Honoring the Leadership and Determination of President Larry Cohen
To Fight “One Day Longer, Each Day Stronger”

For the past ten years, CWA President Larry Cohen has led us, our union, the entire labor
movement and a new and growing progressive coalition of activists in an all-out effort to reclaim
our democracy for working people.

We’re grateful for his leadership, his vision, his willingness to take on the tough fights
and take our union forward. We’re grateful for the tools and tactics he created, the strategies he
pioneered and the alliances he has formed to make us ever stronger.

Under Larry’s leadership, CWA has become the leading voice for bargaining and
organizing rights and for democracy that works for all working people.

After six years of organizing as a public worker himself, Larry led the organizing that
brought 40,000 New Jersey state workers into CWA in 1981. He created The Committee of a
Thousand that built a structure capable of reaching every worker. This “1 for 20” framework
was the foundation of what later would become CWA Mobilization.

In 1986, Larry was appointed CWA’s national organizing director and he developed
organizers and an organizing program unmatched by any union. Echoing his early days in New
Jersey, Larry developed an organizing model “from the inside out,” with workers forming an
inside committee, setting the issues and building support.

He pioneered card check and neutrality contract language that in the late 1980’s at
Southwestern Bell Mobile was the start of now wall-to-wall representation for workers across
AT&T companies, including AT&T Mobility, where today 51,000 workers are represented by
CWA.

In 1987, despite some opposition from within labor, Larry founded “Jobs with Justice” to
bring together progressive groups to fight for workplace justice. Over the years, at rallies, sit-ins
and demonstrations, Larry could be heard saying “We don’t just want jobs, we want jobs with
justice.” Since its creation, hundreds of thousands of JwJ activists have taken the “I’ll be there”
pledge initiated by Larry. Of Jobs with Justice, Larry once said, “Our future lies with the
majority of the American people, and we have to argue and fight our way to make that majority
the real majority.”

In 1998, Larry was elected executive vice president, and in 2005 he was elected president
of CWA.

As head of the AFL-CIO’s organizing committee, Larry pushed for broad initiatives to
benefit all workers. From 2006 to 2009, under Larry’s leadership, CWA and allies worked hard
for passage of the Employee Free Choice Act. Many at first opposed such ambitious reform thinking it impossible. But through his relentless leadership, most of labor got behind the push for EFCA. It passed the House by a strong margin but despite majority support in the Senate, the Employee Free Choice Act never got to the Senate floor for even one minute of debate. The abuse of the Senate rules and a strategy of obstruction by the Senate minority blocked EFCA and some 400 other legislative proposals that were passed by the House.

This tragic defeat for workers’ rights pushed Larry to lead the fight for Senate Rules Reform. Again, there was considerable opposition within the ranks of labor -- many opposed getting involved in what seemed to be a lost cause. But Larry’s persistence and leadership led to meaningful change and a victory over Senate obstruction.

The Senate confirmed a full, five-member National Labor Relations Board, top administrators for the Environmental Protection Agency and the Consumer Financial Protection Bureau and other agencies, and more than 100 judges to key posts, including the District of Columbia Circuit of the U.S. Court of Appeals, the second most powerful court in our nation.

That same leadership was key to gaining better union representation rules for airline workers.

As president, Larry has promoted reform inside CWA and beyond. Under his leadership, convention delegates approved a measure to add the voices and perspectives of local union leaders to the union’s executive board and to broaden the board’s diversity. He worked to stabilize the union’s finances and investments, looking for ways to safeguard what CWA members have built since 1938. He transformed the budgeting system of the union, brought the union finances out of debt and returned the pension to fully funded status.

The Strategic Industries Fund that Larry initiated has enabled CWA to carry out large-scale, strategic campaigns, targeting corporations and fighting back against bad policy initiatives like the Trans-Pacific Partnership trade deal. CWA’s SIF strategy has put our resources to work and enabled us to take on the challenges of today, whether it’s management demanding concessions in bargaining, employers attacking workers rights and a union voice, or a state government trying to strip away pensions and health care.

