brothers, this year, once again, there are two districts that stand out from the rest. Between them, they raised over 3.9 million dollars, or over half of the total PAF revenue during the previous two years. Guess which the two districts are -- no surprise here -- District 1 and District 6. (Applause)

Let's start with District 1. Would Dennis Trainor, District 1 Vice President, join me at the podium, please? Dennis, your district has won two local awards and two district awards. Let's start with the local awards.

Would Local 1395 President Thomas Lane join us at the podium? Congratulations, Thomas. Your local has done a wonderful job at getting your members to contribute to PAF. Local 1395 has the highest percentage of members contributing to CWA-PAF at \$1-plus per week. Local 1395 has achieved 88.1 percent of its members contributing to PAF during the previous two years.

Join me in congratulating Thomas Lane and all of the officers and members of Local 1395. (Applause and cheers)

Would Local 1101 President Keith J. Purce join us at the podium please? Congratulations, Keith. Your local once again has done a wonderful job at raising PAF funds. Local 1101 had the most members contributing to CWA-PAF at \$1 plus per week. Local 1101 had an average of 1,215 members contributing to PAF during the previous two years. Wow! (Applause)

Let's congratulate Keith Purce and all the officers and members of Local 1101. (Applause)

Now, on to the two district awards won by District 1: District 1 raised the most PAF dollars during 2015 and 2016, for a total of \$2,262,128 dollars. (Applause)

District 1 also has the most members contributing to PAF at \$1 or more per week with an average of 10,329 contributors. Let's express our appreciation and congratulations to Dennis and all the staff, officers, and members in District 1 for their great work. (Applause)

Now for District 6: Would Vice President Claude Cummings please join me at the podium?

District 6 has one local award and one district award and has a long history of great Political Action Fund fundraising efforts. Let's start with the local award.

Would Local 6215 President Nancy Brown please join us at the podium? (Applause) Local 6215 has contributed the most to PAF from 2015 and 2016. Local 6215 has contributed \$271,389 to PAF during the last two years.

Please join me in congratulating Local President Nancy Brown, all the staff, officers, and members of Local 6215. (Applause)

Now for the district award. The district with the highest percentage of members contributing to the CWA-PAF fund: District 6, with an average of 19.45 percent of its members contributing to PAF wins the award for highest percentage of members contributing to PAF. Let's congratulate Claude. Join me in congratulating District 6 staff, locals, and members for a job well done. (Applause)

Again, let's thank once more the folks up here who received awards, and also the staff, officers and members of these districts for their continued excellence and achievements. (Applause)

We would also like to take just a moment to thank all the CWA locals that work to improve the PAF program. A big "thank you" to local presidents, officers, staff, and all members that contribute to PAF and continue to make our union stronger each and every day. In solidarity. (Applause)

PRESIDENT SHELTON: Thank you, Linda, and thank you to Claude and Dennis and the locals from District 1 and District 6 for doing an amazing job with PAF.

On the "Motions" mic, Delegate McCann.

DELEGATE RICK McCANN (Executive Director and Chief Labor Representative, Nevada Association of Public Safety Officers, CWA Local 9110): I wish to move this body to adjourn the 76th CWA Convention and bid farewell to this wonderful city of Pittsburgh, Pennsylvania, which happens to be my home state. And I proudly invite this body and the Executive Board and everyone in here to the 77th Convention to be held in Las Vegas, Nevada. (Applause and cheers)

Remember, brothers and sisters, remember: "What happens in Las Vegas stays in Las Vegas," except what we show on the big screens here. Thank you and please be safe. (Applause)

PRESIDENT SHELTON: All right. I have a motion to adjourn. It does have precedence, but there are a number of people at the "Privilege" mic. With the consent of the Convention, I would like to hold the motion to adjourn in order to recognize some of the delegates who have something to share with this Convention. These are not motions, they are privileges.

I hear remarks that that's okay. Is that okay? I will recognize them without objection.

On the "Privilege" mic, Delegate Marsden.

DELEGATE DIRK MARSDEN (Local 7621): I would like to just have a point of privilege. I don't know how many of you are aware or how many you eat Oreo cookies. Chicago had a visitor to our AFL-CIO meeting, and he was one of the 600 people who got laid off from the plant. They moved it to Mexico. Check your label on your Oreo cookies and all of the Nabisco products to support those brothers and

sisters, please. (Applause)

PRESIDENT SHELTON: Delegate Piercy.

DELEGATE LANELL PIERCY (Local 4252): I would personally like to take a moment of privilege to thank a few people. First of all, we are losing some staff reps. Martha Flagge retired from the T&T. She put a lot of blood, sweat, and tears into being a staff rep. We are going to miss her.

I'm going to Miss Hetty Scofield from District 4 -- great staff person, great friend, great human being. (Applause)

Jerry Schaeff, also a wonderful man, a wonderful unionist, and a great guy.

But I would also like to thank -- there are some folks that do the behind-the-scenes work at our conventions and meetings. They are retiring, and I believe that we all should stand and thank these folks for all the work they do -- Mark McCain, Glenn Green, Laura Archer, and Torree Wade. Thank you all for all of your service. (Prolonged applause)

PRESIDENT SHELTON: Delegate Blackburn.

DELEGATE DAVID BLACKBURN (Local 7050): Brothers and sisters and the Executive Board, in an effort to better inform and educate the union and its members, I respectfully request that the national reinforce Robert's Rules of Order training at their New Officers Training schools and at their district meetings so that we can run more efficient meetings, and I would appreciate your support in that. And also, if we get a readout of how that is going at the next Presidents' Meeting. Thank you very much for your support. (Applause)

PRESIDENT SHELTON: Delegate Fox.

DELEGATE MAGGIE FOX (AFA-CWA Local 27056): Before I begin, President Shelton, I ask your permission to allow the rest of my MEC to join me on the delegate floor.

PRESIDENT SHELTON: I'm sorry, Delegate Fox. We can't have folks that are not delegates on the floor of the Convention.

DELEGATE FOX: Thank you.

President Shelton, members of the Executive Board, brothers and sisters, as most of you know, Mesa flight attendants have been struggling for over five years, three of them in mediation, for a fairer contract against one of the most oppressive management out there. We fight every day against astronomical attrition and constant threats to our jobs. After months of hardcore mobilizing, we were able to turn an apathetic membership around to produce a 99.6 "yes" vote to strike.

We cannot fight this battle without the support of CWA. On behalf of the Mesa MEC and all Mesa flight attendants, we would like to express our heartfelt gratitude for the outpouring of encouragement, support, and love to each and every one of you.

We would also like to extend a special thank you to Staff Representative Paul Casteneda and the District 7 Locals of Arizona for putting together and staffing the picket on April 25th at Phoenix Sky Harbor against United Airlines and American Airlines for their business model of pitting regionals against each other for contracts which helped keep Mesa flight attendants on the bottom of the pay scale. With heartfelt gratitude, thank you to each and every one for your support. (Applause)

PRESIDENT SHELTON: Delegate Kermish.

DELEGATE LISA KERMISH (Local 9119): I am here asking for help from my CWA family. My friend, our former treasurer, and now the right-hand person to Secretary-Treasurer Steffens, Elizabeth Wilks, needs our assistance. On May 24th, Elizabeth's youngest son Zachary left home in Central California to drive to meet with family in Las Vegas. That was the last time he was seen.

Searches have been conducted by his many friends, his family, and the authorities. Foot searches, aerial searches, drones, and other methods have been used, but there has to this point been no sign of Zachary or his car.

If you are a parent, if you have people you love, you are imagining right now the pain Elizabeth and her family are going through. How can you help? We are asking you to contribute money so that more drone searches can be conducted and so that other leads can be developed and followed up on.

We were going to pass the hat, but it seemed a little bit complicated. So there is a "Go Fund Me" page that is set up. And if you go to gofundme.com, you could type in "Find Zachary Wilks." We will also make this information available to locals because I am right now committing the resources of the Secretary-Treasurer's office to do so. Thank you, Sara, in advance.

If people want to write checks, they can write checks directly to the drone company, which is Digital Eagle Eye, and we are happy to collect checks or you can send them care of the Secretary-Treasurer's office.

This is an unusual request, and it's an unusual circumstance. This is our union sister. I know that my CWA brothers and sisters are always incredibly generous, and I know that you will be generous again. Nobody should have to go through this type of uncertainty and agony, and it certainly shouldn't happen to my friend and our union sister. I ask for your assistance, and if you want more information, seek me out like a dirty dog. Thank you.