Internationally, Larry is recognized as the leading voice on organizing and bargaining rights in the U.S. and in how to build alliances with our counterparts around the globe. With ver.di, the union representing T-Mobile and Deutsche Telekom workers in Germany, Larry created TU, a voice for workers at T-Mobile US who are fighting back against that company’s assault on their rights. With ver.di, Larry is rallying German and U.S. elected officials to push DT to end the double standard that has allowed T-Mobile US to fire, harass and intimidate workers who want bargaining rights.

His global vision has resulted in effective alliances with the independent telephone workers union in Mexico and unions representing bank workers in Brazil to help workers organizing in the U.S.
Above all, Larry is an activist and fighter. He understands the frustration of members fighting for a just contract. He feels the pain of a worker fired for daring to want a union. He is enraged when citizens are shut out of our democracy. Larry’s determination to fight injustice, “One day longer, Each day stronger,” defines him and his legacy as President. We are grateful for his leadership, his commitment, his caring.

In 1989, CWA began wearing red on Thursdays as a sign of solidarity. When Local 1103 Steward Gerry Horgan was killed on the picket line, this spread throughout our union. CWAers create a sea of red at rallies, actions and demonstrations. Red is now the color associated with CWA’s mobilization and activism.

Resolved: The 75th Convention of the Communications Workers of America expresses our deep appreciation to President Larry Cohen for his creative leadership, strategic vision, passionate dedication, tireless work, and countless contributions to building CWA, the larger labor movement, and connecting the fight for workers’ rights with efforts to strengthen progressive movements for democracy and social and economic justice at home and across the globe.

Resolved: The 75th Convention of the Communications Workers of America designates red as CWA’s official color in memory of Gerry Horgan and in recognition of President Larry Cohen’s commitment to organizing, mobilizing, movement building and solidarity.
Oppose the Assault on Public Workers and Public Services

There are more than 130,000 public sector workers who are members of the Communications Workers of America. CWA public sector members work at all levels of government providing vital services, including public safety, health care, education, human services, transportation, environmental protection, corrections, and many others.

The 22 million public sector workers in the United States provide essential services to all Americans to improve the lives, well-being, safety, and environment of the communities in which we live.

CWA has led the way over the years in bringing the benefits of union representation to public sector workers, whether in states like New Jersey, New York, and California where we fought hard to win bargaining rights for public workers, or in states like Texas that continue to deny public workers their most basic human right to bargain collectively. CWA is proud to stand united as a union of public and private sector workers, joined together to support and strengthen worker organization everywhere, in every industry and sector of our economy.

In the past four years, corporate America and anti-union elected officials have set their sights on the destruction of public sector collective bargaining. Having reduced private sector union membership to 6.6 percent of the private sector workforce, they are now going after the public sector, where union rates nationally are about 35 percent. In state after state, they are pushing an agenda to eliminate public workers’ collective bargaining rights, fair share (agency) fees, to privatize public services to low-wage contractors, and to cut public budgets and public workers’ pensions, benefits, and wages as the next step in their crusade to reduce the power and living standards of working people.

Wisconsin Governor Scott Walker spearheaded the campaign to get rid of public workers’ collective bargaining rights, and he openly boasts of his successful assault on public workers, public sector unions, and unions in general. New Jersey Governor Chris Christie has followed a similar playbook with his attack on public workers’ right to bargain over health care, his illegal refusal to fund our members’ pensions, and the continuous push for privatization and cuts to public budgets that fund the services our members provide. In Texas, Governors Rick Perry and Greg Abbott have pushed an agenda of budget cuts to essential services, privatization of our members’ jobs, and attacks on payroll deduction designed to weaken our union.

In state after state, city after city, the assault on public investment, public workers’ bargaining rights, and the drive to privatize public workers’ jobs threatens not only workers’ livelihoods but also the quality and accountability of taxpayer-funded public services. For example, the U.S. Department of Energy (DOE) privatized the work at two of our nation’s nuclear labs, work that for decades was done by CWA-represented University of California employees. These programs deal with some of our nation’s most sensitive security and defense programs. The defense contractors that won the contracts to do this work make large profits at
public expense, and use some of those profits to fund substantial political contributions to buy
the support of elected officials for their privatization agenda.