PRESIDENT SHELTON: Delegate Smolowitz.

DELEGATE DAWN SMOLOWITZ (Local 3179): During the "In Memoriam" presentation, we noticed that our brother, Jesse Krowsky, Executive Board officer for Local CWA 3179, had not been included.

While at the AFL-CIO office in Tallahassee, Florida, fighting for working families of our brothers and sisters, Jesse collapsed and had a massive heart attack and passed away. His loss has been greatly felt by our local and those of District 3 who worked with him. We thank you very much for this opportunity to recognize a wonderful and dearly missed brother of Local 3179 who passed away January 2015.

PRESIDENT SHELTON: Delegate Reese.

DELEGATE CALEB REESE (Local 7803): I am here to ask for some donations for our president. Over the 4th of July weekend, President Darrin Hartman received second and third degree burns while rescuing a woman who was falling into a campfire. He is still not back to work and is facing a long rehab.

Thank you, brothers and sisters, and I believe staff is going to come around with the bags.

PRESIDENT SHELTON: Would the Sergeants-at-Arms please go through the audience and take a collection?

Delegate Ramirez.

DELEGATE JUAN RAMIREZ (California Federation of Interpreters, Local 39000): Thank you for this privilege, President Shelton. And thank you to all the delegates and all in attendance at this Convention.

I bring greetings to you from our first and only existing interpreter-only local. As a delegate of the California Federation of Interpreters, I would like to report that at our News Guild Conference on August 6th of 2017, the News Guild adopted a resolution submitted by Local 39000 to the effect that interpreter certification shall be a best practice and industry standard to be upheld and promoted in all contracts for the use of interpreters in legal and health settings where certifications apply. Whenever possible, the Guild will also promote certifications, that they will be enforced and espoused within the proper jurisdictions.

This is a requirement that safeguards applicable contracts to uphold the stringent requirements of certification, and also to avoid the undercutting of standards and of contract rates when agencies sometimes try to use less qualified interpreters or even outsource to avail themselves.

Perhaps more importantly, the vital services protected by a resolution such as this are essential to the life and welfare of the many millions of Americans for whom English is not their first language and who depend on these services. Their participation in civic life and access to essential services requires proper and qualified language access services. In this very Convention, we have union brothers from Puerto Rico whose participation was facilitated by the services of a Spanish interpreter.

Our Local 39000, the California Federation of Interpreters, continues to champion the protection of language access as a fundamental right and proper practice to further the industry. We have also heard earlier today from fellow Delegate Milos, who talked about issues from the call center model that have an impact on the working conditions of interpreters.

Interpreters, we do talk for a living, but sometimes we could benefit from the assistance of CWA and our union brothers and sisters to advance and improve our work conditions. So I am suggesting that perhaps a committee on interpreter issues or a caucus that would allow us to have nationwide forging of alliances, would allow us to better network and better facilitate, and it would help us eventually to better mobilize in this vital industry, which is a growing industry, and this would allow us to join in across this vast nation.

With this I close, and I want to suggest with my remarks that we continue to urge for services that often go unnoticed but are fundamental to the working of our democracy. Thanks, everyone. (Applause)

PRESIDENT SHELTON: Delegate Carpenter.

DELEGATE AARON CARPENTER (Local 4372): Thank you, Brother Shelton.

Brothers and sisters, I come to you today with a heavy heart. We work for Frontier Communications in District 4. We are asking for employment security for our membership at our call center in Wisconsin. We have united to support our members in Sudbury, and we need to secure that American Dream that they have the right to work and make a living and support their families.

Lately, Frontier has been, you know, taken from us, and we have heard a lot about "CWA

STRONG" for the last three days, and we passed a resolution about call centers. So I come to you to ask for your help in helping us fight back against Frontier because, without you, these people won't have a job. The thing that we can do is bring the full weight of the CWA's power and influence to bear on Frontier.

And the second thing I ask is, on Friday, August 18th, if it's possible, please wear black to support those members in Wisconsin.

In conclusion, I think it's important to note that, if we are able to stand with this call center, it would certainly send a message to Frontier, and I reach out to all of you in that fight.

I want to leave you with a quote, "The only thing necessary for evil to triumph is for good men to do nothing." Edmund Burke. Thank you. (Applause)

PRESIDENT SHELTON: Delegate Kirby.

DELEGATE WESLEY KIRBY (Local 3176): I am here to ask for assistance for my Local President, Mike Maldonado. Last week, he fell ill very quickly and wound up in the hospital and had surgery on August 3rd, and they removed two tumors from him. We don't know at this time if it's cancer or not. But this is going to hurt him and his family financially, so we are just asking for support with some donations.

I want to thank, again, District 3, my brothers and sisters in District 3. I asked for support last night, and it was so overwhelming, the support we received. So I was hoping we will be able to get the same support in the Convention. Thank you.

PRESIDENT SHELTON: Would the Sergeants-at-Arms make another collection, please?

Delegate Barlow.

DELEGATE ED BARLOW (Local 3204): I want to forewarn everybody, I didn't write this speech. My brother did, so be prepared.

Our local had a 50/50 raffle to raise money for the Pediatric AIDS Foundation at this Convention. I want to personally thank our Local Vice President, Susan Moss, and Yolanda Pearson for raising the money. At the start of the day, we only had \$300. It's believed to me and my brother that, while we were away for lunch, they did a little something strange for some change. I want to report that we raised \$1,243 today. (Applause)

The local will donate half to the Pediatric AIDS Foundation, and the other half will go to the winner. Thank you to everyone who participated, and the winning ticket is, ticket No. 179027. I repeat, ticket No. 179027. Thank you.

PRESIDENT SHELTON: Delegate Milos.

DELEGATE ELIZABETH MILOS (Local 9119): Thank you, Mr. President, and thank you all the delegates of CWA. I particularly want to express my gratitude for your patience with me. As a new delegate, I was not aware of many of the procedural aspects, and I thank everyone for being so patient.

I also would like to extend gratitude and thanks and recognition to my colleague Juan Ramirez for providing interpretation to members of the Puerto Rican Delegation. Oftentimes, what is very remarkable about our profession is that a good interpreter, when they are performing their job, is supposed to be

actually invisible, and that necessarily does not help when we are trying to organize. We have this cape of invisibility around us, but that shows that we are a good interpreter when we are invisible.

The other thing that I wanted to inform the members of is that LCLAA, the Sacramento chapter, passed a resolution in support of the Driscoll Agricultural Workers boycott. They are located in San Quintin, Baja, California. I'm sure that there are many members of CWA who are familiar and supportive of Driscoll workers.

I feel the need to inform the members that this August 16th, there will be a tri-national day of action precisely on the day that Trump will be announcing his intentions of renegotiating NAFTA. This tri-national day of action is actually an action to support Driscoll workers and also an action to ask for the cancellation of NAFTA.

This is actually being supported by the LCLAA Sacramento, the National Democratic Independent Union of Agricultural Workers of Mexico, the State, Municipal, and National Alliance for Social Justice of Mexico, UAW 551, SMART YouTube1741, the United Public Workers for Action, and other labor and community organizations.

They are going to be having major actions around Chicago and San Francisco and also in other cities. Particularly they are going to be targeting Trump Tower. So, stay tuned for more information regarding that. And please communicate with Sacramento LCLAA, Labor Council on Latin American Advancement. I really appreciate everyone here, and thank you very much for your patience again. Thank you. (Applause)

PRESIDENT SHELTON: Delegate Salazar.

DELEGATE MICHAEL SALAZAR (Local 7037): I come to you with a heavy heart. While I was in this Convention, I learned of a good-standing member with more than 25 years that had just retired. They found him on the 6th. He had died of a massive heart attack. He leaves two young kids at home. So I just hope that you would all join me with sending thoughts and prayers to them and give him a moment of silence.

. . . A moment of silence was observed . . .

DELEGATE SALAZAR: Thank you very much. His name is Benny Maestas, and it's going to be rough on his children, but we will see what we can do for them. Thank you. (Applause)

PRESIDENT SHELTON: Delegate Dante Harris.

DELEGATE DANTE HARRIS (AFA-CWA Local 29012): Mr. President and our colleagues of CWA, we are in a fight, a "Fight for Ten." I'm sure many of you have heard it, and I am here to talk about a day of action on Thursday, August 10th.