**Resolved:** CWA stands united in opposition to the erosion of public sector collective
bargaining rights. CWA will fight vigorously against all attempts to roll back workers’ rights in
the public sector, including the elimination of collective bargaining, fair share (agency) fees,
reductions in retirement benefits, and the privatization of essential services. CWA will continue
to organize to win collective bargaining rights for public workers in those jurisdictions that
continue to deny this basic human right.

**Resolved:** CWA reaffirms our support for adequate investment in public services as the
essential foundation for a vibrant economy, healthy and safe communities, strong families, and a
thriving democracy.
Restoring and Strengthening U.S. Democracy

Millions of Americans are joining together to strengthen and renew American democracy. People from diverse backgrounds, including labor, civil rights, environmental, good government, and other like-minded organizations, are coming together convinced that we need to restore the promise and reality of our great democracy in order to ensure that everyone has the opportunity to realize their full potential and economic well-being.

We are working together to turn around the tide of attacks that have been waged on the rights of workers to form a union and bargain collectively, on the rights of all Americans to vote, and we are fighting back against measures that allow the top one percent to own our democracy.

Groups like the U.S. Chamber of Commerce have spent 40 years working to strip workers of bargaining rights and to enshrine the power of the top one percent. They have twisted our democracy to cement their power, making unlimited money available to fund their private interests and disenfranchising voters who do not support their agenda.

To restore the promise of the American Dream, we must eliminate the corrupting influence of big money in politics, which allows the top one percent and corporations to buy elections and set our nation’s public policies. Candidates, parties, and outside groups spent nearly $4 billion in the 2014 elections. Outside spending on elections by organizations that hide the names of their donors soared to $219 million in the most recent election cycle. In the 2014 election campaigns, money provided by business interests had a 15 to 1 advantage over union workers’ contributions to political action funds and other labor contributions. Members of Congress spend 30 to 70 percent of their time fundraising and talking to the top one percent, rather than engaging with their constituents. This donor class has vastly different priorities than those of working Americans. They prioritize tax cuts for the wealthy and reduced spending on programs that help working people rather than policies that would create a living wage, strengthen collective bargaining, improve public investments in education and other vital public services.

We must stop the attack on voting rights in our country. Several states have made it more difficult for citizens to exercise their right to vote by eliminating early voting, enacting restrictive voter identification laws, and making it more difficult to register to vote. Fifty years after the historic victory of the 1965 Voting Rights Act, U.S. citizens face a return to the obstructionist and discriminatory practices that block access to the most fundamental right of our democracy, the right to vote. In 2013, the Supreme Court gutted key provisions of the landmark Voting Rights Act legislation in its decision in *Shelby v. Holder*. Today, we cannot even get Congress to hold a hearing on legislation to redress that deplorable ruling that makes it far easier for states to enact discriminatory voting practices.

CWA, with the NAACP, Sierra Club, Greenpeace, Common Cause, AFSCME and a network of 55 other organizations have joined together under the banner of the Democracy
Initiative (DI) to build a movement to halt the corrupting influence of corporate money in politics, prevent the systemic manipulation and suppression of voters, and create a democracy where all Americans have an equal voice.

CWA, the Democracy Initiative, and its member organizations are building coalitions for public campaign financing and putting limits on the size of campaign contributions. These are important steps to restore the voice of ordinary citizens in politics. We are making progress in places such as Chicago, Albuquerque, Seattle, Montgomery County MD and the state of Maine.

CWA, the Democracy Initiative, and its member organizations are also actively building a movement to eliminate restrictions on voting and to make voter registration easier. Our broad coalition came together to pass automatic voter registration in Oregon and to support full citizenship rights, including the right to vote, for formerly incarcerated people.