Flight attendants have been in a battle to make sure that we have equal rest as our sisters and brothers in the cockpit. Currently, we can have eight hours rest -- or nine hours reducible to eight -- and that includes all the time that flight attendants are deplaning passengers and checking in for flights. And by the time you get to the hotel, unfortunately, you may have four or five hours of sleep.

So I ask that everyone help us on Thursday, and you can do this from your computer. This is about protecting U.S. jobs, U.S. aviation jobs, and increasing flight attendant rest from eight to ten hours. Take action on Thursday, August 10th. Go to www.afacwa.org/8-10. So please help us out. This is a huge fight. We are trying to get this in the FAA Reauthorization Bill. So please help us out with that.

So can I just hear everyone say, "Fight for 10." "Fight for 10." "Fight for 10." "Fight for 10."
Thank you. (Applause)

PRESIDENT SHELTON: Delegate Wilkins.

DELEGATE MICHAEL WILKINS (NABET-CWA Local 51018): I know we are nearing the end of our day. We will keep this brief and very positive. This is a little thank you in tribute to our Region 2 Vice President Fred Ciaburro. With 63 years of active service with the union, he became a National officer of the NABET-CWA in 1979 and served with distinction until March of this year when he retired at age of 90 -- if you are thinking about age discrimination.

Thank you, Freddie, for everything you have done. Thank you, brothers and sisters. Thank you, Mr. President. (Applause)

PRESIDENT SHELTON: Seeing no one else going to the Privilege mic, but before I take a vote, as is our custom, I would like to share just a few remarks with you.

You know, yesterday, we had what some might call a contentious day. I call it democracy at work. (Applause) Lots of folks on the floor of the Convention disagreed, but we are a family, and families disagree also. And when we disagree, we don't have to be disagreeable and shouldn't be disagreeable. Everyone has the right to their opinion, and their opinion is just as good as anyone else's opinion.

So I just ask that, when we leave here today, we leave here as one union with one purpose, and we all know what that purpose is. So I'm going to remind you of some of the things that I said yesterday in my opening remarks.

First, I want to again give you the famous labor lawyer Clarence Darrow's words which were applied to coal operators at the time, but could be applied to almost any employer.

"The blunders are theirs in this old, old strife. They are fighting for slavery, while we are fighting for freedom. They are fighting for the rule of man over man, for despotism, for darkness, for the past. We are striving to build up man. We are working for democracy, for humanity, for the future."

Brothers and sisters, we are still to this day working for democracy, for humanity, for the future. We are still fighting for democracy in the workplace and in the society. We are still fighting for a more humane life for every working person. We are still fighting for a better future for all working men and women.

This is what's at stake at this moment. This is the challenge we face. This is the task that lies ahead. And I know this: When we are united, when we are committed, when we have a vision, there is no greater power anywhere beneath the sun.

I know that the union makes us strong, CWA STRONG, and that together, we will prevail. Now I want to know, brothers and sisters, are you ready to stand up? (Cheers)

Are you ready to stand together?

. . . The delegates shouted "Yes" . . .

PRESIDENT SHELTON: Are you ready to fight?

. . . The delegates shouted "Yes" . . .

PRESIDENT SHELTON: Are you ready to go to war?

. . . The delegates shouted "Yes" . . .

PRESIDENT SHELTON: Are you ready to kick some ass?

. . . The delegates shouted "Yes" . . .

PRESIDENT SHELTON: Well, brothers and sisters, we will win. Join me in this struggle to take the pledge. Stand at my side, and together we shall overcome all of the obstacles that are before us. Thank you, thank you, thank you. (Applause and cheers)

There is a motion to adjourn that has been properly seconded. All those in favor of adjournment, please raise your hand.

Down hands. Opposed by like sign. Thank you. See you in Las Vegas.

. . . Thereupon, the 76th Convention of the Communications Workers of America adjourned, sine die, at 3:39 p.m. . . .

SPEAKERS INDEX

| DELEGATES | PAGE |
|---|---------------------------|
| ABBOTT, Steve, Local 7108 | 57 |
| ABICHT, Don, Local 3122 | 57 |
| ARNET, Deborah, Local 1133 | 47 |
| BAILEY, Diane, Local 4310 | 110 |
| BACON, Cheryl, NABET-CWA Local 53 | 118,136 |
| BARLOW, Tony, Local 3204 | 151 |
| BENEDETTO, Thomas, Local 1104 | 67 |
| BENITEZ-BURGOS, Luis, Local 3010 | 66,143 |
| BETZ, David, Local 3905 | 134 |
| BLACKBURN, David, Local 7050 | 148 |
| BOELK, Rob, Local 4622 | 53 |
| BOLTON, Lisa, VP, T&T-CWA | 85 |
| BRAICO, Charles, VP, NABET-CWA | 85,86 |
| BROWN, Deb, Local 3706 | 144 |
| BROWN, Nancy, Local 6215 | 33 |
| CARPENTER, Aaron, Local 4372 | 150 |
| CASEY, Deb, Local 2204 | 1 |
| CENTERS, James, Local 3611 | 62 |
| CHASE, Dianne, Local 51024 | 41 |
| CHAVEZ, Joaquin, Local 9119 | 135 |
| CHELIOTES, Arthur, Local 1180, Chair, Defense Fund Oversight Committee) | 21,30,39-40,104 |
| CLARK, Jim, Vice President - IUE-CWA | 122 |
| CLEMENS, JR., Arthur Local 7800 | 63,143 |
| CONNER, Ken, Local 6171 | 44,73 |
| CUMMINGS, Claude, CWA District 6 | 94-100 |
| CUTTER, Jim, Local 2106 | 115 |
| DABKOWSKI, Colin, TNG-CWA Local 31026 | 138 |
| DEMERS, William, Local 9400 | 59 |
| DENNIS, James, Local 4100 | 54 |
| EMBRY, Matthew Local 3310 | 54 |
| ERCANBRACK, Shad, Local 7026 | 65,66,72,73 |
| FEIST, Nick, Local 7200 | 49 |
| FOX, Maggie, AFA-CWA Local 27056 | 148 |
| FROST, Mike, Local 9003 | 52,59,60,62,104 |
| GALLARDO, Kim, Local 4123 | 16,17,108,111,115,118,134 |
| GAMBINI, Cori, Local 1168, Chair, Appeals Committee | 140 |
| GARDLER, Jim, District 2-13 | 31,76 |
| GENDRON, Michael, Local 1108 | 82 |
| GIFFORD, Joan, Local 9505 | 34 |
| GONZALES, Robert, Local 7011 | 48,49,53,57,77 |
| HARMON, Bradley, Local 6355 | 54,60,61,79 |
| HARRIS, Dante, AFA-CWA Local 29012 | 152 |
| HATCH, Richard, Local 2201 | 98 |
| HAYES, Tony, IUE-CWA Local 86782 | 20 |
| HEISEY, Jeff, AFA-CWA | 39 |
| HERNANDEZ, Johnny, Local 3112 | 141 |