CWA, the Democracy Initiative (DI), and the Leadership Conference on Civil and Human Rights (LCCHR) are helping to organize a large demonstration on June 25 in Roanoke, VA to push for movement on federal Voting Rights legislation. Roanoke, VA is the home jurisdiction of Congressman Bob Goodlatte, Chair of the House Judiciary Committee, who is blocking any federal progress to strengthen voting rights and move forward on immigration reform.

Using the 50th anniversary of the Voting Rights Act on August 6, 2015 as its lynchpin, this movement will hold actions and events across the country throughout the summer to bring much needed attention to the corrupting influence of money in politics and the attack on voting rights as we continue to build a mass movement to restore democracy in our nation.

Resolved: CWA, with lead partners NAACP, Greenpeace, Sierra Club, Common Cause, AFSCME and 55 other organizations, will expand and deepen the work of the Democracy Initiative to eliminate the outsized influence of the top one percent in our politics and to create an inclusive election system that gives all eligible Americans the right to vote.

Resolved: CWA will continue to work with partner organizations to mobilize for the demands of the civil rights community to restore the promise and protections of the 1965 Voting Rights Act to protect every citizen’s right to vote.

Resolved: CWA members, locals, officers and staff pledge to work in our communities to build effective organizations that will stand up to the top one percent and fight for universal voting rights and getting big money out of politics. We will find common ground with our allies and move those issues forward.

Resolved: CWA will continue to educate members to understand how the barriers to democracy disempower working Americans and block progress on our core issues of good jobs, health care, retirement security and bargaining rights.
Resolution 75A-15-4

Long Term Organizing Campaigns

The organizing climate for workers who want a union is tougher today than at any time in our recent history. Only 6.6 percent of private sector workers are members of a union, the lowest percentage since the beginning of the 1900s. Employers both private and public are attacking workers’ right to organize and to bargain collectively. No matter how tough it is, we know that we cannot limit ourselves to playing defense in contract negotiations. We must organize the unorganized workers throughout our sectors and industries in order to gain bargaining clout.

CWA has a long tradition of digging in for the long haul as we stand with workers in our key industries who are determined to get their union. It took six years to organize 40,000 New Jersey state workers. We spent five years fighting for and finally winning card check recognition at SBC, and as a result today there are more than 54,000 new CWA-represented workers at AT&T operations including AT&T Mobility and Internet Services. We worked for 18 years with American Airlines Passenger Service Agents and broke through last year, leading to 9,000 new CWA-represented workers largely in the South. Years of organizing Cablevision recently resulted in a breakthrough win in Brooklyn.

At T-Mobile US we have spent five years building TU, a growing union of workers, with help from our brothers and sisters in ver.di, the German union representing workers at Deutsche Telekom, T-Mobile’s German parent company. At Delta Airlines, Flight Attendants have been organizing for 20 years, through numerous elections, and they are not giving up. We have spent years working with public sector organizations, with and without the right to bargain collectively, and have been able to build strong locals from Texas to Tennessee to New Jersey.

In this environment there are no quick fixes, no magic bullets, no short cuts. It will take long term commitments and significant resources to grow our union and movement in a strategic manner.

It has to be done. If we do not build union representation in our sectors, employers will keep trying to push down our wages and benefits. It is as though all the non-union members in our industry are sitting across the bargaining table from us. We want to bargain from a position of strength, and that means supporting long term organizing campaigns that will expand collective bargaining rights for workers.

Resolved: CWA will not stop organizing. We will dig deeper and fight harder, longer, and smarter to continue to organize the unorganized wherever workers are willing to keep up the fight.

Resolved: CWA will provide the resources necessary especially in our key industries, including telecom, airlines, wireless, cable/satellite TV, media, manufacturing and public sector to sustain long-term organizing campaigns.
Resolved: CWA will never stop organizing, even in the most trying of times, and we will not give up but rather be there "one day longer, each day stronger," standing with workers who want a CWA voice.
Resolution 75A-15-5

It’s Our Turn

It’s our turn. Working families and our communities deserve to share in the productivity gains that our work has produced.

The top one percent is booming. Their lives, their families, their standard of living could not be better. They have more than recovered from the Great Recession that started in 2008. Stock prices continue to rise after crashing seven years ago. From 2009-2012, 95 percent of income gains went to the top one percent.

For the vast majority of workers, real wages have declined or remained stagnant since 1979. That is true for workers with and without a college education.

There is no question that minimum wage workers need a raise. The value of the $7.25 hourly federal minimum wage has eroded drastically and today it equals just about one-third of the U.S. average wage. CWA supports the nationwide campaigns for “$15 and a union” that are being organized and supported by minimum wage workers and many CWA locals.

But raising the minimum wage is not enough. All working families need a raise. Improved wages is how we can end the squeeze on the middle class and improve the standard of living for families. But employers will not raise wages by themselves.

Only through collective bargaining are workers able to gain our share of productivity gains in improved wages and benefits. Today, just 6.6 percent of U.S. private sector workers and 35 percent of public workers are union members. Those rights continue to be attacked by employers who intimidate and harass workers who want union representation and by elected officials looking to strip away decades of rights from workers, with public sector workers on the front lines of the attack.

That is what we are up against as we bargain in 2015. This year we are negotiating more than 180 contracts in every CWA sector, covering 200,000 workers. Bargaining has gotten harder than ever, but we are ready for the fight.

The CEOs of our major employers are doing well. Management compensation has benefited directly from higher share prices with free stock options and other linked bonuses. The average CEO makes almost 400 times as much as a front line worker. We have put all of our employers on notice: It’s our turn. CWA families need a raise. We want secure sustainable jobs, real improvements in our standard of living, and above all, an end to the race to the bottom.

In bargaining this year, we have reached tentative agreements covering 17,500 workers at AT&T Midwest and AT&T Legacy that met our goal of ensuring an overall improvement in workers’ standard of living.
New Jersey is one of the nation’s wealthiest states. The top one percent is doing well. For years, Governor Chris Christie has been on the attack against public workers, looking to strip away bargaining rights over health care and retirement security. This year, we are taking on Christie and his illegal attempt to grab billions earmarked for workers’ pensions. And we are fighting back against the privatization of critical public services that support our communities and good jobs.

At United Airlines, the stock price rose 76.8 percent in 2014, reaching the highest point since the airline emerged from bankruptcy in 2006. When United filed for bankruptcy in 2002, Flight Attendants endured wage cuts, health care cost shifting, work rule changes, and an attack on their pensions. In October 2010 United merged with Continental and Continental Micronesia. Flight Attendants are bargaining for a single contract at the new United that would finally merge the operation and allow all 24,000 Flight Attendants to access the benefits of the merger and share in the airline’s profitability.

US Airways filed for bankruptcy in 2002 and 2004 and American Airlines filed in 2011. CWA passenger service members at US Airways made sacrifices during those bankruptcies to keep their airline operating. Today, wages are still lower than their pre-bankruptcy level. Agents at American Airlines lost jobs, pay, and retirement security as that airline outsourced their work. Home-based agents experienced cuts in wages and benefits. The two airlines merged in 2013, and American posted its biggest profit ever last year, an industry-leading $4.2 billion. Now, American Airlines agents and their US Airways colleagues are negotiating a first contract.

Verizon Communications has posted an increase in corporate profits of 215 percent since 2009. CWA members at Verizon East want to expand and keep good jobs, and gain a fair share of those profits.

At these and every contract fight this year, CWA members will be standing up for fairness.

**Resolved:** CWA locals, sectors, and districts will continue to support the bargaining fights of members, joining mobilizations and actions to help our brothers and sisters achieve the good contracts we all deserve.

**Resolved:** CWA districts, sectors, and locals will continue to work to build effective coalitions with our allies to protect and fight for the fundamental right to collective bargaining and to build a movement to move our agenda forward.
Resolution 75A-15-6

Resolution in support of the release of Oscar López Rivera

Oscar López Rivera is a decorated veteran of the Vietnam War who returned to the Puerto Rican community of Chicago to become a successful community organizer and help improve conditions in education, housing, and employment.