| | |
|---|-----------------|
| HILL, John, Local 31041 | 138 |
| HINTON, Linda, Vice President | 145 |
| HOGUE, Robert, Local 9423 | 23,71 |
| JACKSON, Clyde, Local 83770 | 62 |
| KAZISKA, Frank, Local 88612 | 57 |
| KALMIJN, Jelger, Local 9119 | 18,75,76,77 |
| KERMISH, Lisa, Local 9119 | 51,149 |
| KEARNEY, Phil, TNG Local 37082 | 55 |
| KIRBY, Wesley, Local 3176 | 151 |
| KNAUB, THOMAS, LOCAL 54048 | 56 |
| KRAMER, RAY, LOCAL 6201, Chair, Retired Members' Council | 92,94 |
| KRUEGER, Marge, Chair, Credentials Committee | 15 |
| LANE, Tom, Local 1395 | 65 |
| LEWIS, John, Local 83761 | 38 |
| LIEBTAG, Adam, Local 1036 | 73,74 |
| LINDSAY, Sheila, Local 32035 | 57 |
| LUDWIG, Shawn, Local 1038 | 111,134 |
| LUGO, Judy, Local 6186, Chair, Rules & Resolutions Committee | 108,109 |
| LUTZ, Brian, IUE-CWA Local 84717 | 114 |
| MAHLE, Robert, Local 6222 | 78 |
| MARSDEN, Dirk, Local 7621 | 147 |
| MARTELL, Timothy, Local 1096 | 44,56 |
| MARTINES, Rich, Local 7400 | 50,109 |
| MAYHEW, Joseph, Local 1103 | 81,82,121 |
| McCANN, Rick, Local 9110 | 147 |
| McCLAY, Jamie Lynn, Local 7040 | 78,79 |
| McNAMARA, Ken, Local 1037 | 30 |
| McNULTY, Shaun, Local 21006 | 80 |
| MIDDLETON, Gloria, Local 1180, Chair, Civil Rights & Equity Committee | 95,135 |
| MIKELL, Vera, CWA EVP | 123 |
| MILOS, Elizabeth, Local 9119 | 22,117,151 |
| MONDGRAGON, Lou, Local 9416 | 58,59 |
| MONTALBANO, Kathryn, Local 1298 | 67,82 |
| MOONEY, Edward, Vice President | 4 |
| MURRAY, Gerald, Local 6507 | 61 |
| NELSON, Sara, Vice President-AFA-CWA | 101-105 |
| O'HANLON, Martin, VP, CWA-Canada | 85 |
| O'MEARA, Bill, TNG-CWA Local 31003 | 39 |
| OPFER, Shannon, Local 2107 | 110 |
| PACKER, Valerie, Local 7621 | 144 |
| PATTERSON, Keith, Local 3908 | 30 |
| PHILLIPS, Edwin, Local 4340 | 33 |
| PIERCY, Lanell, Local 4252 | 64,65,74,75,148 |
| RAMIREZ, Juan Interpreters Local 39000 | 21,22,150 |
| RAO, Kamala, Local 30213 | 80,81 |
| RATCLIFF, Dave, Local 6012 | 59 |
| REESE, Caleb, Local 7803 | 149 |
| REMSKI, Marisa, Local 9003 | 44,69,70 |
| RICHARDSON, Terrence, Local 2336 | 1,2,13,142 |
| ROBINETT, Dustin, Local 4302 | 120 |
| ROMANOV, Mikhail, Local 32035 | 55 |
| ROSENKRANS, Nolan, Local 34043 | 139 |

| | |
|---|----------------------------|
| RUNNION, Thomas, VP, CWA District 9 | 123 |
| RUSHER, Sandy, Senior Director of Organizing | 127 |
| RYAN, James, Local 13101, Chair, Constitution Committee | 41,58,63,67 |
| SALAZAR, Michael, Local 7037 | 53,152 |
| SHAFER, Lisa, Local 9575 | 72,117 |
| SHEIL, Kevin, Local 1103 | 74 |
| SHELTON, Chris, CWA President | 5,13,29,30,34,131-134 |
| SIMPSON, Chuck, Local 2204 | 84 |
| SKEEN, Glen, Local 4320 | 45 |
| SMITH, Evelyn, Local 6222, Chair, Finance Committee) | 27 |
| SMOLOWITZ, Dawn, Local 3179 | 149 |
| SPINA, Tony, Local 1109 | 76 |
| STANLEY, Glynn, Local 6214 | 40,60,61 |
| STEFFENS, Sara, CWA Secretary-Treasurer | 23,29,34,40,83,106,107,126 |
| SULLIVAN, Dustin, Local 7702 | 79 |
| SUNKETT, Brooks, Vice President, PHCEW | 62,91,94 |
| TOLBERT, David, Local 2106 | 116 |
| TORRES, Peter, Local 1101 | 56 |
| VALDEZ, Cecilia, Local 7026 | 34 |
| VEIT, Kristie, Local 6137 | 113 |
| WADE, Carolyn, Local 1040 | 19,129 |
| WALDROFF, Dale, Local 2911 | 96,97,99 |
| WASHINGTON, Maurice, Local 9400; President, CWA Minority Caucus | 97 |
| WILKINS, Michael, NABET-CWA Local 51018 | 153 |
| WILLIAMS, Jacob, Local 7804 | 100 |
| WILLIAMS, Kenneth, Local 2001 | 54 |
| WOJTOWICZ, Shari, Local 7250 | 40,53,54,67,68 |

GUESTS

| | |
|--|-----|
| FRANKE, Andreas, Former Vice President - Strategic Procurement, ver.di | 86 |
| LYONS, Chip, President/CEO, Elizabeth Glaser Pediatric AIDS Foundation | 106 |
| SNYDER, Frank, Secretary-Treasurer, Pennsylvania AFL-CIO | 2-4 |
| WOLF, Tom, Governor of Pennsylvania | 35 |