In May, 1981, Rivera was arrested, along with 14 other men and women, and was convicted of seditious conspiracy and related offenses, yet neither he nor any of his co-defendants was convicted of harming or killing anyone.

In 1999, as a result of an international campaign for their release, President Clinton commuted the sentences of most of these men and women. The President offered to commute Oscar’s sentence after he served another 10 years in prison. In solidarity with those not included in the commutation, Oscar declined.

All those released are living productive, law-abiding lives. Oscar is the only one of his co-defendants still behind bars.

At 72 years old, he is the longest held political prisoner in the history of Puerto Rico. He has served more time than the South African leader Nelson Mandela.

There have been many personalities and international organizations, including the AFL-CIO at the 2013 Convention, which have applied for his release over the past 34 years. Support also includes several members of the U.S. House of Representatives, civic and religious leaders throughout the U.S., elected officials from New York, California, Ohio, Pennsylvania, and Illinois, international figures from Haiti, Mexico and Australia among others, as well as many Puerto Rican and Latino communities throughout the United States.

In Puerto Rico, several former governors, including Rafael Hernández Colón, Sila María Calderón, Aníbal Acevedo Vilá, and the current governor Alejandro García Padilla have all requested in writing the immediate release of Oscar López Rivera. Both the current Puerto Rico Resident Commissioner to the U.S. Congress, Pedro Pierluisi, and the Mayor of San Juan, Carmen Yulín Cruz, have taken similar positions. The Puerto Rico Senate and House of Representatives have also weighed in on the issue by passing resolutions in their respective bodies in favor Oscar López Rivera’s release.

The United Nations Special Committee on Decolonization has adopted resolutions annually, and as recently as 2014, calling on the President of the United States to release Oscar López Rivera.

AFSCME, the Labor Council for Latin American Advancement, The NewsGuild/CWA, and the Puerto Rico AFL-CIO have all passed similar resolutions in their respective conventions in support of the release of Oscar López Rivera.
Resolved: CWA calls on the President of the United States to exercise his Constitutional power of pardon to grant the immediate and unconditional release of Oscar López Rivera.
Women’s Voices Must Be Heard and Respected

The CWA National Women’s Committee and the CWA Civil Rights and Equity Committee are at the forefront of movement building in our union. Many of the battles for equity that we thought we had won have resurfaced with a vengeance. Women’s rights are on the front lines of the battlefield. We must put our energy into retaining and expanding the rights of women on every front.

The current gender makeup at all levels of government and industry do not reflect the population. The United States Congress is made up of 80 percent men and 20 percent women. Yet, the overall population in the United States is 51 percent women and 49 percent men.

The United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), first adopted in 1979, has yet to pass the United State Senate—making the U.S. one of the few countries in the world that have failed to do so. CEDAW plays a key role in strengthening the promotion and protection of women’s rights throughout the world by addressing these issues: sex trafficking (at least four million women and girls are sold into sexual slavery each year), pornography (which degrades women and promotes a climate of sexual hostility), education (two-thirds of the world’s 857 million illiterate adults are women), maternal mortality (510,000 women die annually from pregnancy-related complications and millions more suffer from serious injury), HIV/AIDS (women are four times more vulnerable than men), violence (25 percent to 30 percent of women around the world experience domestic violence), war crimes (gender-based violence during war is often hidden but is being increasingly exposed), sexual harassment (as illustrated by recent campus and military experiences reported by women), and female genital mutilation (130 million women are victims).

Women are responsible not only for their own health, but traditionally they are also responsible for their entire family’s health, which makes maintaining their own good health even more critical. Prior to the adoption of the Affordable Care Act, women had been charged up to 150 percent more for individual health care coverage than men. Although more women die from heart disease than from cancer, chronic obstructive pulmonary disease, Alzheimer's, and accidents combined, many women underestimate the threat that coronary artery disease (CAD) poses to their health. Symptoms of a heart blockage can be harder to identify and more difficult to diagnose in women. Also many women do not know what they can do to help prevent heart disease. Fortunately, the Coalition of Labor Union Women (CLUW) recently received a grant to promote the “Spread the Word (STW)” campaign – a patient advocacy campaign to educate women about the overlooked symptoms of coronary artery disease and the various testing options available, and to partner with their healthcare provider on deciding the right test for them.

The Trans Pacific Partnership (TPP) poses a special threat to women. It could undermine wage and hour provisions that are protected in the United States by the 1938 Fair Labor
Standards Act, and it could further diminish the rights and living standards of women and children worldwide. The TPP will accelerate the offshoring of call center jobs, a majority female sector, further eroding the economic status of women.

The CWA National Women’s Committee reports some limited progress in some states and cities on Paid Sick Leave legislation, in building support for the federal Family and Medical Insurance Leave (FAMILY) Act which would require paid leave to care for oneself or family members with a serious illness, state endeavors for a renewed Equal Rights Amendment Act (ERA), coalition building to pass the CEDAW, equal pay provisions, and opposition to the anti-worker Trans Pacific Partnership (TPP) trade agreement.

Despite progress in our own union, the number of women in leadership positions still does not reflect the proportion of female membership in CWA. There is still much work to be done to encourage, support, and promote women leadership in our union.

We must join together to oppose all policies and actions designed to diminish women’s rights. We must upgrade skills to empower women to address inequalities and to oppose all attempts to reduce the rights of women. The fight for justice is greatly enhanced when women are heard and respected. Achieving gender equality in our lifetime is an important mission for all of us.

Resolved: CWA must make women’s critical issues -- including Paid Sick Leave, Equal Pay, the FAMILY Act providing paid leave to care for one’s own or a close family member’s serious illness, the Equal Rights Amendment, and passage of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) -- CWA legislative priorities in the same manner we fight for other democracy issues, thereby enhancing women’s basic human rights in society.

Resolved: CWA will collaborate with the Coalition of Labor Union Women in promoting the Spread the Word campaign at all levels of our Union with the goal that all union women are aware of coronary artery disease (CAD) symptoms and the available heart test options, thereby ensuring that they receive proper care.

Resolved: CWA encourages greater constituency group movement building by promoting and expanding the current CWA sponsorship program targeting greater female participation, thereby creating the capacity for a more balanced workforce, society, and union in which a woman’s voice cannot be silenced and women’s rights can be respected.

Resolved: The CWA National Women’s Committee, in conjunction with the Human Rights Ad Hoc Committee, shall conduct a comprehensive study to explore options for leadership development for women designed to maximize the number of women involved in leadership roles throughout CWA. Options to be explored, which would include a funding recommendation, could include Summer Schools for Union Women, training with the Wellstone Group, AFL-CIO training opportunities, the Harvard Trade Union Program and other university programs.
CWA opposes all forms of discrimination, including discrimination on the basis of sexual orientation and gender identity or expression.

LGBT (lesbian, gay, bi-sexual, and transgender) people stand on the brink of historic gains in relationship recognition, healthcare access, and employment nondiscrimination.

Nevertheless, LGBT people continue to face serious discrimination in employment, housing, public accommodations, and other aspects of social life.

Such discrimination and marginalization also makes LGBT people, and particularly transgender women of color, disproportionately vulnerable to harassment and violence.

The opponents of LGBT equality, who are nearly always also opponents of workers’ rights, continue to raise obstacles to full equality.

Under the guise of protecting religious freedom, these right-wing forces have campaigned to strip LGBT people of anti-discrimination protection at the state and local level, setting back the movement for equality in several places.

In other places, they have introduced state and local legislation to deny transgender people access to safe, clean restrooms consistent with their gender identity.

Resolved: CWA opposes all efforts to limit the rights of vulnerable minority groups. CWA supports action by federal, state, and local authorities to protect vulnerable minorities from harassment and violence and to reduce the social and economic marginalization that underlies it.

Resolved: CWA supports comprehensive civil rights legislation to protect LGBT people from discrimination in employment, housing, credit, education, government-funded activities and public accommodations.

Resolved: CWA insists that all persons must have access to safe, clean, appropriate restrooms, both in the workplace and in places of public accommodation.

Resolved: CWA will continue to be active in the struggle for equality inside and outside the workplace until all barriers to full participation in society are removed.
Resolution 75A-15-9

**Black Lives Matter, All Lives Matter**

Since last summer, around the nation, the idea that “black lives matter” has been the subject of intense activism from many CWA members and CWA allied organizations.

Issues of systemic racism continue to plague the United States of America.

This racism plays out in many ways: in youth unemployment rates among people of color that approach 25 percent or more; in the enormous disparity between total wealth in white versus African-Americans households; in separate and unequal systems of public elementary and secondary education; in enormous racial gulf in post-secondary educational achievement.

This racism is revealed in the divisions in many cities across the nation following the deaths of young African-American men during encounters with police - when deep seated fears within our communities come to the forefront.

Neither the men nor women who work in the front lines of law enforcement nor the people who belong to minority communities created the conditions of racial division that persist in our country and divide working people along artificial lines.

The vast majority of the men and women who work in law enforcement do so out of a sincere effort to serve and protect the community and everyone in it, without regard to race, color or ethnicity. Yet, we also cannot ignore the widening gap of trust between the people who work in this profession and many in the communities they serve.

Closing this gap requires that we address the underlying inequities that continue to divide working people in this country along racial and economic lines. We must oppose policies designed to marginalize minority communities and people of color, including the push to privatize education primarily in communities with high concentrations of African-Americans; attacks on public services using thinly veiled racial references that politicians use to stigmatize people who use public services and the workers who provide those services; trade and economic policies that destroy jobs in our big cities and small towns, many of which have large populations of African-Americans; and voter suppression laws that suppress the rights of minorities to vote.

In the labor movement, we have too often allowed ourselves to be divided along artificial racial lines - divided actively by overt displays of prejudice or divided passively by willful negligence in challenging inequality, divisions that always make us all weaker.

Racial inequality has always been a favored tool of those who wish to weaken and divide working people.
Confronting and ameliorating the reality of racial prejudice and structural racial inequality is the only means to effectively challenge this problem.

Resolved: CWA is committed to equality and believes that the lives of every person matter. As long as powerful elites try to divide us by exploiting and oppressing the African-American community, CWA remains dedicated to the principle that “black lives matter” and “all lives matter.”

Resolved: CWA reaffirms its commitment to support policies and practices designed to dismantle structural racial inequality, within our union, the labor movement, in our interactions with employers, and at all levels of government. CWA will continue to fight for equal opportunity in employment, housing, education, and the funding of public services, and to ensure that all citizens are treated with the due process that is their legal right.

Resolved: CWA will continue to support policies that provide the men and women who work in law enforcement with the resources they need to do their critical job of protecting the public. The men and women who work in law enforcement deserve full, transparent and impartial investigations into allegations of misconduct. At the same time, CWA will work to ensure that law enforcement personnel are not themselves made the victims of racial division which dishonors the profession and endangers the lives of those who work in it.
Over the years, 325 CWA Locals have purchased the MUMS/2000 membership software to assist them in meeting their many goals. This currently represents about 60 percent of the CWA membership.

Additionally, 270 of these CWA Locals have subscribed to MUMS*LINK from CWA headquarters to provide membership changes, dues deductions, and COPE deductions electronically on a regular basis from each of headquarters’ membership systems.

MUMS*LINK keeps the CWA Locals’ MUMS/2000 membership database updated without the local having to do any duplicate data entry.

A great majority of CWA MUMS Locals wish to continue to use all of the powerful features of MUMS and maintain their records with CWA headquarters updates.

Resolved: CWA commits to support MUMS and MUMS*LINK until Orion performs comparable functions and has comparable features. CWA will provide training and assistance to CWA locals to assist them in the transition to the new system.